

No Smoking Policy

A Bright Solution UK Limited understands the hazards arising from exposure to second hand smoke. This includes an increase in the risk of lung cancer, heart disease and other serious illnesses.

Ventilation or separating smokers and non - smokers within the same airspace does not completely stop potentially dangerous exposure.

It is the policy of the company all of our workplaces are smoke free and we acknowledge all employees and contractors have a right to work in a smoke free environment. As a result of this Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace.

This includes company vehicles where more than one person could be expected to use them regardless of whether they are in the vehicle at the same time. This policy applies to all employees, consultants, contractors, customers and visitors.

All new employees and contractors will be made aware of this policy and have its contents explained on recruitment or during induction.

Appropriate 'no-smoking' signs will be clearly displayed at all entrances to and within premises (temporary or not) and in all smoke-free company vehicles.

To ensure compliance with the law signs need to be displayed in a prominent position at every entrance to the premises. Signs are to be a minimum of A5 in area, display the International No Smoking symbol and the words 'No Smoking 'It is against the law to smoke in these premises'.

For secondary entrances used by employees only or smoke-free premises within larger smoke-free premises a smaller sign may be used consisting of the No Smoking symbol (at least 70mm in diameter). Smoke-free vehicles must also display a sign which shows the International No Smoking symbol.

The company has no legal responsibility to provide external designated smoking areas. However, should we decide to do this we will have a legal duty to maintain the area(s).

Disciplinary procedures will be followed if an employee or contractor does not comply with the policy. Those who do not comply with the smoke-free law may also be liable to a fixed penalty fine or criminal prosecution.

We are committed to helping employees to give up smoking by making them aware of the assistance available. The NHS offers a range of free services to help smokers give up. Employees should visit www.nhs.uk/smokefree/help www.gosmokefree.co.uk or call the NHS Smoking

Helpline on Free phone 0300 123 1044 for details. Alternatively, they can text 'GIVE UP' and their full postcode to 88088 to find your local NHS Stop Smoking Service.


Signed.....
Mick Barrett
Director
8th August 2025


Signed.....
Sam Pailor
Director
8th August 2025