



Energy Policy

Hydro Group plc recognise that the consumption of fossil fuels has a negative environmental impact from the emissions of carbon dioxide (CO₂) into the atmosphere and the depletion of non-renewable resources. In addition at £85,000 per annum (excl. VAT) energy utilities are a significant overhead to the company.

We are therefore committed to managing our energy consumption as both a social and commercial imperative. Reducing our energy is also a set objective as part of our ISO14001 system certification and continuous improvement.

With respect to this policy we commit to the following:

- Continue to purchase all of our energy from renewable sources
- Measure and monitor our baseline performance and strive to achieve best industry practice
- Conduct building and equipment energy audits to identify and quantify energy savings
- Implement an annual programme of energy saving measures justified by projected financial savings
- Set and track annual energy budgets
- Strive to allocate additional investment in energy efficiency measures and renewable energy generation where there is a medium term payback (up to 5 years)
- Reinvest 50% of annual energy savings into further energy saving initiatives
- Consider energy efficient design in product / service realisation
- Purchase energy efficient appliances
- Improve employee awareness on energy related issues

The directors of Hydro Group plc will ensure through positive leadership, active participation and encouragement and allocation of resources that all employees are motivated and will comply with the aims of this policy.

As Managing Director I sign this document to demonstrate my commitment to the above.

Signed.....

Date ...5/10/11...

Mr D J Whyte, Managing Director