

	<p style="text-align: center;">SAFETY HEALTH AND ENVIRONMENTAL MANAGEMENT SYSTEM (Doc No. SHE/MAN/002,06)</p>	<p>Effective Date: 1 February 2025 Revision No. 0 Date Reviewed: - Page: PAGE 1 of 1</p>
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## Smoking Policy

In terms of the Tobacco Products Control Act, smoking is not permitted in offices or public areas in the workplace.

The company has to broad obligations, namely

The **Dorning Group** and associated policies oblige the company, where practicable and reasonable, to take measures to counter hazards and risks in the workplace and to empower supervision to enforce discipline.

All entities within **Dorning Crushers** must ensure that there is a designated smoking area at each location that complies with the following requirements:

- Subject to the test of reasonableness and practicability, the designated smoking area must be outside any building.
- The sign Designated Smoking Area should be clearly displayed as such an area.
- The legally prescribed health notices/warnings must be displayed on the boundary or at the entrance to such area.
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According to **Dorning Crushers** working hours, employees are entitled to certain tea- and lunch breaks irrespective of whether they are a smoker or non-smoker.

Managers are therefore required to apply their discretion in managing the amount of time away from work utilised by smoking staff and to ensure that it is reasonable and that non-smokers are not demotivated by this.

This policy does not set out to provide details on health and safety related risks, which can be voluminous. However, employees are advised to read this policy in conjunction with:

- **Dorning Group** Health and Safety Policy
- Tobacco Products Control Act
- Tobacco products Control Amendment Act (Act No 12 of 1999)



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Manager

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1/02/2025

Date: