



## SMOKING AND VAPING POLICY

It is the intent of this letter to state that it is desirable for the protection, promotion and preservation of health of the employees of Bole Construction Inc (BCI) and clients to regulate and prohibit smoking on any and all construction sites.

### Ban on Smoking and Vaping

An employee of BCI, clients or guests must not smoke or vape:

1. in any office owned or operated by BCI;
2. area or building defined as under construction; or
3. within seven and one-half metres measured on the ground from a point directly below any point of any opening into any building, including any door or window in a customer service area; or
4. within seven and one-half metres of the perimeter of a construction site that opens or any air intake;

Construction sites will display a symbol to designate "No Smoking" or, in areas where smoking is permissible, the international symbol to designate "Smoking Permitted".

### Notice of Violation

Any employee of BCI may give notice to any person in violation of this policy by directing that person to discontinue or refrain from smoking while on site.

Any employee of BCI who commits an offence against this policy is punishable at the discretion of the President, General Manager or the Site Superintendent up to one (1) day(s) suspension from work without pay for each infraction.

*Kevin O'Sullivan*

Kevin O'Sullivan  
President  
Bole Construction Inc