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## SMOKING POLICY

The Tobacco Law passed by Government requires that all employees comply with regulations and have a written policy in place. (Commenced 1 January 2001 and revised 30 March 2007). The purpose of the new law is not aimed at banning smoking but to protect non-smokers from the dangers of passive smoking and resolving to minimize health sickness and death related to smoking. The Act defines Public Places as any indoor or enclosed areas and includes the workplace. Areas designated as smoking areas must be such that they do not allow smoke to enter non-smoking areas. In this regard smoking is not permitted near an open door way or in an area that poses a risk to non-smokers in close proximity. Pinedale Procurement & Construction is obliged to ensure that employees who do not want to be exposed to tobacco smoke in the workplace are protected from smoke and that employees who object to tobacco smoke at the workplace are not subjected to retaliation of any kind. The regulations allow Pinedale Procurement & Construction to totally prohibit smoking at the workplace without providing for designated smoking areas. Examples of actions, which can be taken against offenders at the workplace or outside the Company in public places: Disciplinary Action and / or

\_ A minimum fine of R200.00 (as amended)

The Tobacco regulations require the support of smoking and non-smoking employees. Action on smoking should not be equated with action against smokers, for whether people smoke or not is a personal matter, but where they smoke is a public, employer and no-smoking employee concern. The real issue is not “freedom of choice” or even majority rule, but the health and wellness of employees who participate in the day-to-day activities of the company and the country’s economy

**BANNED AREAS**

1. All Offices
2. All canteens / change rooms / toilets / ablution blocks
3. Workshop Areas
4. All indoor / enclosed areas.
5. Close to open doorways, stairways, walkways
6. Any areas that pose a risk to non-smokers in close proximity.
7. Smoking is to be restricted to defined areas and only during defined periods

**SMOKERS ARE REQUIRED TO ADHERE TO SCHEDULED TEA AND LUNCH INTERVALS.**

**CEO Signature:** 