

Policy:	Smoking	Reference:	SMOSES0076
		Review Date:	01/2023

Purpose.

To protect the health, safety and comfort of employees, clients, customers, and visitors of SES Engineering (Newark) Ltd.

Scope.

This policy applies to all SES Engineering (Newark) Ltd employees. Smoking is a leading cause of preventable death. Smoking and second-hand smoke are known causes of lung disease, heart disease, and cancer. SES Engineering (Newark) Ltd recognises the hazards caused by tobacco use and exposure to second-hand tobacco smoke.

This policy covers the smoking of any tobacco product, including smokeless tobacco products and electronic cigarettes (regardless of tobacco content), and it applies to both employees and non-employee visitors of SES Engineering (Newark) Ltd.

Policy.

Because the organisation is a private building and not open to the public, smoking on the premises is not governed by law, however no use of tobacco products, including cigarettes, smokeless tobacco, and electronic cigarettes is permitted within the property of SES Engineering (Newark) Ltd including the main office, workshop 1 and workshop 2.

Smoking is only allowed within the permitted smoking area outside the main office at the picnic table where signposted.

'Property' means the organisations facilities, offices and company owned vehicles.

To support our policy of not allowing smoking in areas other than those designated by this policy, 'smoking' and 'no smoking' signs will be displayed in appropriate areas.



Non-discrimination.

What an employee does outside of working hours and off the working premises will not be the basis of any disciplinary action by SES Engineering (Newark) Ltd, nor will SES Engineering (Newark) Ltd pursue a policy of discharging employees or refusing to hire applicants because they are smokers or likewise non-smokers.