

Eyre & Elliston Holdings Ltd - Eyre & Elliston Ltd

On the 1st July 2007 all Group buildings and vehicles became smoke-free.

From the above date it is against the law to smoke in all enclosed public places, workplaces, public transport, and company vehicles.

From this date all indoor smoking rooms were also no longer permitted within the Group premises.

Managers of smoke-free premises and vehicles will have the legal responsibility to prevent smoking and to ensure that "NO SMOKING" signs are displayed within their premises (at the designated entrances) and within company vehicles.

The law applies to anything that can be smoked: cigarettes herbal cigarettes, cigars, pipes) including shisha and hookah pipes).

The company has also decided to ban the use of e-cigarettes within their premises and vehicles for the comfort and wellbeing of all our employees.

FAILURE TO COMPLY WITH THE NO SMOKING LAW IS A CRIMINAL OFFENCE – PENALTIES AND FINES WILL BE LEVIED BY THE LOCAL AUTHORITIES.

PLEASE NOTE THAT YOU, AS AN INDIVIDUAL, ARE PERSONALLY RESPONSIBLE FOR THE FINES AND PENALTIES ARISING FROM SMOKE-FREE OFFENCES ISSUED – THEY WILL NOT BE REIMBURSED BY THE COMPANY.

The action you should take if someone smokes in a prohibited area:-

- Draw the person's attention to the NO SMOKING signs and ask them to stop,
- Point out that they are committing a criminal offence and they could be fined;
- If the culprit is an employee, point out that they are committing a disciplinary offence,
- Report the incident to your line manager.

Signed on behalf of Eyre & Elliston Holdings Ltd



JR Eyre
Chairman