


As a responsible employer, the A.G. Coombs Group of Companies has a duty to provide a safe working environment and to protect the health of all personnel from illness or injury arising from the workplace.

To ensure the health of all employees from the effects of tobacco smoke at work, A.G. Coombs Group of Companies has adopted a policy of providing a smoke free workplace. Specifically:

- Smoking is not permitted anywhere inside company buildings, site offices and amenities areas, workshop/stores or in company vehicles.
- Smoking is permitted in the designated areas outside the buildings during recognised breaks.

Should an employee disregard these rules, then the Policy, the reasons for it and the non-compliance procedure will be explained. If every attempt to educate and persuade the employee to adhere to this Policy has failed, the Company's disciplinary procedures will be applied.

Approved:		Policy Number: 14 ref Procedure 10.4
Name	Russell F. Telford, Managing Director	Version: 1.1 Date: October 2009