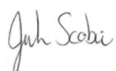


No Smoking/Vaping Policy

This policy has been developed to protect the health of all employees, contractors and customers. People have the right to work in a smoke free environment and we recognise that second hand smoke/vape adversely affects the health of people.

Smoking/Vaping is prohibited in our workplace, and this includes our company vehicles. Failure to adhere to this policy may result in formal disciplinary action.

Anyone who does not comply with the smoke/vape free law may also be liable to a fixed penalty fine and possible criminal prosecution.

A handwritten signature in black ink that reads 'Julie Scobie'.

Julie Scobie

Financial Director

2nd May 2023