

# WORK HEALTH AND SAFETY PROCEDURE

## ***Smoke Free Workplace Policy***

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### ***Purpose***

Under the *Work Health and Safety Act 2012*, Mercorella Group of Companies has an obligation to provide a work environment without risks to health and safety, so far as is reasonably practicable. This obligation includes eliminating or minimising, so far as is reasonably practicable the health risks associated with the harmful effects of smoking.

Tobacco smoking is the leading cause of preventable disease and death in Australia. Workplace exposure to passive smoking is a significant work health and safety hazard. Exposure to passive smoking can produce symptoms of ill health, particularly for people with pre-existing medical conditions, such as respiratory or cardiovascular conditions.

Under the *Tobacco Products Regulation Act 1997* smoking is prohibited in all enclosed workplaces.

In order to ensure the health of staff, contractors and visitors, and to provide a healthy and pleasant working environment, Mercorella Group of Companies has developed the following smoke-free workplace policy.

### **Objectives**

The objectives of the Mercorella Group of Companies smoke-free workplace policy are:

- To protect staff, contractors and visitors from exposure to environmental tobacco smoke and provide a healthy workplace environment

### **Policy Details**

Smoking of tobacco products (including e-cigarettes) is prohibited in all areas of this workplace with the exception of the designated outdoor smoking areas as defined below. This policy applies to:

- ALL enclosed places located within the boundary of this workplace
- ALL vehicles owned or leased by Mercorella Group of Companies

Smoking is permitted at the following designated outdoor smoking areas ONLY:

- St George Produce – Outdoor area near Yard, outdoor area near lunch room and outdoor area near steps to Receiving
- Golden Grace Produce – Outdoor area near lunch room

- The Carrot Company – Outdoor area near outside lunch room

The following rules also apply:

- Staff are permitted to smoke during authorised breaks only
- All tobacco products must be disposed of properly in the cigarette bins provided
- Tobacco products are not to be disposed of in any other areas

All staff will be provided with a copy of this smoke-free workplace policy.

### **Compliance**

Managers and supervisors are responsible for ensuring compliance with this smoke-free workplace policy for areas under their personal responsibility. Staff compliance with this policy is a condition of employment. In the event that these conditions are not adhered to, appropriate action will be taken.