

1. Introduction

HSP is a global supplier of valve and automation products for worldwide energy markets. HSP operates with a distribution platform operating from regional hubs in the UK & Middle East.

We are committed to be our customer's supplier of choice for the procurement, supply and project management of manual and actuated valves to the global energy sector. Design of actuator controls and ancillary equipment for valves and the control of conversion, modification and testing of valves and actuators to customer requirements.

2. Environmental Impact

To minimise our environmental impact we shall:

- Comply with applicable legal requirements and other compliance obligations that the company subscribes to relating to our interaction with the environment.
- Include consideration of environmental issues in business strategies and initiatives.
- Prevent pollution, reduce waste and minimise the consumption of resources.
- Educate, train and motivate employees to carry out tasks in an environmentally responsible manner ensuring a continuous professional development strategy remains one of our core business goals.
- Establish and review environmental objectives as part of the annual Management Review process. These provide a mechanism for monitoring and a basis for continual improvement of the environmental management system to enhance environmental performance.
- Allocate suitable and sufficient resources which enable the company to achieve its environmental aims and objectives.
- Ensure HSP senior management are committed to ensure that the conservation and protection of the environment is firmly embedded in both the company's and all its employees' culture.
- Promote environmental awareness amongst our suppliers, contractors and partners by the implementation of operational procedures and communication of this policy
- Communicate this policy to all staff, contractors and sub-contractors by training or other appropriate means and make available to relevant interested parties, as appropriate.
- Encourage employees to be proactive in suggesting any improvements to assist in the ongoing implementation of this policy.

This policy will be subject to periodic review and revision as necessary on an annual basis or as dictated by internal process enhancements or changes to compliance obligations.

This policy is implemented across all HSP operations and is available to relevant interested parties, as appropriate.

3. **Other Policies**

Employees are encouraged to read this policy in conjunction with other relevant Company policies, including but not limited to:

- Whistleblowing Policy
- Equality, Diversity & Inclusion Policy
- Bullying & Harassment Policy
- Anti-Bribery & Corruption Policy
- Corporate Social Responsibility Policy
- Code of Conduct & Ethics Policy
- Modern Slavery Policy
- Quality Policy
- Health & Safety Policy



Derrick Mackenzie
Managing Director HSP Valves

REVISION HISTORY				
Rev.	Effective Date	Description	Code	Owner
00	June 2016	Policy Created	HR-PO-GP-009	Derrick Mackenzie – MD
01	January 2018	Policy Reviewed and signed	HR-PO-GP-009	Derrick Mackenzie – MD
02	Sept 2019	Policy Reviewed and signed	HR-PO-GP-009	Derrick Mackenzie – MD
03	April 2020	Policy Reviewed and signed	HR-PO-GP-009	Derrick Mackenzie – MD
04	March 2022	Policy Reviewed and signed	HR-PO-GP-009	Derrick Mackenzie – MD
05	May 2022	Policy Reviewed and signed	HR-PO-GP-009	Derrick Mackenzie – MD
06	June 2023	Policy format amended and removal of APAC region	HR-PO-GP-009	Derrick Mackenzie – MD
07	August 2023	Update of sectors	HR-PO-GP-009	Derrick Mackenzie – MD
08	December 2025	Update of section 3	HR-PO-GP-009	Derrick Mackenzie – MD
09	February 2026	Update of section 3	HR-PO-GP-009	Derrick Mackenzie – MD

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