



## Smoke Free Workplace Policy

Exposure to environmental tobacco smoke (passive smoking) is considered a potential health risk. LANDROC has an obligation at Common Law and Statutory Regulation to provide a safe working environment and protect the health of staff.

To meet these legislative requirements and community expectations, and to reinforce commitment to employee welfare, the organisation has introduced smoking bans to have a smoke free workplace.

In an effort to ensure the health risks of smoking in the workplace are minimised, the following will apply:

- Smoking is expressly forbidden in all LANDROC buildings and vehicles and on all job sites.
- Indicated throughout the workplace are designated areas where smoking is permitted. Employees smoking outside of these areas may be subject to disciplinary action.
- Smoking is only permitted during normal designated meal breaks and rest pauses. Employees who disregard this may be subject to disciplinary action.