

VIAMED Ltd

Company Personnel Manual

Section 39. Smoking Policy

The company operates a total “No Smoking” policy within company premises, this includes Car Parks , any warehouse(s) or other additional buildings.

The reasons for doing so are in order to comply with the “Health & Safety at Work” regulations in terms of risk of fire, risk of explosion (oxygen on site), and risk to personal health through passive smoking. This policy applies to all employees and to all visitors and customers.

Cigarettes must not be extinguished in, nor matches thrown in waste paper bins or on floors within the building.

Striking of matches, and extinguishing of cigarettes on the walls or floor of the building is not allowed.

Non-observance of this policy by employees will be dealt with through the disciplinary procedure.

Breaks are provided both in the Morning, the Afternoon and Dinner time. Leaving the premises at other times is not permitted without Directors agreement.