**No Smoking/Vaping Policy**

This policy has been developed to protect the health of all employees, contractors and customers. People have the right to work in a smoke free environment and we recognise that second hand smoke/vape adversely affects the health of people.

Smoking/Vaping is prohibited in our workplace. Failure to adhere to this policy may result in formal disciplinary action.

Anyone who does not comply with the smoke/vape free law may also be liable to a fixed penalty fine and possible criminal prosecution.

August 2025