



النهضة للخدمات ش.م.ع.ع
Renaissance Services SAOG

Renaissance Services - Contract Services Group (CSG)

- Tawoos Industrial Services Company LLC
- Rusail Catering & Cleaning Services LLC
- Renaissance Services PAC Division
- Renaissance Services Overseas Division
- Renaissance Contract Services AS (RS-NOC) Norway
- Renaissance Contractos-e-Servicios Angola (LDA)
- Renaissance Facility Management Services LLC. Abu Dhabi, UAE

No Smoking Policy

Renaissance Services – Contract Services Group is dedicated in maintaining a healthy work environment throughout its operations. While the Company already prohibits smoking at its workplaces and in vehicles; beginning 2nd April 2010, the Policy will expand to prohibit smoking in other areas such as offices, accommodation buildings, workshops, recreation facilities, common areas etc. and any other marked ‘No Smoking Zones’ which have been listed on the ban imposed by the Government of Sultanate of Oman under the rule 2010/33.

To do this, the Company shall:-

- Educate and encourage employees, customers and guests to refrain from smoking through safety meetings, video presentations and discussions.
- Offer support to employees who want to quit smoking.
- Prominently display “No Smoking” signboards in (Arabic and English) in appropriate places throughout its operations.
- Where practical, provide a designated place which will permit individuals to smoke without affecting others. All smoking materials must be disposed off in the appropriate receptacles.
- Conform to smoking policies of its clients when working in their premises.

Employees are also reminded that people caught smoking in public places and in “No-Smoking” zones falling under the Jurisdiction of the Muscat Municipality, will be fined according to Oman Regulations.

It is the responsibility of every employee of Renaissance Contract Services Group to conduct himself or herself in compliance with this Policy. Failure to comply with the above components of this Policy, will result in severe disciplinary action being taken by the company.

This Policy is effective 2nd April 2010.

Ananda Fernando
CEO

Description	Revision Number	Date Issued
Issue 1	1	01.04.2010