

Corporate Health and Safety Policy Statement

- The Company recognises its duties under the Health and Safety at Work etc. Act 1974, and will ensure, so far as is reasonably practicable, the health, safety and welfare of its employees whilst they are at work, as well as customers and any others who may be affected by our undertakings.
- In accepting these responsibilities, the Company would like to remind each employee that he/she has a legal duty to take reasonable care for the safety of themselves and other persons who may be affected by their acts or omissions.
- The policy will be reviewed and updated as necessary, to take into account changes within the business and legislation.
- At Hawthorn we take our responsibilities very seriously and it is incumbent of all senior managers and employees to take personal responsibility to ensure we have a safe environment for us to work in and for our customers to enjoy,

Our Core Health and Safety Objectives

To comply with the statement of policy, we will endeavour to achieve the following objectives:

- To set and maintain high standards for health and safety throughout the organisation;
- To create so far as is reasonably practicable an accident free working environment for all persons.
- To design and implement safe practices and premises which will benefit all persons wherever their working environment.
- To investigate all major injuries and dangerous occurrences to any person or premises without delay
- To ensure that all personnel are given the necessary information, instruction and training to enable them to work in a safe manner in accordance with the Training Policy.
- To provide instruction and information to all persons working within the Company as regularly as is necessary and always in relation to relevant new legislation as soon as possible after its implementation wherever necessary.
- To provide a system for our pubs to fulfil the Risk Assessment process at work
- To monitor the effectiveness of the Health and Safety Policy throughout its activities in accordance with the procedures set down in the Policy and to review and alter the Policy wherever necessary to maintain exemplary standards of health and safety.
- To ensure, where reasonably practicable, that contractors working on our behalf, work to the same high standards of safety as Hawthorn ourselves.
- To ensure that these standards are communicated to all employees, associated pub employees and contractors.



Signed: _____

Name: Mark Davies
Chief Executive Officer