

Smoke Free Workplace Policy

Civmec Construction and Engineering is committed to ensuring the health and safety of all employees and stakeholders entering company owned and operated premises.

There is overwhelming evidence that exposure to Environmental Tobacco Smoke (ETS) is harmful to an individual's health. There is no safe limit of exposure to ETS.

The objective of this policy is to:

- Protect all staff from exposure to ETS.
- Provide a strategy for the prevention and cessation of smoking in the workplace.

Civmec has adopted a smoke free workplace. Smoking is prohibited within the confines of all Civmec buildings and vehicles and within 5 metres of any entrance to Civmec premises.

Signage is erected and maintained at all premises to clearly identify areas where smoking is and is not permitted.

Smoking is only permitted in designated outdoor smoking areas during award meal breaks and scheduled rest periods.

There is no smoking in Civmec vehicles at any time.

Employees wishing to cease smoking are encouraged to contact the Civmec Health Centre for advice and support.

All personnel entering Civmec premises are responsible for ensuring compliance to this policy.

Persons who breach this policy may be subject to disciplinary action.

A handwritten signature in black ink, appearing to read "Patrick Tallon".

Patrick Tallon
Chief Executive Officer
Civmec Construction and Engineering
April 2015