



ARCHITECTURAL PRECAST CLADDING SPECIALISTS

Techrete Smoke Free Policy

This policy has been developed to protect all employees, contractors, and visitors from exposure to second-hand smoke and to assist compliance with the relevant legislation in Ireland and UK.

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.

It is the policy of Techrete that all our workplaces are smoke free, and all employees have a right to work in a smoke free environment. This includes the use of vapour cigarettes. The policy came into effect on Sunday 1st July 2007. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all employees, contractors and visitors.

Overall responsibility for policy implementation and review rests with Denis Farrell – Financial Director. However, all staff are obliged to adhere to, and support the implementation of the policy. Employees, contractors and visitors shall be informed of the policy and their role in the implementation and monitoring of the policy. New personnel will receive a copy of the policy on recruitment / induction.

Appropriate 'no-smoking signs' will be clearly displayed at the entrances to and within the premises, and in all smoke free vehicles.

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

The NHS – National Health Service, offers a range of free services to help smokers give up. For more information visit www.quit.ie or www.quitwithhelp.co.uk .

Liam Aylward,

Managing Director

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