



SMOKE-FREE WORKPLACE POLICY

Statement of Policy

In compliance with the site requirements and current legislation, this site shall be entirely smoke free. Smoking is strictly prohibited (except in designated smoking areas) within all site work areas and open spaces, including restrooms and stairwells. This policy applies to all persons on site, including visitors.

Complaints

Persons observing a violation of this policy should bring it to the attention of their supervisor.

Investigations

Supervisors receiving a complaint will investigate and take action to resolve the issues as soon as possible.

Breaches of the this policy

If a person is found to have deliberately breached the No Smoking policy then that person will be subject to disciplinary action either by Complex Solutions or by their own employer. Repeated breaches will lead to more serious disciplinary action including termination of employment.

Ash Jones
General Manager
January 15th 2021