**Tobacco-Free Workplace Policy**

Isaac’s Deli, Inc. is committed to providing a safe and healthy workplace and to promoting the health and wellbeing of its employees. Motivated by our desire to provide a healthy work environment for our employees, the following tobacco free policy has been adopted and shall apply to all employees of Isaac’s Deli, Inc.

**Policy**

It is the policy of Isaac’s Deli, Inc. to prohibit use of tobacco including, but not limited to, smokeless tobacco, cigarettes, cigars and electronic cigarettes on all company premises in order to provide and maintain a safe and healthy work environment for all employees. Employees will not be permitted to use tobacco during their scheduled work shift.

**Scope:**

The Tobacco-Free Workplace policy applies to:

* All areas of buildings occupied by company employees.
* All company-sponsored off-site conferences and meetings.
* All vehicles owned or leased by the company.
* All visitors (customers and vendors) to company premises.
* All contractors and consultants and/or their employees working on company premises.
* All privately owned vehicles that are being used for company purposes.

**Procedures:**

Employees who violate this tobacco free policy will be subject to disciplinary action up to and including immediate discharge.