

Smoke Free Policy

1.0 Purpose

At Waste Management NZ Ltd ("WM") and its subsidiaries, the health and safety of our workers is crucial to our success. To support this, WM seeks to help our workers quit smoking and to prevent the detrimental effects of secondhand smoke on the health and safety of others.

Being recognised as a smoke free brand is aligned with our values and supports WM's commitment to the community and the environment.

2.0 Definition

The term 'Smoking' includes any activity for the purpose of personal inhalation involving smoke or visible vapour and includes the use of devices to vapourise or smoke such as e-cigarettes, pipes, glass pipes, tobacco and cannabis cigarettes, vaporisers, and bongs.

3.0 Scope

This Policy is in accordance with the [Smokefree Environments and Regulated Products \(Vaping\) Amendment Act 2020](#) and applies to all WM workplaces, WM controlled sites and all staff, clients, visitors, volunteers, contractors and others working on or accessing areas controlled by WM.

4.0 Responsibilities

Managers are responsible for

- a) Ensuring workers are aware of this Policy and how it applies to relevant sites and situations
- b) Ensuring meal and rest break arrangements are understood
- c) Ensuring workers are treated with respect and dignity regardless of individual lifestyle choices

Workers are responsible for

- a) Ensuring they comply with this Policy.
- b) Ensuring meal and rest breaks are approved and comply with agreed arrangements for frequency and duration.
- c) Ensuring their smoking is not affecting non-smokers through second-hand smoke.
- d) Ensuring they make site visitors aware of this Policy and politely enforce this Policy as required.
- e) Promoting a smokefree brand image by not smoking in WM branded clothing where the brand is visible to the public.

5.0 Smoking on Site

- a) All WM sites are smoke-free.
- b) Smoking is not permitted anywhere on site, including company car parking areas and the road frontage. All work vehicles, including trucks, cars, items of plant etc. are smoke free zones and no smoking is permitted inside or while operating these items.
- c) Smoking is not permitted in private vehicles on WM sites.
- d) Employees wishing to smoke may only do so during designated / authorised break times, having regard for the requirements outlined above (i.e. not in public while wearing WM branded clothing, not in front of WM sites).

6.0 Support Mechanisms

WM will support workers to give up smoking by informing workers of the [Quitline](#) services 0800 778 778 and [Smoke Free Service](#) that provide -

- Free or subsidised Nicotine Replacement Therapy (NRT) (no prescription charge)
- Face to face counselling
- 24 / 7 support

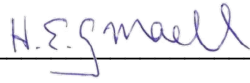
7.0 Branch Level Support

- a) Branch Management has the discretion to further promote or support quitting smoking beyond the support offered in this Policy.
- b) Branch Management may use WM's workplace health suppliers to liaise with organisations to support and provide resources for quitting smoking.
- c) Any further promotion or support for quitting smoking must respect the privacy and rights of workers and be notified to People and Culture.

8.0 Non-compliance

Failure to comply with this Policy will be deemed a breach of site safety rules and may result in disciplinary action.

This Policy will be reviewed as per footer.



Approved by the Managing Director
Date: 22 November 2022