GROUPBRIDGE
CIVIL ENGINEERING & BUILDING CONTRACTORS

SMOKEFREE & VAPING POLICY STATEMENT

Groupbridge recognise that exposure to tobacco smoke increases the risk of serious illnesses, and people with asthma and other respiratory conditions can be sensitive to a range of environmental irritants.

The vapour from E-cigarettes can also cause nuisance and concern to some employees and could potentially provide a health risk for others through passive consumption (like passive smoking) as the long-term health effects of E-cigarettes are unknown.

- To comply with the Health Act 2006, Groupbridge shall provide workplaces that are smoke and e-cigarette vapour free therefore protecting employees, customers, visitors and others from exposure to passive smoke and vapour.

- Smoking and vaping shall be prohibited by all employees and others under Groupbridge control in all enclosed and substantially enclosed locations in the workplace, including vehicles.

- All employees, sub-contractors and others will be expected to abide by the terms of this smoke free & vaping policy.

- Appropriate signs will be displayed at all premises; other enclosed structures, plus within vehicles and employees should tactfully remind others of the policy, if necessary.

- Groupbridge respect and encourage employee's rights to decline working in locations where they feel that exposure to the effects of passive smoking or vaping may exist.

- Employees shall however be responsible for informing the Managing Director immediately where this applies before taking any action.

- Disciplinary procedures will be followed if an employee does not comply with this policy, and those who do not comply with the Health Act 2006 may also be liable to a fixed penalty fine and possible criminal prosecution.

S Gibbons (Managing Director) Date: 16th January 2026

Review Date: January 2027