



SMOKING AND E-CIGARETTE POLICY

Wasco promotes a smoke free workplace and recognises the harmful effects of tobacco smoke. Smoking and passive smoking can cause or contribute to many diseases, including lung cancer, ischemic heart disease, respiratory disease (including asthma) and emphysema.

This policy applies to all Wasco employees, contractors, sub-contractors, clients, and visitors on any Wasco construction site, facilities/buildings, or office.

- Smoking on a Wasco premises, or construction site is only permitted at approved designated smoking areas.
- As smoking breaks do not constitute recognised paid work, they shall be taken in accordance with work unit meal break and rest pause arrangements.
- Smoking is prohibited within a five (5) metre buffer at all building entrances
- Smoking is prohibited in all company vehicles and plant
- Cigarette butts must be disposed of in a responsible manner
- Electronic cigarettes cannot be used in no-smoking indoor and outdoor areas
- Individuals and all Wasco employees are responsible for adhering to the minimum standards of this policy.

We expect employees to respect this policy and their colleagues. Employees who violate this policy frequently or cause negative issues (e.g., fires, property damage, environmental impact, housekeeping, work/task disruption and inefficiency) may face disciplinary action.

Mel Whyte
President
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