

SMOKEFREE POLICY

Mirvac is committed to protecting the health and wellbeing of its employees, workers and visitors by creating a work environment which is free of tobacco smoke and e-cigarette smoke. The use of electronic smoking devices (also known as electronic cigarettes or “e-cigarettes”) or vaping, is prohibited in any place where smoking of tobacco products is prohibited by law or company policies

To achieve this commitment, smoking is prohibited within:

- ‘Enclosed’ workplaces, eg. buildings or structures. Enclosed means any space having a ceiling or roof and except for doors and passageways is completely or substantially enclosed by walls or windows
- ‘Semi-enclosed’ workplaces, eg. amenities, lunchrooms and areas where meals are consumed semi-enclosed means any area mainly located outside the permanent external walls of a building and has a ceiling or roof and at least two sides that include fixed walls, operable windows, doors or retractable coverings
- 5 metres of any access points to an enclosed/semi-enclosed Mirvac workplace including a building doorway entry or exit, operable window or louvre and air conditioning vent or duct
- Lifts, hoists, and undercover car parks
- 6 metres of any area that is classified as a confined space
- Mirvac vehicles and plant and equipment if another person(s) is present
- 10 metres of any designated flammable or combustible goods store
- Other areas designated as no smoking by signs

Smoking breaks for employees during work hours are not permitted. Where employees experience difficulty with the absence of such breaks, or seek to quit smoking, assistance is provided through the Mirvac Employee Assistance Program or Mates in Construction.

To enable Mirvac to foster an environment that promotes health and wellbeing at work and at the same time meets legislative obligations under smoke free, health, and occupational health and safety legislation all managers promote and administer compliance with this Policy. All employees, service providers or other visitors to Mirvac workplaces shall abide by the provisions of this Policy.

Littered cigarette butts have environmental impacts on waterways, soils and habitats. Mirvac supports a cigarette butt free environment and asks all smokers to please dispose of thoughtfully to protect the environment.



Susan Lloyd-Hurwitz
CEO and Managing Director

February 2013

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This policy is not intended to be contractual in nature and does not impose any contractual obligations on Mirvac. Mirvac reserves the right at its sole discretion to vary, replace or cancel this policy at any time.

Policy Authorised by: Executive Leadership Team	Date last amended: 23.01.2013 To be reviewed within three years of this date
Policy Maintained by: Corporate Services HSE Department	MG-CS-HSEPOL7.4-D 0113