



Smoke-Free Policy

Purpose

This policy has been written in conjunction with the legal requirements contained in the Health Act 2006 and aims to protect individuals from exposure to second hand smoke.

This policy applies to all employees, contractors, consultants, temporary workers, customers, visitors or volunteers.

Policy

Second hand smoke exposure increases the risk of serious illnesses such as cancer and heart disease. As such, Metaverse VR (MVR) mandates our workspace is smoke-free, this includes company vehicles.

Implementation

Everyone is required to adhere to and support the implementation of the policy. At all entrances to the building, within the building and in all Company vehicles, appropriate signage indicating “no smoking” will be displayed.

If you have any concerns about possible breaches, please contact the Office Manager.

NHS support

If you need help to stop smoking you can access support through the NHS at:

- nhs.uk/better-health/quit-smoking/
- National Smokefree Helpline: [0300 123 1044](tel:03001231044)

E-cigarettes

E-cigarettes are becoming increasingly used as an alternative to smoking cigarettes or to assist those who wish to stop smoking. The use of e-cigarettes is not allowed anywhere on MVR premises, which includes the car parks and company vehicles. The prohibition extends to client/customer premises.

Non-Compliance

Since the introduction of legislation in 2006 (Scotland) and 2007 (England and Wales), it is illegal to smoke in an enclosed public space, including any workplace.

A breach of the legislation attracts a fixed-penalty fine and possible criminal prosecution. In addition, you may also face disciplinary action for breaching this policy, in line with our “Disciplinary Policy and Procedure”

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