

LAND RECOVERY

SMOKING POLICY

Land Recovery Ltd and Land Recovery Rail Ltd (from herein all references to Land Recovery Ltd also apply to Land Recovery Rail Ltd) recognises its responsibility to protect all employees, service users, customers, and visitors to second-hand smoke and to comply with the Health Act 2006.

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

It is the Policy that all our workplaces are smoke free, and all employees have a right to work in a smoke free environment. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all employees, consultants, contractors, customers, and visitors. The company does not allow its employees or visitors to smoke in any part of its premises other than in designated outside smoking areas. This Policy also includes the use of E-Cigarettes, Personal Vaporizers (PV's) and any other electronic nicotine delivery systems (ENDS) that mimic tobacco smoking.

This policy requires the total cooperation and support of all members of management and staff.

General Smoking:

Smoking is prohibited in all enclosed premises in the workplace.

Smoking is prohibited in all company vehicles.

Designated approved smoking areas will be identified at induction.

Appropriate no-smoking signs will be clearly displayed at the entrance to and within the premises, and in all company vehicles.

This Smoking Policy will be made available to all staff at induction, via the Company One Drive and on company notice boards. The Policy is available to view by interested parties via the Land Recovery Ltd upon request.

This policy shall be reviewed as a result of significant changes or at least annually as part of the Management Review process defined in the Land Recovery Ltd Business Systems Manual.

Signed



Dan Beecroft

Date

January 2024

Title

Managing Director