



## **SMOKING**

ASM Global supports the desire for a smoke and tobacco-free workplace.

In light of this support and for the health, safety and comfort of fellow Team Members and visitors, smoking and tobacco use is permitted only in designated areas. This includes the use of chewing tobacco, and the use of vaporizers and electronic cigarettes. These areas may vary depending on location and lease agreements.

Team Members utilizing designated smoking areas must ensure that job performance is not impacted by time taken for smoking breaks. Break times for smoking must not exceed regular break and lunch periods used by all Team Members.

Violation of this policy may result in appropriate disciplinary action, up to and including termination.



## SMOKING POLICY

### ASM GLOBAL - Denver

*Employee's Understanding and Acceptance:*

MY SIGNATURE ON THIS NOTICE CONFIRMS THAT I HAVE RECEIVED AND READ THE **SMOKING POLICY**.

*Acknowledged and Agreed:*

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Employee **Printed** Name

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Employee **Signature** and Date