

Smoke Free Policy

Bardavcol Pty Ltd has a legal obligation under the The Work Health and Safety Act 2012 (SA) to provide a safe and healthy workplace for all workers, visitors and other persons. In addition, the South Australian Tobacco and E-Cigarette Products Regulation Act, 1997 bans smoking in all enclosed public places and workplaces.

Accordingly, to minimise the exposure of all persons to the hazards of tobacco and E-Cigarette smoke, Bardavcol requires that all persons at any Bardavcol Workplace comply with the following:-

- Smoking is not permitted in any Enclosed Space (as defined) at a Bardavcol Workplace.
- "Workplace" includes any place where a worker works or goes while at work, and includes all plant and vehicles at all times.
- "Enclosed Space" means a space which has a roof or ceiling of any type, and the ceiling and wall area is at least 70% enclosed.
- Bardavcol will inform all workers and persons applying for employment of this smoke-free policy.
- Smoking is only permitted during scheduled breaks eg lunchtime
- For health and safety reasons, all personnel are required to comply with this policy. This includes Bardavcol workers, visitors and clients.

Nothing in this policy requires any person to give up smoking. However, Bardavcol promotes "fitness for work", and encourages all workers to maintain a healthy, smoke-free lifestyle.

A stylized, abstract signature in black ink, consisting of several overlapping loops and lines.

Darren Foster
Executive Chairman