



Quality Policy

As a leading manufacturer of subsea and harsh environment connectors, penetrators and cables we are dedicated to the design, development and manufacture of high quality engineering solutions that meet or exceed the requirements and expectations of our global customers.

It is the policy of our company to achieve this through the continuous improvement of our activities by the planning, setting and implementation of key system performance indicators and the regular review of our quality management system in accordance with the requirements of ISO 9001:2008.

Our quality performance is currently measured against set targets in the following areas:

- Non conformities raised internally or by third parties through inspection/testing and auditing activities
- Customer feedback on strategic elements of our product/service realisation
- Our delivery performance to our customers
- Our supply chain performance on quality, delivery and technical support
- Effective resolution of customer complaints
- Financial growth defined as revenue growth and profit growth

These indicators are reviewed at our business management review meetings and made available to all employees.

The directors of Hydro Group plc will ensure, through positive leadership, active participation and encouragement that all employees are motivated towards the aims of this policy. Additionally, they will ensure that training needs and other resource issues will be addressed to enhance capabilities and improve customer satisfaction. Adherence to the quality management system is the responsibility of all staff.

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

Signed

A handwritten signature in black ink, appearing to read "Douglas J Whyte", written over a dotted line.

Date

12/01/16

Mr D J Whyte, Managing Director