

KENNECOTT UTAH COPPER CORPORATION

HUMAN RESOURCES POLICY
No Smoking

Effective Date: 05/15/15

Document Number: KUPHR10031

Rev: 02

PURPOSE:

The purpose of this policy is to reiterate the Company's adherence to the Utah Indoor Clean Air Act (Title 26-38).

SCOPE:

All KUCC employees, visitors, and persons doing business on KUCC property and personnel in Kennecott owned or leased vehicles or heavy equipment.

RESPONSIBILITY:

N/A

STATEMENT OF POLICY:

Pursuant to the Utah Indoor Clean Air Act, smoking is prohibited in KUCC buildings. Violation is subject to Company disciplinary action, as well as civil penalty.

1. Smoking is prohibited (including e-cigarettes) inside all buildings owned, operated and/or controlled by Kennecott Utah Copper.
2. Smoking (including e-cigarettes) is also prohibited within 25 feet of all building entrances and exits, air intakes, and windows that can be opened.
3. Smoking (including e-cigarettes) is prohibited in company owned or leased vehicles.
4. Company personnel must advise visitors of this policy.
5. This policy notice shall be posted and remain posted on all Kennecott Utah Copper official boards containing legally required notices to employees and all job applicants.
6. All new hires will be given a copy of this policy.
7. Complaints and questions about the application of this policy should be referred to the Human Resources Department.

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REVISION HISTORY:

MOC#	Description of Change	Prepared By	Date
HR00022-A	Updated Format	Julie Brogdon	02/01/06
28473	Updated Language	Beverly Whetstone	03/25/2015