



TD Bank Smoking Policy

TD Bank complies with all applicable federal, state and local regulations regarding smoking in the workplace. We will provide a work environment that promotes productivity and the well-being of our Employees. We recognize that smoking in the workplace can adversely affect Employees and Customers. Accordingly, smoking is not permitted within 25 feet of any Company building or in Company-owned vehicles. Whenever permitted, smoking outside of our facilities should not interfere with Customers or Employees, or ingress and egress, and is not allowed in locations outside the building that are in full view of Customers. Smokers have a special obligation to keep areas outside of TD Bank's facilities litter free. All Employees are expected to exercise common courtesy and to respect the needs and sensitivities of co-workers regarding smoking. For purposes of this Policy, the term "smoking" means the use of tobacco and related products, including the use of e-cigarettes. The TD Bank Management Team is responsible for implementing and monitoring the Smoking Policy, and all Managers will enforce this Policy. The Smoking Policy applies to Employees, Customers and visitors while in/on TD Bank premises.

Complaints about smoking issues should be addressed with your Manager or Human Resources. Those who violate the Smoking Policy will be subject to disciplinary action. There will be no retaliatory adverse personnel actions taken against Employees who exercise, or attempt to exercise, their rights under this Smoking Policy. Any Employees who believe they have been retaliated against for exercising, or attempting to exercise, their rights under this Policy should immediately contact their Manager or Human Resources.