

Environmental and Energy Policy Statement

Hydro International Ltd and subsidiary companies are recognised leaders in developing innovative solutions to water management challenges. We provide high value-added products and services to specialised markets worldwide.

We contribute to environmental stewardship in communities and countries in which we operate. Our core business offer energy efficient solutions which enable our customers to lower their use of energy and natural resources. We strive to reduce our own environmental impact.

Our Business Manual describes how our Environmental management system is designed, in accordance with the requirements of ISO14001 and ISO50001, to ensure that we meet our responsibilities and obligations to customers, employees, our partners and suppliers, and to satisfy applicable requirements. We are committed to continuous improvement in our Environment and Energy Management Systems to enhance environmental and energy performance.

The policy underpins the strategic goals and objectives of the business which are set, reviewed and updated as the business develops. As such we will:

- Conform to compliance obligations, applicable environmental legislation and other requirements in the communities and countries we operate.
- Identify, measure, and understand the environmental and energy performance of our business in terms of our products and services as well as our own operations and facilities and implement action plans to drive improvement. This includes non-conformance analysis to drive preventative as well as corrective actions.
- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Act to eliminate or reduce as far as practicable any potentially adverse environmental and energy impacts.
- Enable and engage our employees and contractors at all levels to promote environmental and energy responsibilities across our entire value chain from suppliers to partners through to customers.
- Define environmental and energy management responsibilities within the Hydro organisation structure, including establishing competency and resource requirements, relevant training, and development needs.
- Ensure environmental and energy considerations are integrated into business process for managing change, as we drive the development of the business.
- Embed Hydro values into our business practices.

This policy applies to Hydro International Ltd and subsidiary companies worldwide and will be reviewed on an annual basis.

A handwritten signature in black ink, appearing to read "Paul Cleaver".

Paul Cleaver, Chief Executive
Policy date: August 2020
Next review date: August 2021