



On July 1st, 2007, it became illegal to smoke in areas of public, including workplaces and company vehicles.

This policy has been developed to protect all employees and customers from exposure to second-hand smoke. The Company acknowledges that non-smokers have a right to work in a safe and healthy environment.

**Smoking is prohibited in vehicles belonging to or leased by the company and in staff private vehicles if ever used to transport members of staff whilst carrying out their duties as an employee.** 'No-smoking' signs will be clearly displayed in all vehicles and CP Transport Solutions LTD now hold a ZERO TOLERANCE policy with regards to smoking in company vehicles.

Smoking at customers premises is also prohibited as it may reflect negatively on the company, as well as following our policies you must respect our customers too.

Any member of staff who does not comply with this policy shall be liable to disciplinary action in accordance with the company's Disciplinary Procedure. (including dismissal whether with or without notice or payment in lieu).

Those who do not comply with the smoke-free law may also be liable to a fixed penalty fine and possible criminal prosecution.

**NOTE:**

**THE NHS OFFERS A RANGE OF FREE SERVICES TO HELP SMOKERS GIVE UP.**

**THE NHS SMOKING HELP-LINE NUMBER IS 0800 169 0 169 OR VISIT [WWW.GOSMOKEFREE.CO.UK](http://WWW.GOSMOKEFREE.CO.UK)**

Failing to adhere to these rules will lead to disciplinary action or termination of contract.

This policy will be kept under review to ensure that it continues to meet its aims.

**This policy applies to all employees of CP Transport Solutions LTD.**

**Signed**

**Daniel Peach – Company Director**

**Date: 06.09.17**