

Crystal Health Group Policy

No Smoking Policy

 CRYSTAL Health Group	Document name	Version
	No Smoking Policy	v04.07.26

1. Purpose

Crystal Health Group recognises the rights of individuals who smoke or vape while maintaining its legal and moral duty to provide a safe, healthy and respectful working environment for employees, contractors, visitors and clients.

This policy sets out the Company's arrangements for smoking, vaping and the use of electronic cigarettes across all business activities.

2. Scope

This policy applies to all Crystal Health Group employees, contractors and visitors at all company-operated or contracted locations.

This includes:

- The Old Chapel head office.
- Client premises.
- Contractor clinic premises.
- Mobile units.
- Any other location where Crystal Health Group business is undertaken.

3. Responsibilities

- **Company Directors** – approve the policy and ensure suitable arrangements are in place.
- **Operations Director** – oversees implementation of the policy and addresses operational issues where required.
- **Employees, contractors and visitors** – comply with this policy and respect the health, safety and wellbeing of others.

4. Policy

Crystal Health Group is committed to providing a smoke-free and vapour-aware working environment that supports the health, safety and wellbeing of everyone who works for or visits the organisation.

4.1 Legislative Background

Crystal Health Group complies with the requirements of:

- Health and Safety at Work etc. Act 1974.
- Health Act 2006.

Smoking is prohibited in enclosed workplaces and work vehicles in accordance with current legislation.

4.2 Crystal Health Group Arrangements

Smoking (including cigarettes, cigars, pipes and all other combustible tobacco products) is strictly prohibited:

- Within all Crystal Health Group premises.

 CRYSTAL Health Group	Document name	Version
	No Smoking Policy	v04.07.26

- Within Company vehicles.
- Immediately outside entrances.
- Adjacent to windows.
- Adjacent to ventilation intakes.

Vaping and the use of electronic cigarettes is permitted at individual desks and within general office areas provided it does not interfere with the comfort, health or safety of others.

Vaping is prohibited in:

- Clinical and testing areas.
- Meeting rooms.
- Client-facing or public areas.
- Kitchen facilities.
- Toilets.

Crystal Health Group does not provide additional smoking or vaping breaks. Employees may smoke or vape during their normal lunch break provided this does not affect operational requirements or professional standards.

These arrangements are subject to periodic review and may be amended where operational needs require.

4.3 Signage

Appropriate no-smoking signage will be displayed in accordance with the Health Act 2006.

This includes Company premises, vehicles and any designated smoke-free areas.

4.4 Smoking Cessation Support

Crystal Health Group supports employees who wish to stop smoking.

Employees may request information regarding NHS Stop Smoking Services or other appropriate support through their line manager.

4.5 Compliance

All employees are responsible for complying with this policy. Failure to comply may be managed under Crystal Health Group's Disciplinary Policy where appropriate

 CRYSTAL Health Group	Document name	Version
	No Smoking Policy	v04.07.26

5. Version Control

Previous Version	Changes	Last Effective Date	Reviewed and authorised by:
v03.07.25	Annual review and transfer to new Word policy template. No material policy changes. Document reformatted to align with current policy structure.	22/07/2026	John McChrystal
v02.04.18	Update to Section 5.2 providing clarity on vaping policy. Inclusion of cessation support.	02/07/2025	John McChrystal
v01.07.17	Review and update to policy format.	04/04/2018	John McChrystal

 CRYSTAL Health Group	Document name	Version
	No Smoking Policy	v04.07.26