



Backline Logistics – Smoking Policy

The smoke-free (Exemptions and Vehicles) Regulations came into force on 1st July 2007. This ban applies to cars, vans, lorries at all times if they can be used by one or more persons (as a driver or passenger) in the course of paid or voluntary work, regardless of whether they are in the vehicle at the same time. Smoking is prohibited in all vehicles which are primarily used for business purposes by more than one person. A vehicle shared by one or more employees (e.g. Clients' vehicles driven by field staff), even if only used by one employee at a time, is covered by this ban & must be smoke free at all times.

Penalty for non-compliance is a fixed penalty notice of £50 (on the spot) or a maximum fine of £200 upon conviction – issued to the driver.

Under these regulations, employers/owners are responsible for the prevention of smoking in smoke free vehicles. The penalty for breach is a maximum fine of £2,500 upon conviction. Compliance requires the taking of reasonable steps;

- ◆ Introduction of a smoke free policy
- ◆ Training & Awareness of staff to understand this law & their responsibilities under it

Employees who violate this policy will be subject to disciplinary actions, up to and including termination of the contract for services.

I have read & understood the above:

Sign.....

Print.....

Date.....