



No Smoking Policy Statement

Introduction

This policy is intended to establish a smoke free working environment for employees in compliance with; The Smoke-free (Premises and Enforcement) Regulations 2006.

Employer Responsibilities

The Workplace Regulations contain a welfare requirement:

"In rest rooms and rest areas appropriate measures must be introduced for the protection of non-smokers against discomfort caused by tobacco smoke."

Under the Health and Safety at Work Act 1974, the employer must:

"Provide and maintain a safe working environment which is, so far as is reasonably practical, safe, without risk to health and adequate as regards to facilities and arrangements for welfare at work".

The employer has a duty in common law to take reasonable care to protect the health of employees. An employer who received a complaint about the effect of smoking, but ignores it, could be sued for any resultant damage to health. Equally employers may also find themselves liable for damage to an unborn child if a pregnant employee has been exposed to passive smoking.

Responsibilities of Employees

Under the Health and Safety at Work Act 1974, employees have duties: -

- to take reasonable care for the health and safety of themselves and others.
- to co-operate with the employer as far as is necessary to enable the employer to comply with the requirements of the Health and Safety Work Act.

An employee who refuses to comply with the smoking policy may be in breach of employment law and subject to disciplinary action.

Agreement

This agreement on smoking at the Company's workplaces: -

- has been agreed after consultation between representatives of management and the safety representative;
- is intended to contribute to the provision of a safe and healthy working environment;
- provides for no smoking within the building, site accommodation, or Company owned vehicles;
- applies to all employees irrespective of grade;
- will be copied to all established employees;
- will be made available to all new employees during induction;
- will be communicated to all staff, visitors to the company sites and external clients
- will be reviewed annually.

Facilities for smokers

Receptacles are provided for the disposal of cigarette ends and other waste smoking materials adjacent to entrances.

Responsibility for Implementation

Responsibility for the implementation of this agreement lies with Directors of the Company and all line managers.

Employee Co-operation

Employees who fail to adhere to the policy may be subject to disciplinary proceedings.

The relevance of this policy to the business and progress towards our objectives will be considered as part of our regular review of the management system.

All Departmental Managers are required to express their commitment to the stated policy.

Signed on behalf of McCarthy's.

Signed:



Steve McCarthy
Managing Director

Review Date: 6th January 2023

Reviewed Annually

Amended Date: 7th October 2014