

## Smoking & Vaping Policy

JBM has an obligation to ensure the health, safety, and welfare of all workers and others at their place of work.

JBM has an obligation under the Work Health and Safety Act to provide an environment free of passive smoke in order to prevent the contracting or aggravation of smoke related illnesses.

Smoking is defined as the "act of lighting, smoking or carrying a lighted or smouldering cigar, cigarette or pipe of any kind." Vaping refers to the use of electronic nicotine delivery systems or electronic smoking devices such as, e-cigarettes, e-pipes, e-hooka and e-cigars.

It is the policy of JBM to prohibit smoking and vaping on all company premises to provide a safe and healthy work environment for all employees.

Smoking and vaping are prohibited in the following areas, but not limited to:

- (a) within a five (5) metre radius of the entry and exit of JBM offices, warehouses and workshop areas, and internally within such areas;
- (b) in and within the immediate proximity of JBM vehicles;
- (c) within a five (5) metre radius of JBM machinery and equipment; and
- (d) within all supplied accommodation, rest areas and lunchrooms, and amenity facilities.

For the purpose of this policy **JBM premises** will be deemed to be **smoke free environments**.

Disciplinary action may be applied should personnel fail to adhere to the requirements of this policy.



Mile Belevski  
General Manager  
5<sup>th</sup> February 2024