

# SMOKING POLICY

MARNONG ESTATE is committed to provide a safe & healthy workplace environment for all its employees, contractors, and visitors.

MARNONG ESTATE recognises the danger smoking causes to the health and wellbeing of an individual however accepts that people have the right to smoke as a matter of choice.

SMOKING is prohibited within enclosed areas of MARNONG ESTATE property or within any outdoor workplace except where a designated smoking area has been determined. Any individual found smoking within such areas will be viewed seriously.

Any individual found smoking in outdoor areas will do so at their own risk. MARNONG ESTATE is committed to measures that reduce the exposure of the effects of passive smoking and encourages to provide a smoke free environment within the organisation.

MARNONG ESTATE supports employees who wish to decrease or cease their smoking and encourages them to seek assistance through the following:

- Access to our Employer Assistance Program (EAP) provider on 1300 135 600.
- Quitline on 13 78 48.

It is therefore a condition of employment that all employees comply with the company's SMOKING policy.



**Dino Strano**  
**Managing Director**

Date: 29/05/2024