



This Policy is set and monitored by the Executive Board of Hill & Smith PLC (“the Group”) as the Group is committed to responsible energy management and to practice efficient use of energy and the effective management of its footprint.

Policy

It is the policy of the Group to control energy consumption in order to:

- improve cost-effectiveness, productivity and working conditions;
- reduce emissions to air and water in order to protect the environment; and
- try and eliminate the use of fossil fuels wherever possible.

Objectives

The Group’s long-term objectives are:

- to purchase fuels and electricity at an economic cost;
- to consume fuels and electricity as efficiently as is practical;
- to reduce the Group emissions, in particular carbon dioxide; and
- to reduce, wherever possible, dependence on fossil fuels through the use of recycled and renewable (or green) energy.

Strategy for achieving our objectives

Short-term actions:

- **“Energy Champions”** are appointed to promote energy conservation with each operating unit of the business. The energy champions are responsible for promoting energy efficiency across their businesses and for monitoring energy usage and cost, meeting the energy, cost and emissions targets and reporting the performance to the Company Secretary
- Development of an Energy Forum model, comprising “energy champions” and any other appropriate members or advisors from inside or outside the group;
- the provision of appropriate training to the “energy champions”, to management and to the workforce to maximise their understanding of energy efficiency and how the Policy objectives can be achieved.

Resources

- Each part of the Group provides the necessary resources to their energy champion to carry out their energy efficiency duties.
- Subject to a sound business case, the availability of funds to invest in a rolling programme of energy efficiency measures, the return on investment providing funds which can, where appropriate, be re-invested, in whole or in part, in further energy management activities.
- Investment in energy monitoring systems to provide information to those who need it, on time and in a form that supports management decision makers to ensure that opportunities are not missed.



Data collection

- Energy consumption performance is communicated by the energy champion to the Group's energy advisors and Company Secretary.

Targets

Each part of the Group is responsible for planning its energy management activities in order to achieve the targeted reduction in energy consumption of 3% compared to the previous year.

The Group Company Secretary will also communicate this performance to the Executive Board of the Group on an annual basis.

This Policy statement will be reviewed annually and where appropriate updated or modified.

Approved by the Executive Board - February 2021