

## 2. Group Health and Safety Policy Statement

It is the policy of Hawkins Group of Companies Ltd to manage its activities without causing unnecessary and unacceptable risks to the health, safety and welfare of its employees, customers, members of the public and others who may be affected by its activities; so far as reasonably practicable. It also recognises its responsibility for other persons when they are on our / Hawkins premises.

Each business unit – Hawkins Roofing, Hawkins Steel and Hawkins Projects – will be responsible for the Health and Safety Policy, Environmental Policy and Corporate Social Responsibility Policy for each company.

Hawkins are committed to ensuring, so far as reasonably practicable, the health and safety at work of all its employees. This commitment extends to the provision of the human and material resources necessary for the proper discharge of its own statutory duties and for the proper discharge of the duties and responsibilities of its managers, supervisors and workforce in connection with health and safety at work. As well as complying with the statutory requirements of the Health and Safety at Work etc. Act 1974 and other statutory instruments; the Directors aim is to establish best practice and to use best, established methods of management within our operations as we seek to further develop this through a process of continual improvement.

The Directors of Hawkins are committed to the prevention of injury and ill health and continual improvement in OH&S management and OH&S performance and provide satisfactory levels of finance, human resources, time etc to ensure health and safety at all times.

Competent people will be appointed to assist us in meeting our statutory duties including, where appropriate, specialists from outside the organisation.

The Directors of Hawkins expect that all of its employees will act in a responsible manner and fully co-operate in the implementation of Hawkins Health and Safety Policy and in ensuring that safe working is an integral part of each and every task. Each individual has a legal obligation to take reasonable care for his or her own health and safety, and for the safety of other people who may be affected by his or her acts or omissions. Hawkins actively encourages employees to suggest improvements to further improve safe systems of work.

In order to achieve the process of continual improvement, annual management objectives are established at the beginning of each calendar year. Planning and implementing of this Policy is achieved through the process of risk management, observance of legal requirements and suitable management arrangements, as laid out in our Health and Safety Management Systems.

The Directors of Hawkins undertake to ensure that suitable and sufficient resources - in terms of time, finance and personnel are made available to carry this policy to full effect.

This policy will be regularly monitored, reviewed in the light of legislative or organisational changes and on an annual basis and updated as necessary.

**Mike Hawkins**

**Managing Director**

**Issue Date: 21<sup>st</sup> February 2023**

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