

Stefanutti Stocks (Pty) Ltd Smoking/Vaping in the Workplace Policy Statement



Stefanutti Stocks (Pty) Ltd has a sincere interest in the health of its employees and the maintenance of a safe and legally compliant working environment.

It is therefore recognised that:

- Smoking or vaping in the workplace and public areas is prohibited by legislation;
- Smoking or vaping may be detrimental to employees' health;

In line with legislation, all buildings of the Group (including site offices and workshops) are declared smoke and vape free zones.

Group entities and sites are required to create designated smoking or vaping areas to accommodate employees who smoke or vape.

Employees and / or visitors may only smoke or vape in the designated smoking / vaping areas provided.


The number of smoke or vape breaks and the duration thereof should not impact negatively on the employees work and productivity.

We emphasize the rights of non-smoking / non-vaping employees and expect those employees who DO smoke or vape to adopt common courtesy, which would include:

Disposal of cigarette ends, matches, etc. in provided ashtrays;

- Taking note of a non-smoker's complaints;
- Not to leave cigarettes burning in an ashtray;
- Not abusing time allowed for smoke / vape breaks.

Non-compliance to this policy will be dealt with in accordance with the company disciplinary procedures.


Russell Crawford
Chief Executive Officer
Revised: 15/01/2026