

Environment and Sustainability Policy

Purpose and scope

Hydrock is committed to continuously improving its impact on the environment and has a suite of arrangements to support this, of which this Policy is one.

The global conversation around the importance of climate change and reducing our emissions is intrinsically linked to the engineering support we provide. There is an ever-increasing focus as part of engineering and design projects to produce sustainable yet practical designs and as a company we are striving to become an engineering industry leader in providing this type of support. This policy is a live document and will be reviewed at least annually, or more regularly as required.

The Hydrock Board is ultimately accountable for the implementation of the Policy, supported by the Business Improvement team and the Sustainability Working Group. However, everyone at Hydrock is responsible for considering their impact on the environment and the sustainability of their actions as part of all work undertaken, whether internally or for clients.

- > Achieve Net Zero by 2030
- > Drive continual environmental improvement by ensuring effective management of our environmental impacts and implementing environmental management systems in compliance with EN ISO 14001
- > Develop objectives, supported by targets, to manage potentially significant environmental aspects and review these annually to ensure they reflect the needs of the business
- > Prevent pollution and reducing any adverse impact of the company's operations on the environment
- > Have an in depth understanding of our impact on the environment by undertaking annual reporting exercises
- > Promote an excellent company-wide culture towards the environment, empowering employees to make the best sustainable decisions as possible both in their work and at home
- > Communicate environmental performance data and other important environmental or sustainability related company updates and findings company wide, clearly, openly and transparently
- > Work in partnership with our clients to deliver projects which adopt best environmental and sustainability practices, going above and beyond to positively influence work thorough enhanced and innovative specifications and designs
- > Continue to develop our range of subject matter expertise on sustainability and environmental matters
- > Advocate the United Nations Sustainable Development Goals and align our work to support their implementation
- > Comply with applicable environmental legislation, standards and other requirements associated with the industry sectors we operate in
- > Continually strive to improve awareness levels among Hydrock employees, customers and the supply chain, of their responsibilities toward protecting the environment
- > Ensure goods and services that we procure are from suppliers with the same environmental and sustainability mindset
- > Driving continual environmental improvement by ensuring effective management of our environmental impacts and implementing environmental management systems in compliance with EN ISO 14001
- > Developing objectives, supported by targets, to manage potentially significant environmental aspects
- > Preventing pollution and reducing any adverse impact of the Group's operations on the environment
- > Complying with applicable environmental legislation, standards and other requirements associated with the industry sectors in which we operate
- > Implement positive measures to achieve continual improvement in order to minimise negative impacts on the environment
- > Seek to influence the environmental impact of finished work through enhanced environmentally aware specifications and designs
- > Work in partnership with customers to promote the adoption of best practice environmental management techniques to deliver high quality products and services
- > Continually strive to improve awareness levels among Hydrock employees, customers and the supply chain, of their responsibilities toward protecting the environment
- > Review this policy as necessary on at least an annual basis



Dr Brian J. McConnell, CEO, June 2022