
SMOKING POLICY

The health and well-being of employees and visitors are of the utmost importance to Eskom Rotek Industries SOC Ltd (ERI). It is therefore, ERI's intent to provide a smoke-free environment for its employees and visitors in the existing facilities and workplace. As the inhalation of environmental tobacco smoke (ETS) has been conclusively proven to be a major health hazard, the desire to have a smoke-free environment will take precedence over the desire of smokers to smoke.

- a) All employees have to be fully conversant with Eskom's Smoking Policy and how it relates to the provisions of the Occupational Health and Safety Act (OHSA) and the Tobacco Products Control Amendment Act. This shall include making the contents of this policy known to all new appointees during human resource induction.
- b) In terms of the OHSA, General Managers are assigned duties by the Chief Executive Officer (CEO), which include being responsible for the implementation of this policy and for ensuring compliance with it.
- c) Management shall, within clearly defined parameters of effectiveness and cost, provide health promotion and cessation programmes to employees who smoke.
- d) Occupational Health Nurse Practitioners (OHNP) shall be responsible for medical surveillance and control programmes in the workplace.
- e) On all ERI's premises where customers or the general public are provided with service, appropriate signage declaring that ERI premises are smoke-free areas shall be visibly displayed at all times.
- f) All employment advertisements and contract agreements shall include ERI's stance on smoking and must be communicated to all applicants and contractors. All contractors, clients, and visitors shall be made aware of ERI's stance on smoking and the provisions of this policy.
- g) Employees are responsible for complying with the provisions of the policy, which encompasses the general duties of employees at work as stipulated in OHSA.
- h) Employees are required to report immediately any contraventions of the policy and any abuse of the facilities provided in terms of this policy to a health and safety representative or a member of the Health and Safety Committee, the OHNP, or any member of management who may be more accessible. All allegations of non-compliance shall be investigated by management.

Smoking in public areas, therefore also the workplace, are regulated in South Africa by way of legislation, the Tobacco Products Control Act 83 of 1993. Therefore, any policy the employer has with regard to regulating smoking at the workplace, must fall within the legislative framework. This framework is contained in notice GNR975 of GG 21610 of 19 September 2000.



Mr Bheki Nxumalo

Chief Executive Officer

Eskom Rotek Industries SOC Ltd

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