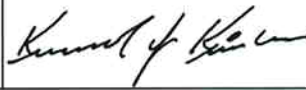


Corporate HR Policy and Procedures Manual



Tyson Foods, Inc.

Policy Name Smoke-Free Workplace	Section 9 Safety and Health	Effective Date April 1, 2004
	Page 1 of 1	Approved by 

1.0 PURPOSE

The purpose of this policy is to help provide a safe, healthy and pleasant work environment for Tyson Team Members. With the growing concern of our people, the increase in smoking legislation, and continued medical studies regarding the impact of second-hand smoke, this policy recognizes that smoke from tobacco products adversely affects the health of smokers and non-smokers alike.

2.0 DEFINITIONS

Smoking Tobacco Products – cigarettes, cigars and pipes.

3.0 RESPONSIBILITY

All Management Team Members are responsible for implementing and monitoring the Smoke-Free Workplace policy and ensuring policy guidelines are enforced.

4.0 GUIDELINES

- A. There shall be no smoking permitted in any Tyson facilities at any time, to include poultry live production areas.
- B. Outside designated smoking areas will be provided at each facility for Team Members who choose to smoke prior to work, during breaks, and after work hours.
- C. Team Members who smoke have a special obligation to keep designated smoking areas litter-free and to not abuse break and work rules.
- D. Visitors will be informed of this policy through signs, and explained by the location receptionist.
- E. Excessive breaks are to be addressed by all departmental managers.
- F. Any Team Member who violates the Smoke-Free Workplace policy will be subject to disciplinary action up to and including discharge.
- G. All locations shall post the [Smoke-Free Workplace](#) policy.
- H. All newly hired Team Members will be informed of the [Smoke-Free Workplace](#) policy during Orientation.