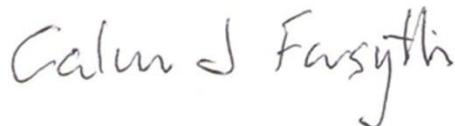


This policy covers the Borough Green and Pollington sites. H+H UK is committed to achieving continual improvement in its energy performance and operates an energy management system in compliance with the standard BS ISO 50001, 'Energy Management Systems – Requirements with guidance for use'. This forms an integral part of the company's BS ISO 14001 Environmental Management System and covers energy uses and consumptions associated with product manufacture, company buildings and workplace vehicles. The energy policy does not cover the delivery of constituent materials used in manufacture or product delivery to customers using H+H's approved hauliers as these are separately covered by the company's BES 6001 compliant management system for responsible sourcing of H+H's supply chain. H+H UK shall:

- Improve energy efficiency throughout the business to achieve continual annual reductions in energy consumption and associated CO₂ emissions, when related to turnover and other metrics such as m³ of production output, and in so doing meet or exceed agreed energy and carbon reduction targets.
- Maintain a register of opportunities for saving energy and establish objectives and targets and action plans to improve energy efficiency and monitor energy performance whilst ensuring the availability of information and necessary resources to achieve objectives and energy targets.
- Identify and comply with all relevant legal requirements and other requirements that relate to the company's activities and its use of energy.
- Provide training for company employees to raise awareness on energy related issues.
- Consider life cycle energy performance when undertaking capital projects and in procuring energy consuming plant, equipment and services.
- Consider design activities that support energy performance improvements.
- Conduct planned maintenance of equipment and plant to ensure efficient performance and optimal energy consumption.
- Review the performance of the energy management system against objectives at defined intervals to ensure the continued suitability, adequacy and effectiveness of the system and to decide actions for continual improvement.
- Document and communicate energy data and outcomes of projects to interested parties as appropriate.
- The H+H UK Board of Directors have responsibility for allocating appropriate resources for the effective implementation and maintenance of the company's BS ISO 50001 energy management system. The Managing Director has overall ownership of the system. The Operations Director reports on energy issues at board level and advises on resource requirements. Heads of Department have responsibility for energy usage within their own departments. The Works' Engineering Managers or Project Engineers and the Development and Management Systems Manager have responsibility for the collation, analysis and dissemination of data, resulting from the implementation of the energy policy and energy management programmes.
- Review this policy on an annual basis at a management review meeting and shall be updated as and when required.



C. Forsyth
 Managing Director

Dated: 16th February 2026