

**Minister's Office**  
**Ministerial Decision**

**Minister of Human Resources and Social Development,  
Based on authorities duly granted to him.**

Having reviewed Articles (121 & 122) of the Labor Law issued under Royal Decree No. (M/51) dated 23/08/ 1426 H., amended under Royal Decree No. (M/24) dated 12/05/ 1434 H., and Royal Decree No. (M/46) dated 05/06/1436 H., successively providing to the effect that "An employer shall maintain the firm in a clean and hygienic condition..." "... He shall post in a prominent place in the firm the instructions related to work and workers safety...;" since the protection of individuals and properties against smoking hazards and improvement of the occupational health for a more attractive working environment.

Having reviewed the Anti-Smoking Law, issued under Royal Decree No. (M/56) dated 28/07/1436 H that stipulates in Article (7): "Smoking is prohibited in the following places, including in paragraph (4) thereof "Working areas in companies, institutions, bodies, factories, banks and others.

**decides as follows:**

**First:** Smoking is prohibited in workplaces and the employer shall include this provision in the entity guides set for workers and visitors. Those guides shall be posted in a prominent place in order to ensure the safety and health of workers and visitors as well as protecting properties and environment.

**Second:** Subject to Article (2) of Anti-Smoking Law, issued under Royal Decree No. (M/56) dated 28/07/1436 H.; "Smoking means the use of tobacco and its derivatives; including cigarettes, cigar, mu'assel, paan, hookahs, and other tobacco products, whether it is through cigarettes, cigar, pipe tobacco, inhalants, shisha, chewing, storage and any other method."

**Third:** Penalties for violating occupational health and safety stipulated under the Violation and Penalty table shall be applied to the violating entities.

**Fourth:** This decision shall enter into force as of issuance thereof.

**Fifth:** The Vice Minister for labor sector informs the concerned authorities of this decision to work accordingly.

**Minister of Human Resources and Social Development,  
Eng. Ahmed bin Suleiman Al-Rajhi**  
(signed)