



Health, Safety and Environmental Policy

Hydro Group plc. is committed to continually improving health, safety and environmental management aspects associated with all work activities on Hydro Group plc. controlled premises. Hydro Group plc. will take all necessary action to ensure the prevention of ill health and injury to all those involved with work activities on the premises. All necessary action will be taken to minimise impact on the environment as a result of work activities.

This will be achieved by:

- Complying with relevant health, safety and environmental legislation.
- Ensuring proactive hazard identification and suitable risk mitigation demonstrating continual improvement.
- Setting objectives and targets which demonstrate measurable performance.
- Ensuring Sub-contractors and visitors working on Hydro Group plc. premises comply with the health, safety and environmental policy.
- Ensuring suitable communication to both internal and external parties that may be affected by Hydro Group plc. activities.

Safety shall always be prioritised. All those involved with Hydro Group plc. operational activities shall be responsible for ensuring that safety will not be compromised. Hydro Group plc. will support any decision taken to ensure safety over any operational activity.

The policy is approved by the undersigned and is supported by all levels of management within the organisation.

Signed:

A handwritten signature in black ink that reads "Douglas J. Whyte".

Douglas J. Whyte
Managing Director

Date:

A handwritten date in black ink that reads "12/01/16".