

## **Tobacco Usage/Non-Usage Affidavit**

Virgin Voyages supports healthy life style and wellbeing of all crew and their families. Research shows the leading cause of serious health conditions is related to tobacco and/or nicotine usage; therefore, a surcharge fee of \$40.00 bi-weekly will be added for crew members that use tobacco and/or nicotine products.

I understand that Virgin Voyages is dedicated to providing a healthy, tobacco-free environment for all employees and will provide me support in the form of benefits through our pharmacy plan and access to free resources to help in my quest to stop using nicotine products.

**Forms of nicotine include, but are not limited to:** pipes, cigarettes, cigars, chewing tobacco, dip, snuff, e-cigarettes, water pipe, any other type of smoking or smokeless tobacco.

The information indicated above is true and I understand that if I am a nicotine user, and I do not complete a cessation program, I will be subject to a **\$40.00** surcharge per paycheck.

I am aware that failure to report the subsequent use of nicotine products, and/or failure to report beginning the use of nicotine products, following completion of this Tobacco Use/Non-Usage Affidavit, will be considered falsified information and I may be subject to disciplinary action, up to and including termination of employment. Further, such use may subject me to reinstatement of the tobacco surcharge, consistent with applicable laws and regulations.

I understand and agree that if I certified that I do not use any form of tobacco/nicotine that I agree that I will not use any tobacco/nicotine during the plan year. I understand that I am required to immediately report any use of tobacco/nicotine products, or beginning the use of tobacco/nicotine products, following my completion of this Tobacco Use/Non-Usage Affidavit to my People & Culture team.

Finally, I am aware that Virgin Voyages offers support through EAP through CIGNA for tobacco/nicotine users who are interested in cessation.