

Smoking Policy Statement

Clement Dickens and Son Ltd (CDS) employees have the right to work in a smoke free environment. The CDS policy on smoking is designed to eliminate passive smoking from its premises and sites and aid in compliance of the Health Act 2006. Medical evidence continues to reinforce the link between the inhalation of tobacco smoke, and particularly the associated toxins and carcinogens (either directly or by passive smoking) and serious illness. Therefore, smoking is not permitted in any CDS building or on any CDS site (including CDS vehicles).

For the purpose of this Policy, **smoking** is defined as:

- The inhalation of the smoke from burning tobacco or any other substance encased in cigarettes, pipes, and cigars and the emitting of any smoke or visible vapor as a result of inhalation.
- The preparation of smoking material or the charging of smoking devices in any CDS buildings / cabins or on any site.
- In line with the current guidance from the British Medical Association, the Policy also applies to the vapour from electronic cigarettes (e-cigarettes). **The use of e-cigarettes is therefore prohibited wherever smoking is prohibited**, even if it is being used for smoking cessation purposes.

This policy applies to all CDS employees, as well as to visitors, contractors, sub-contractors and members of the public whilst on CDS premises or sites.

Appropriate 'NO-SMOKING' signs will be clearly displayed in CDS buildings and on site.


It is the CDS policy not to intrude on the privacy of individuals, particularly in health matters, where their conduct or performance at work is not affected. Nor is it intended to discriminate against smokers. The benefits of operating this policy in regards to health and safety and in addition to compliance with legislation are the prevention of fire and its associated risks, decreasing absence levels, and an improvement of the view taken of CDS as a responsible employer.

Overall responsibility for this Policy implementation resides with me, as the Managing Director however, all employees are expected to take personal responsibility for observing the Policy too. Managers are expected to enforce this Policy and where individuals wish to smoke, they should liaise with their respective Manager before leaving the premises or site.

Clement Dickens and Son Ltd is committed to supporting employees who wish to stop smoking. Support and advice can be provided via individual's GPs or the NHS Smoking Helpline (0800 169 0169). Alternatively, text 'GIVE UP' and your full postcode to 88088 to find your local NHS Stop Smoking Service.

Breaches of the Policy will be addressed accordingly and where applicable by me, as the Managing Director.

Signature:



Ross Dickens
MD CDS

Date:

January 2021

Review Date:

January 2022