



## Occupational Health and Safety Policy

HKW Risk Management Ltd is a B2B consultancy working with businesses in Bristol and the South West. We believe in making management systems simple. We help growing businesses look after their people, places and products by identifying and managing quality, health, safety and environmental issues. We help Directors and Leadership teams implement, integrate, and improve management systems to enhance the way their businesses operate and grow, achieving ISO certifications and eating cake along the way.

What we do and the way we do it is rooted in our business values:

- Keep it simple – we translate sometimes complex legal requirements into straightforward actions which control hazards in a proportionate manner
- Stay curious – we always ask why something is done, and how it can be done better
- Do the right thing – we lead by example with our personal and professional behaviours, from wearing our PPE to developing our professional competencies
- Think green – we consider the environmental consequences of our actions and choices
- Be generous – we share our knowledge and experience openly with our clients with the intention that one day we will no longer be needed. We donate 5% of profits to our charity, St Richard's Hospice
- Have fun – we approach serious subjects with open hearts and a sense of humour

We are committed to:

- Providing safe and healthy working conditions to our employees and associates, as well as advising our clients on how to manage their working conditions appropriately
- The prevention of work-related injury and ill health
- Fulfilling legal and other requirements (including the ISO standards) and advising our clients on how to fulfil theirs
- Eliminating hazards, managing and reducing risks to an acceptable level and working with our clients to do the same
- Continually improving our managing system and the services we offer our clients
- Consulting with relevant interested parties and providing opportunities for participation in our management system
- Arranging for suitable access to safe places of work, adequate welfare facilities and emergency arrangements for our employees and associates on client's sites

This policy is communicated to all HKW Risk Management Ltd employees and associates, whilst being available to other interested parties on our website. This policy is reviewed annually to ensure that it remains appropriate to our strategic direction and is suitable, adequate and effective.

Helen Waddington, Director

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