

QHSE-14

Our Goals:

Hydro Group is committed to the health and wellbeing of its staff and minimising any environmental impact caused through its working activities. This is central to our commitment to Health & Safety and Environmental management together with the continual improvement of our Quality system and key focus on customer satisfaction.

The full involvement of all personnel to ensure complete awareness of the significance and importance of their work and how they can contribute to achieving the business quality objectives, safeguarding the environment by reducing the overall environmental impact of the company and protecting the workforce's health and safety is essential to achieving this goal.

Hydro Group is therefore committed to:

1. Acting in full compliance with national and international regulations and legislation applicable to the sector in which the company works as well as in full compliance with national legislation related to health & safety and environmental protection
2. Preventing injury or disease caused by operating conditions
3. Prevention of any pollution to the environment caused through business operations
4. Pursuing continuous improvement of QHSE Objectives through translation of the requirements of ISO 9001 and ISO 14001 Management System Standards, ensuring operating procedures and departmental KPI's exist within all levels of the business
5. Improving customer satisfaction with periodic checks and the analysis of complaints received in order to translate the results obtained into further objectives / KPI's
6. Keeping the quality of products, services, environmental and health & safety parameters under control through systematic monitoring and measurement
7. Promoting education and training throughout all personnel levels within the organisation
8. Measuring and monitoring the performance of the Integrated Management System through data analysis and information returned by the company's Internal Audit & Management Review programs

Compliance with this Policy is primarily the responsibility of Management, which is committed to promoting understanding and diffusion of the Policy among all company personnel, in the firm conviction that achievement of these goals is possible only if they are shared at all staff levels.

Management is likewise committed to reviewing and re-examining this Policy annually and, updating it if necessary, as an output from the Management Review process.

Signed: *Marc Gordon*

Date: February 2023

Marc Gordon – Managing Director