



PANTHER EARTHMOVING

NON SMOKING POLICY

Panther Bobcat Hire Aust Pty Ltd (Panther Earthmoving) is a Earthmoving and plant hire Contractor.

Panther Earthmoving is committed to providing a safe and healthy working environment. This policy applies to all employees, contractors employed by Panther Earthmoving, contractors in charge of Panther equipment, and any visitors to Company sites.

Our aim is to have Smoke free work place

- Panther Earthmoving supports the principle of a smoke-free environment for its employees, contractors and visitors at our workplaces.
- The objective of this policy is to further assist in providing a safe and healthy working environment for all persons.
- Smoking is banned in all internal areas of our workplaces and any area which has been deemed to be hazardous or is a designated no smoking area. 'No smoking' legislative requirements may also apply to public areas accessed by our employees and sub-contractors.
- Smoking is prohibited in all Panther vehicles.
- Support and assistance will be provided to those employees wishing assistance in quitting smoking. Assistance can be obtained by contacting your manager.
- This policy has been adopted in the interest of protecting the health and well-being of all persons at Panther workplaces. In no matter is it to impinge on the individual's right to choose.
- Panther reserve the right to discipline any employee, which may include summary dismissal, whom breaches this policy or any statutory requirements

The Panther Non Smoking Policy shall form part of the site induction for all personnel at all projects.

This policy will be reviewed at least every 2 years to ensure that it remains relevant and appropriate to the company



John Polidano
Managing Director

Sculpting Australia ONE block at a time

Panther Bobcat Hire Aust Pty Ltd
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