

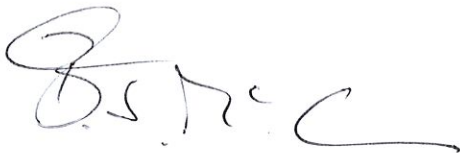
Environmental Policy

This policy describes Hydrock's responsibility towards the environment and our intention to effectively manage and improve our environmental performance and minimise the impacts of our business on the environment.

We are committed to doing this through the following:

- 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

This policy and associated documentation will be implemented, maintained and communicated to all employees and be available to all interested parties and the public when requested. In addition, the Group will also ensure that a copy of this policy is provided to all contractors, sub-contractors, temporary staff and remote workers.

A handwritten signature in black ink, appearing to read "B. J. McConnell", written in a cursive style.

Dr Brian J. McConnell

CEO

February 2020