



## Smoke Free Policy Statement

### Purpose

Energys Group (comprising of Energy Conservation Solutions td & Energys Group Ltd) has developed this policy to protect all employees, customers and visitors from exposure to second-hand smoke and to assist in compliance with the Health Act 2006.

Exposure to second-hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

### Policy

It is the policy of Energys Group that all our workplaces are smoke-free and all employees have a right to work in a smoke-free environment. Smoking and the use of electronic cigarettes is prohibited in all fully and partially enclosed premises in the workplace and all work vehicles. This policy applies to all employees, customers, consultants, contractors and visitors.

### Implementation

Overall responsibility for policy implementation and review rests with the Directors. However, all employees are obliged to adhere to and support the implementation of the policy. All employees are aware of the policy and their role in the implementation and monitoring of the policy. New employees will be given a copy of the policy at induction. Appropriate 'No-Smoking' signs will be clearly displayed at the entrances to and within the company premises and in all vehicles. Smoking and the use of electronic cigarettes is only permitted in the designated smoking area located outside at the rear of the building.

### Non-Compliance

Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with smoke-free law may also be liable to a fixed penalty fine and possible criminal prosecution.

### Help to Stop Smoking

The NHS offers a range of free services to help smokers give up. Visit [www.gosmokefree.co.uk](http://www.gosmokefree.co.uk) or call the NHS Smoking Helpline on 0800 169 0169 for details.

Signed: .....

Date: 30<sup>th</sup> November 2020

**Kevin Cox**  
**Managing Director**  
**On behalf of Energys Group**

### Energys Group Limited

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A company in the **Energys Group**