



DANV TOOLS AUSTRALIA

# SMOKING POLICY

Danv Tools Australia acknowledges and accepts its responsibility to provide a safe and healthy working environment for all personnel in its employment.

Danv Tools Australia will ensure implementation of this policy by ensuring compliance with the Occupational Safety and Health Regulations 3.44B - Certain persons not to smoke in enclosed workplace.

Occupational Safety and Health Regulation 3.44B - Certain persons prohibited from smoking in enclosed workplace states:

- A person who, at an enclosed workplace, is an employer, a self-employed person or an employee must not smoke in the enclosed workplace (Penalty: \$5 000).

The objectives of this policy are to protect employees from safety and health hazards which may arise out of their work environment by providing safe workplaces.

Management at all levels is responsible for implementing and maintaining the Non-Smoking areas to eliminate health hazards and control the risks within the work environment.

Employees have a responsibility to ensure their own safety and health and the safety and health of others, and to comply with policy and procedures within the workplace.

Co-operation and consultation with employees are a key factor to achieving the objectives of this policy.

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**Samuel Murphy**  
 Director & Operations Manager  
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