



Smoking and Tobacco Policy

In keeping with the intent to provide a safe and healthful work environment, Sprouts is committed to providing a tobacco-free workplace and complying with all federal, state and local laws related to smoking in the workplace. This policy applies equally to team members, customers, contractors and suppliers.

Smoking is prohibited in Sprouts offices, stores, facilities, and common areas. "Smoking" is defined as the inhaling, exhaling, burning or carrying of any lighted tobacco or tobacco-like product, including electronic cigarettes. Tobacco that is not smoked but used in another form, such as chewing tobacco or snuff, is also prohibited under this policy.

You should become familiar with the areas where smoking is either permitted or prohibited. Team members who smoke must do so at least 50 yards from the store facility. Team members are not permitted to smoke in front of the store within the sight of customers entering or leaving the store facility.

Team members smoking in any nonsmoking area may be subject to disciplinary action. Further, pursuant to Sprouts' attendance standards and adherence to work schedules, unauthorized breaks and excessively long breaks for purposes of smoking may lead to disciplinary action, up to and including termination.