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## Company of the Month: Haynes Group, Inc. puts employee safety at the forefront on all job sites

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West Bridgewater, MA Haynes Group, Inc. is putting the finishing touches on an exceptionally strong year by earning national recognition for excellence in workplace safety by the Association of Builders and Contractors (ABC).

Founded by brothers Mike and Bryan Haynes in 2001, Haynes Group is a leading commercial construction services firm servicing Eastern New England with expertise spanning industrial, corporate interior, hotel and hospitality, brewery, and retail projects. While Haynes Group has earned a reputation by delivering an exceptional service experience for its clients, it is also gaining distinction as a leader in jobsite safety.

On November 17th, 2021, Haynes Group was awarded Platinum-level status for ABC STEP, the industry's leading safety benchmarking tool and performance management system. According to ABC, implementing STEP processes and best practices drastically improves participant safety performance, regardless of company size. As a Platinum-level firm, Haynes Group is recognized to be 242% safer than the construction industry average.

STEP achievement level criteria include key measures related to company safety performance, including company safety data, leadership commitment, process and systems, and culture. Achievement levels range from Participant to Bronze, Silver, Gold, Platinum, and ultimately, Diamond.

Haynes Group improved upon its previous Bronze-level STEP status by demonstrating an outstanding team safety performance record, and by intensifying a longstanding cultural commitment to safety-related planning, oversight, training, and education.

“We have always believed in putting people first, and in order to do that effectively, safety needs to be at the forefront of everything we do,” said president and co-owner, Bryan Haynes. “All accidents are preventable with proper training and a safe working environment. We make every effort to prevent all accidents.”

The Haynes team also enlisted the support of Contractors Risk Management (CRM), a leading safety advisory firm, to expand the size and scope of its interdisciplinary safety committee. Key initiatives for 2021 included random, third-party jobsite safety inspections and trend analysis, increased frequency of pre-construction safety meetings, robust project safety planning and documentation, regularly scheduled all-hands training classes and safety-themed events, and procurement of cutting-edge PPE for the team. The increased focus on safety and team-wide communication was particularly critical during COVID-19 as federal, state, and local health protocols evolved continuously.

“For Haynes Group, safety is paramount,” said Steph Cavanagh, CRM safety consultant and safety committee co-chair. “Haynes Group strives to not only be fully compliant with federal and jurisdictional policies and standards but is consistently working towards implementing industry best-practices. This is achieved by involving all employees, regardless of title or tenure, and valuing their ideas and feedback.”

Haynes Group safety committee chair David Spinale said, “The STEP Platinum distinction reflects the passionate commitment to team safety by the Haynes brothers and the relentless day-to-day professionalism of our site supers, carpenters, laborers, project managers, and subcontractor partners.”

As for the future, he continued “Our 2022 goals include expanding team-wide engagement with the committee and launching some fun and creative ideas for our regular safety training and events and employee recognition.”

For more information please contact: Spinale at [dspinale@haynesgroupinc.com](mailto:dspinale@haynesgroupinc.com), or visit [www.haynesgroupinc.com](http://www.haynesgroupinc.com).