



Purpose

This policy has been developed to protect all employees, clients and visitors from exposure to second-hand smoke and to assist compliance with the Smoke Free (Premises and Enforcement) Regulations 2006; the Prohibition of Smoking in Certain Premises (Scotland) Regulations 2006 and the Smoke free premises (Wales) Regulations 2016.

Exposure to second-hand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

Policy

It is the policy of the SES Group, that all of our premises and vehicles are smoke-free and all employees have a right to work in a smoke-free environment. The policy shall come into effect on 1st July 2007 and be reviewed annually by the MD.

Smoking is prohibited throughout the entire workplace with no exceptions. This includes company vehicles. This policy applies to all employees, consultants, contractors, clients and visitors.

Implementation

Overall responsibility for policy implementation and review rests with the MD.


All staff are obliged to adhere to, and facilitate the implementation of the policy.

All existing employees, consultants and contractors will be made aware of the policy and their role in the implementation and monitoring of the policy.

Appropriate 'No smoking' signs will be clearly displayed at the entrances to and within the premises and in all company vehicles.

Non-compliance

Disciplinary procedures will be followed if a member of staff does not comply with this policy.

Name:	Tony Ball
Signature:	
Date:	25 th October 2019