

<b>Garmong Construction Services</b>					
<i>EMPLOYEE SAFETY POLICY HANDBOOK – Smoking Policy</i>					
<b>Last Revised:</b>	<b>January 25, 2012</b>	<b>By</b>	<b>Douglas Mahurin, MS, CSP</b>	<b>This Copy Printed:</b>	<b>1/25/2012 4:35:00 PM</b>

## **Smoking Policy**

It is the purpose of this smoking policy to maintain the commitment to a safe and healthy working environment. To that end, GCS will limit the exposure of all of its workers and the public to environmental tobacco smoke at all company sites.

This policy applies to all personnel.

GCS prohibits smoking on all property and all construction sites, with the exception of outdoor designated smoking areas. This includes a non smoking policy while operating company vehicles.

### **Designated Smoking Areas**

The site superintendent at each job site will designate a safe outdoor smoking area that is:

- ✓ Clearly marked
- ✓ Equipped with appropriate disposal receptacles
- ✓ Away from hazardous locations, i.e. flammable storage areas, etc.
- ✓ Away from, not in the immediate area, of the entry doors to any building, office, or job trailer
- ✓ In compliance with Federal, State, and all municipal legislation that may apply

### **Compliance**

Personnel are expected to comply with all aspects of this policy and support others in doing so. A violation of this policy could result in disciplinary action up to and including termination of employment.