



Smoke Free Workplace Policy

Freyssinet Australia has an obligation under the Occupational Health and Safety Act to provide a safe and healthy work environment for all its' employees.

The Act also requires that every employee, while at work, shall take care for the health and safety of other persons and co-operate with his/her employer in complying with the Act.

To fulfil our obligation under the Act and to achieve Freyssinet Australia's objectives of providing a safe and healthy work environment, it is the intent of the Company to provide its' employees with an environment free of the hazards of tobacco smoke, based upon current medical evidence on the health risks associated with both active and passive smoking.

Smoking is prohibited:

- inside all company buildings operated or occupied by Freyssinet Australia Including all temporary site facilities.
- in company motor vehicles
- at off-site company conferences and meetings

Smoking is permitted:

- only in designated outside smoking areas.

To encourage those employees wishing to stop smoking, Freyssinet Australia will sponsor a quit smoking programme (eg nicotine patches, etc.) During treatment the Company will cover 50% of the cost, and upon successfully quitting smoking for 6 months the remainder will be reimbursed.

Failure to comply with this policy will be considered as a breach of good conduct and will incur the normal counselling procedures.

The policy of a smoke-free workplace is not to be interpreted as allowing discrimination against smokers in terms of employment opportunities. Smokers will continue to compete on merit for recruitment and promotion, but will be expected to abide by this policy.

Benoit Lecinq
Managing Director
Freyssinet Australia

2 November 2009