



A PART OF COMPLETE ENVIRONMENTAL SERVICES LTD

SMOKEFREE POLICY STATEMENT

This policy has been developed to protect all employees, contractors and visitors from exposure to secondhand smoke and to assist compliance with the Health Act 2006.

It is the policy of Complete Drain Clearance Ltd that all our workplaces are smokefree, and all employees have a right to work in a smokefree environment. This policy came into effect on Sunday, 1st July 2007. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all employees, contractors, customers and visitors.

Overall responsibility for policy implementation and review rests with Alun Davies. However, all staff are obliged to adhere to, and support the implementation of the policy. All staff are made aware of the policy and their role in the implementation and monitoring of the policy. New personnel will be given a copy of the policy on recruitment/induction.

Appropriate "no smoking" signs will be clearly displayed at the entrances to premises, and in all smokefree vehicles and machines.

Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smokefree law may also be liable to a fixed penalty fine and possible criminal prosecution.

Signed:

A handwritten signature in black ink, appearing to read "Alun Davies".

Title: Managing Director

Reviewed: 15th December 2009 (next review due Dec 2010)

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ALL HIRES CARRIED OUT UNDER
C.P.A. / R.P.A. CONDITIONS

