



SMOKING POLICY

PURPOSE

In keeping with Ameren's corporate values, Ameren strives to provide a work environment that promotes and ensures the health and safety of all employees. Smoking presents known health risks to smokers and non-smokers alike. This policy applies to cigarette, pipe, and cigar smoke, as well as e-cigarettes.

PERSONS AFFECTED

This policy applies to all Ameren employees, vendors, contractors, and visitors at any Ameren facility. State and local laws or ordinances regarding smoking must be followed, and more stringent variations may apply to certain Ameren employees and at particular locations.

POLICY

Smoking is prohibited in all Ameren buildings and any posted areas where hazards may exist. Smoking is prohibited within 25 feet* from all entrances, exits, windows that open, and ventilation intakes that serve an enclosed area for all Ameren locations. Smoking is not permitted in a multi-occupant Company vehicle or while operating motorized equipment.

ENFORCEMENT

Any violation of this policy by Ameren employees may result in discipline, up to and including termination of employment. Any violation of this policy by others may result in the individual being removed or barred from Ameren property.

CORPORATE RESPONSIBILITY

For further information or concerns regarding the Ameren smoking policy, contact the Manager, Compliance at (314) 554-3825 or Extension 43825.

*Note: the state of Illinois requires a minimum of 15 feet.