

Fibre Revolution Ltd energy policy forms part of our overall energy, environmental and sustainability strategy:

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| 1 | Purpose | 1 |
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- 1.1 The purpose of this policy is to set out Fibre Revolution’s approach and commitment to responsible energy management as part of our overall environmental and sustainability strategy.
- 1.2 Fibre Revolution is committed to reducing energy consumption through monitoring and improvement of:
  - Our energy usage
  - Impact of our business on emissions
  - Reduction in use of fossil fuels

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| 2 | Scope | 1 |
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- 2.1 This policy applies to all activities of Fibre Revolution Ltd at the Bourne, UK site.

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| 3 | Definitions | 1 - 2 |
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- 3.1 **Energy**  
Electricity, fuels, steam, heat, compressed air and other similar media.
- 3.2 **Energy consumption**  
Quantity of energy used.
- 3.3 **Energy performance**  
Measurable result related to energy efficiency energy use and energy consumption.
- 3.4 **Energy performance indicator (EnPI)**  
Measure or unit of energy performance.



- 3.5 **Energy baseline**  
Quantitative reference providing a basis for comparison of energy performance.
- 3.6 **Energy performance improvement**  
Improvement in measurable results of energy efficiency, or energy consumption related to energy use, compared to the energy baseline.

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| <b>4</b> | Policy Statement | 2 |
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Fibre Revolution Ltd is committed to supply its products and services in a responsible manner, helping to ensure that the impact on the local and the wider environment is minimal. As part of this plan, Fibre Revolution Ltd aims to reduce energy usage at our Bourne site and through the sub-contractors the company employs.

Fibre Revolution Ltd is committed to improve our energy performance and minimise our environmental impact where possible, by:

- Providing the senior level commitment, appropriate management structure and cost-effective resources to achieve the strategic objectives that contribute to our energy, environmental and sustainability strategy.
- Increasing our energy efficiency.
- Investing in energy efficient technologies with concentration on Clean Energy wherever possible.
- Achieving our energy objectives and targets.
- Supporting the purchase of energy efficient products, services and activities that support energy improvement.

Through this commitment the environmental impact of the business operation will be reduced, and the energy efficiency increased. To meet these aims, the company will instigate a programme of continuous improvement for energy consumption; this includes the following:

- Regularly surveying the main energy consuming parts of the company, vehicles, equipment in the warehouse, warehouse utilities.
- Identify methods for energy usage reduction through better process, improved 'housekeeping' methods, record keeping and energy progression.
- Energy usage reports (EnPI).
- Review of performance, targets and objectives.

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| <b>5</b> | Responsibilities | 2 - 3 |
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- 5.1 **Board**  
The Executive Directors and Board provide support and strategic direction for the company's energy management, environmental and sustainability strategy.



**5.2 Departmental Managers**

Departmental managers are responsible for ensuring:

- Staff understand the process and policies in each of their departments.
- That any environmental management training (including induction and policy training) is recorded on the company training platform.
- Educating and working with staff and contractors to minimize energy consumption.

**5.3 Technical Department**

The technical department is responsible for:

- Collation and entry of energy data.
- Data analysis and reporting of the company performance.
- Tracking and follow up of objective progress and management review actions.

**5.4 Employees**

Employees are required to comply with the company’s policies and procedures as set out in their employment contract, handbook, and training plans.

The efficient use of energy is the responsibility of every member of staff.

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| <b>6</b> | Communication | <b>3</b> |
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This policy is communicated through the company shared drive/intranet and company website (<https://fibre-revolution.com/>) and will be made available to all interested parties.

**Signature:** 

**Place of Issue:** Bourne, PE10 0DN, UK

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**Position:** Executive Director

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