



Orion Rail Construction Policy Statements

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9 Smoking at Work Policy

It is the policy of Orion Rail Construction to achieve a situation in which no one is involuntarily exposed to the effects of passive smoking. The company accordingly discourages smoking on its premises by either employees/contractors or visitors. As of July 1st 2007, it will be illegal to smoke or allow smoking in virtually all public places, workplaces and work vehicles.

1. Managers are responsible for implementing this policy through rules, which are appropriate to the particular circumstances of their operation in consultation with employees/contractors and/or their representatives.
2. The HR department is responsible for informing all job applicants of this policy in all offers of appointment.
3. Employees/contractors who meet visitors from outside the company on company premises must explain the local policy and ensure that their visitors comply.
4. There will be no smoking in any building temporary or permanent, owned, rented, leased or occupied by Orion Rail Construction.
5. Smoking is prohibited in Company vehicles.
6. Employees/contractors who are smokers may obtain suitable literature and addresses of self-help groups from the HSEQ department to enable them to give up smoking.

Sam Dcruze
Rail Managing Director
8th September 2020