



# SMOKE FREE POLICY

This policy has been developed to protect all Employees, Sub-contractors, Clients and Visitors from exposure to second-hand smoke and to assist compliance with the Smoking (Northern Ireland) Order 2006.

Exposure to smoke from cigarettes including second-hand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure to tobacco smoke. Providing a smoke free working environment reduces this risk.

Whilst Felix O'Hare & Co. Ltd supports people who endeavour to give up smoking by using substitute cigarettes (e.g.. E-cigarettes) it applies the same conditions to their use as real cigarettes. Therefore use of substitute cigarettes is prohibited wherever smoking is prohibited.

## POLICY

It is the policy of Felix O'Hare & Company Ltd that all of our workplaces are smoke free and all employees have a right to work in a smoke free environment.

This Policy forbids smoking:

- In or On Felix O'Hare Construction Sites
- Within 5 meters of Felix O'Hare buildings;
- In all company vehicles (vans, cars, lorries, machinery).

This Policy stipulates that:

- Smoking/Vaping is only permitted in designated locations as identified
- Employees, Visitors, Sub-contractors and Agency Staff must abide by this policy.

## IMPLEMENTATION

All staff are required to adhere to, and facilitate the implementation of the policy. The person named above shall inform all existing employees, of the policy and their role in the implementation and monitoring of the policy. All new personnel will receive a copy of the policy on recruitment/induction. Appropriate no-smoking signs will be clearly displayed at the entrances to and within the premises.

## HELP FOR THOSE WHO SMOKE

This policy is not concerned with whether anyone smokes but where they smoke and how it affects others. To help smokers adjust to the changes occurring they should contact the Northern Ireland Smokers' Helpline on 0808 812 8008 and [www.stopsmokingni.info](http://www.stopsmokingni.info) provides advice and support to smokers about stopping smoking.

If you want to talk to someone face-to-face, ask at your GP practice or local pharmacy where you can get general advice on nicotine replacement therapy and non-nicotine treatments.

## NON-COMPLIANCE

Failure to comply with this policy will be dealt with through the company's disciplinary procedures. Subcontractors, visitors or members of the public who breach this policy will be asked to stop smoking and will be asked to leave the premises if they fail to comply with this request. All breaches of this policy will be recorded in writing by the organisation. Be aware that, in addition to action taken under this policy, the local council may take legal action against individuals who smoke in smoke-free places or vehicles.

### Issue Date:

March 2026

### Next Review Date:

March 2027

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FELIX O'HARE  
& CO LTD