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Authorized By: Troy Launay

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Title: Smoking Policy

TR Launay, Inc. implements and uses these policies and procedures to make sure that we are in compliance with International Marine Contractors Association (IMCA) guidelines. In addition, TR Launay, Inc. employees and subcontractors will adhere to and follow our customer and client policies and procedures while under contract and on assignment.

TR Launay, Inc. champions the right of all employees to work in air free of tobacco smoke. The Company also recognizes the fire hazard of discarded cigarettes and matches to individuals' personal safety, the safety of colleagues and the assets of the organization as a whole.

Smoking is only permitted where specifically designated smoking areas are provided.

[Original Signed By]

Troy Launay
President, TR Launay, Inc.

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