

This Smoke Free Environment Policy aims to build a healthy environment which protects the health and wellbeing of all employers, employees and clients. CMS Engineering will actively encourage smoking prevention and smoking cessation.

The Policy applies to all CMS Engineering employers, employees and clients.

Where is smoking prohibited?

Smoking is prohibited in all areas of CMS Engineering premises (including in vehicles), sites we are managing, and/or client owned premises with the exception of designated outdoor smoking areas.

What behaviours are expected under the Policy?

ALL personnel are required to refrain from smoking while acting in an official capacity for the company.

Our commitment

To support the Smoke Free Environment Policy and to minimise non-compliance CMS Engineering will:

- Provide education regarding the health effects of smoking and the importance of being smoke free.
- Provide a copy of the Smoke Free Environment Policy to all existing personnel and to new employees upon commencement with the organisation.
- Display adequate smoke-free signage.
- Provide information to assist smokers who wish to quit through the promotion of Quitline services, 13 QUIT (13 7848), and the provision of quitting tips.
- Provide an EAP service.
- Advise visitors and contractors of the Smoke Free Environment Policy.

CMS Engineering will provide ongoing support to prevent exposure to tobacco smoke, prevent smoking uptake and encourage smoking cessation.

Non-compliance strategy

Responses to Policy breaches will include:

- Asking the individual to extinguish the cigarette immediately.
- Re-explaining details of the Policy to the offending individual.
- The provision of individual education by personnel management regarding the reasons for the implementation of the Policy.
- Making every possible effort to assist employees understand and adhere to the Policy.
- Disciplinary action for failure to comply with a management direction.



Scott Hay
MANAGING DIRECTOR



Richard Deane
DIRECTOR



Jason Logan
DIRECTOR