Rail Signalling & Power Ltd (RSP) is a supplier of specialist engineering products and design services to the UK Rail, Power, and Industrial Engineering sectors. The company's activities include the design, assembly, and test of electrical and electronic panels, including various types and sizes of equipment housings, and the development of value-engineered products for the railway industry.

All RSP employees are entitled to work in a smoke-free environment.

As per the requirements of the Health Act 2006, smoking (including electronic cigarettes) is prohibited in all enclosed or substantially enclosed company premises and the surrounding grounds, including car parks (except in any designated smoking areas).

This policy applies to all employees, contractors, consultants, customers, and visitors.

RSP employees are encouraged not to congregate to smoke in areas adjacent to RSP property, where visitors or the public may have to pass to visit RSP.

RSP does not permit any employee to smoke in a company car, even if there is only one employee using the vehicle. It should be noted that this includes e-cigarettes and vapes.

RSP is legally obliged to enforce smoking policies. Any person who does not comply with the smoke-free law may be liable to a fixed penalty fine and possible criminal prosecution.

Appropriate "No Smoking" signs are displayed:

- At the entrances to, and within the company's premises.
- In all company vehicles covered by the law.

Removing any legally required signage or ignoring this smoking policy may result in the company taking disciplinary action.

The RSP Management Team are responsible for reviewing this policy on an annual basis. The policy will also be reviewed following any major organisational changes, if an incident/event occurs, or if a report is received that impacts upon the company's health and safety management system.

RSP wishes to support employees who want to stop smoking. If you require help you can visit the websites:

https://www.nhs.uk/better-health/quit-smoking or https://www.oneyouplymouth.co.uk/stop-smoking

You can also call the local NHS Smoking Helpline on 01752 314040 or 01752 437177 for details of local NHS Stop Smoking support.

Andrew Billson
Managing Director
1st January 2026