

PIC

SMOKING POLICY

Pacific Industrial Company supports a no Smoking Policy in accordance with the Occupational Safety & Health Regulations (WA) 1996.

We will through the promotion of a healthy lifestyle, minimize the risk of personal injury to PIC employees, contractors and visitors who smoke, by implementing the Smoking Policy.

Pacific Industrial Company recognises the risk associated with active or passive tobacco smoking and is committed to the following principles to ensure the safety of its employees

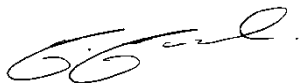
- PIC premises should reflect an awareness of health effects of smoking.
- Education, training programs regarding the health hazards of smoking tobacco are to be provided at induction and on an as needs basis.
- Staff should be aware that they have an obligation to recognise the health effects of smoking tobacco.
- An atmosphere free of tobacco smoke should be regarded as the workplace norm.

Pacific Industrial Company will implement this policy using the following principles;

1. All enclosed workplaces (as defined) within PIC will be smoke free. Enclosed workplaces include buildings, offices, workshops, equipment cabins and vehicle cabins.
2. Purpose built smoking areas must be designed or so arranged that tobacco smoke from the area does not enter any other part of the workplace.
3. Smoking areas must be no closer than 5m from a doorway, access way or other entrance to a room or building or 10m from air intakes.
4. "Quit" campaign literature available on request by contacting 13 78 48.
5. Display appropriate signage to identify non smoking areas and designated smoking areas.

Supervisors will enforce breaches through appropriate disciplinary action.

Dated this 5th day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is written over a light blue horizontal line.

Marco Mosole
Managing Director