
Southern Rock Adventures Ltd

No-smoking policy

Effective from 17 October 2008

no-smoking policy

1 Purpose

- 1.1 Under the Health Act 2006, smoking is now prohibited in most public buildings in all parts of the United Kingdom. This applies to Southern Rock Adventures Ltd premises.
- 1.2 This policy has been developed to protect all employees, customers and visitors from exposure to second hand smoke. All employees should be aware of and comply with this policy.
- 1.3 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.

2 Our policy

- 2.1 It is the policy of Southern Rock Adventures Ltd that all our workplaces are smoke-free, and all employees have a right to work in a smoke-free environment.
- 2.2 Under this policy, smoking is now prohibited in all enclosed and substantially enclosed premises in the workplace. Although there is an exception for premises that are not substantially enclosed, we do not believe that this applies to any of our buildings and we therefore intend to treat our entire premise as a no-smoking area. This policy applies to all employees, consultants, contractors, customers or members and visitors.
- 2.3 This policy also applies to all company vehicles if they are used to carry members of the public or if you do not have exclusive use of the vehicle. Again, it will be a breach of this policy to smoke or to allow someone else to smoke in a company vehicle.

3 Implementation

- 3.1 The person with overall responsibility for this policy and for ensuring compliance with it is The Director. However, all staff are obliged to adhere to, and support the implementation of the policy. The person named above shall inform all existing employees, consultants and contractors of the policy and their role in the implementation and monitoring of the policy. They will also give all new personnel a copy of the policy on recruitment/induction and a copy will be included in the employee handbook.
- 3.2 Appropriate 'no-smoking' signs will be clearly displayed at the entrances and within the premises, and in all smoke-free vehicles.

4 Non-compliance

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- 4.1 Failing to comply with this legislation is a criminal offence and those who do not comply are at risk of receiving a fixed penalty fine and may be subject to criminal prosecution.
- 4.2 Failure to comply also exposes Southern Rock Adventures Ltd to the risk of prosecution. Southern Rock Adventures Ltd accordingly takes this policy very seriously and disciplinary action will be taken if a member of staff does not comply