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| Policies       | POL 23 | <br>consolidatedgroup.com.au |
| SMOKING POLICY |        |                                                                                                                 |

## PURPOSE

This policy aims to protect workers, contractors, and visitors from exposure to tobacco smoke and vapour and to control the use of smoking and vaping products in the workplace.

Consolidated Group of Companies is committed to providing a healthy, safe, and smoke-free working environment in accordance with current Western Australian legislation and client site requirements.

## DEFINITIONS

For the purpose of this policy, **smoking and vaping** includes the use of:

- Cigarettes, cigars, and pipes;
- Electronic cigarettes (e-cigarettes);
- Vapes or vaping devices (with or without nicotine);
- Any tobacco, tobacco-like, or smoking-related products.

## OBJECTIVES

Consolidated Group of Companies will:

- Actively discourage smoking and vaping due to the well-established health risks associated with tobacco smoke and vapour exposure;
- Comply with the **Tobacco Products Control Act 2006 (WA)** and associated regulations, including restrictions on smoking and vaping in enclosed workplaces and vehicles;
- Comply with the **Work Health and Safety Act 2020 (WA)** and **WHS (General) Regulations 2022**, which require risks to health and safety (including airborne contaminants) to be eliminated or minimised so far as is reasonably practicable;
- **Prohibit smoking and vaping at all times** in:
  - Offices, buildings, workshops, crib rooms, and site facilities;
  - **All company vehicles, mobile plant, and equipment;**
- Make it clear that **any person caught smoking or vaping in company vehicles, mobile plant, or equipment will be subject to immediate removal from site and summary dismissal or termination of contract** (serious misconduct);
- Require all workers, contractors, and visitors to comply with **site-specific smoking and vaping rules**, which may be stricter than this policy, depending on the client or site (e.g. FMG, BHP, Rio Tinto, Main Roads WA);
- Display clear signage identifying smoke-free and vape-free workplaces, vehicles, and equipment;
- Permit smoking or vaping **only in designated outdoor smoking areas**, during authorised breaks and outside active working time, where permitted by site rules;
- Ensure designated smoking areas are located away from entrances, exits, ventilation intakes, vehicles, equipment, and other workers;

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- Take immediate and appropriate disciplinary action where this policy or site rules are breached.

## RESPONSIBILITIES

### Management

- Ensure this policy is implemented, communicated, and enforced across all operations;
- Exercise due diligence to meet WHS and tobacco control obligations;
- Ensure alignment with client and site-specific smoking and vaping requirements.

### Supervisors

- Monitor compliance with this policy and site rules;
- Take immediate action where breaches occur, including removal from site;
- Escalate serious breaches in accordance with disciplinary procedures.

### Employees, Contractors, and Suppliers

- Comply with this policy and all site-specific smoking and vaping rules at all times;
- **Never smoke or vape in vehicles, mobile plant, or equipment;**
- Smoke or vape only in approved designated areas where permitted;
- Report non-compliance or hazards relating to smoke or vapour exposure.

## RELATED PROCEDURES

Further guidance is available in the **WHSE Safety Management System (DOC-14)** and site-specific induction requirements.

## COMMITMENT

This policy applies to all Consolidated Group of Companies management, employees, contractors, suppliers, and visitors.

**Smoking or vaping in company vehicles, mobile plant, or equipment is a serious breach of safety and will result in immediate dismissal or termination of engagement.**

Consolidated Group of Companies is committed to maintaining smoke-free and vape-free workplaces to protect health, safety, and wellbeing.

**Approved**



**Theo Tsorvas**

**Director**

Date 13.12.2025