

Smoke Free Policy

This UK policy has been devised and implemented to protect employees, service users, customers and visitors from exposure to second-hand smoke and to assist compliance with the Health Act 2006. It is widely known and scientifically accepted that exposure to second-hand tobacco smoke increases the risk of lung cancer, heart disease and other serious illnesses. It is not merely a case of separating smokers from non-smokers within the same environment or the provision of ventilation systems will eliminate the potential to exposure from second-hand smoke.

ISG recognises the changing attitude towards smoking and that all employees have a right to work in a safe, healthy and smokefree environment. Therefore, smoking will be prohibited in all **enclosed*** and **substantially enclosed**** premises in the workplace. This includes company vehicles. The policy applies to all employees, consultants, contractors, customers or member's visitors and shall take effect from Sunday, 1 July 2007.

Overall responsibility for this policy rests with the ISG Board of Directors and the Managing Directors of ISG. However, all staff also share a responsibility for adhering to and supporting the implementation of this policy. Copies of this policy shall be distributed to all existing employees, consultants and contractors and to be displayed in each work premises. Appropriate 'no-smoking' signs will be clearly displayed at the entrance to and within the premises. Smoking is also prohibited in company provided vehicles. Appropriate signage must also be displayed within company vehicles.

On certain sites, where practical, smoking shelters may be constructed in line with legislation, i.e. non enclosed shelters. Prior permission must be sought from the site Project Leader/Nominated Manager and the HSQ&E Advisor. Company disciplinary procedures will be enacted if a member of staff does not comply with this policy, or knowingly allows this policy to be breached by others. Those who do not comply with the smokefree law may also be liable to a fixed penalty fine and or criminal prosecution. The NHS offers a range of free services to help smokers give up.

Visit gosmokefree.co.uk or call the NHS Smoking Helpline on 0800 1690 169 for details. Alternatively you can text 'GIVE UP' and your full postcode to 88088 to find your local NHS Stop Smoking Service.

* Premises will be considered '**enclosed**' if they have a ceiling or a roof and (except for doors, windows and passageways) are wholly enclosed on either a permanent or temporary basis.

** Premises will be considered '**substantially enclosed**' if they have a ceiling or roof, but have an opening in the walls, which is less than half the total area of the walls. The area of the opening does not include doors, windows or any other fittings that can be opened or shut.

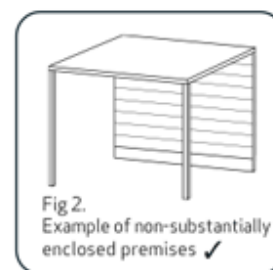
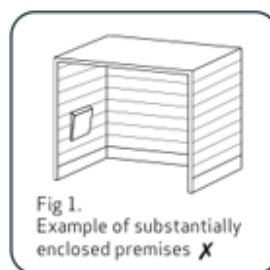
A copy of the Smoke Free Policy will be made available upon request to any interested party.

For and on behalf of ISG plc

Signed:



David Lawther
ISG Chief Executive



Date: September 2011