



## Energy Policy

Reference: **GPOL019**

Issue Date: **3<sup>rd</sup> August 2021**

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Hilton Food Group (HFG) is committed to promoting environmental sustainability. HFG believe that outstanding environmental performance is a fundamental prerequisite for the sustainability of our business and recognise that excellence in energy performance and legislative compliance is essential to our continued business success. We shall ensure that energy policies, programs and performance standards are an integral part of our planning, decision-making and auditing process. We consult with our stakeholders on environmental issues and have committed to Science Based Target's (SBT's) and the Business Ambition for 1.5C.

This policy covers 100% of HFG manufacturing operations. The governance of this policy is overseen by the Chief Manufacturing and Procurement Officer with oversight by the Sustainability Committee. The responsibility for its implementation sits with the Operations teams across our business, working in partnership with the Group Energy Management, Manufacturing, and CSR teams.

HFG is committed to:

- Comply with all legal requirements relating to energy use, consumption and site-specific customer and certification requirements
- Reduce consumption from non-renewable sources
- The establishment and maintenance of an effective energy management system aligned to ISO standards. Gain certification at each site to ISO50,001 or ISO14,001
- Setting energy objectives and targets and reviewing these annually as part of a continual improvement process and EnMS system improvement
- Ensuring the availability of information and necessary resources to achieve objectives and targets
- Implementing energy conservation opportunities that provide for a viable economic return on investment without a negative impact on personnel safety, product, plant or the environment
- Raising awareness throughout the company about energy usage; promoting involvement from all employees at all levels by encouraging, guiding and supporting them to act in accordance with this energy policy
- Support for the purchase of energy-efficient products and services, and design for energy performance improvement

We will work to monitor and report on our progress on addressing our energy related environmental impacts.

This policy and its associated guidance will be reviewed periodically and amended as necessary.

Signed by  
Philip Heffer  
Hilton Food Group Chief Executive Officer

A handwritten signature in blue ink, appearing to read "Philip Heffer".

Date: 3<sup>rd</sup> August 2021