

Employment

We employ a highly skilled technical workforce, averaging around 6,000 people in 2010, in 134 offices throughout the world and are committed to providing our people with a creative working environment with scope for individual responsibility and achievement. Compensation and benefits, which are in line with other leading companies in the sector, are designed to reward the achievement of objectives.

Policy



Spectris operates mainly in Europe and the US, but with a growing presence in Asia. Although different social and employment conditions exist in different locations, Spectris places high priority on compliance with the legislative and ethical requirements of the countries in which we operate, particularly with respect to employment practices, labour rights and equal opportunities. The company secretary has overall responsibility for employment policies, but responsibility for implementation is delegated to individual business units, with operational policies and procedures tailored to suit local needs.

Overall HR policies are set at the centre and implemented by each operating business, taking account of local conditions. As part of our culture of respect, we believe that people with varied backgrounds and perspectives add creativity to the company and thus we encourage diversity in the workplace. We are committed to providing equal employment opportunities in terms of recruitment and employment, training and development, and promotion, regardless of race, colour, religion, national origin, gender, sexual orientation, age, disability or military veteran status.

The Board has discussed the recommendations in the Davies Report – Women on Boards and the consultation by the Financial Reporting Council which may result in changes to the UK Corporate Governance Code to require boards to establish policies on diversity. The Board recognises the benefits of all facets of diversity, including experience and perspective, both at Board level and throughout our business. Any search firm engaged in a senior executive or non-executive search assignment will be required to adhere to the principles set out in the Voluntary Code of Conduct for Executive Search Firms.

Spectris operates globally in more than 30 countries and is focused on growing its presence in industrialising economies such as China, India and Latin America and across a broad base of end-user markets. We will continue to strengthen our existing group-wide inclusion policies to attract and retain the most talented and appropriate people particularly reflecting the different markets and geographies in which we operate.

Our value of treating others with respect carries over to our policy against workplace discrimination and harassment. We strive to create a culture of honesty, respect and professional excellence whilst maintaining a healthy balance between working and personal lives, with initiatives such as part-time and job share opportunities providing family-friendly working conditions. Employee surveys are carried out in a number of companies to measure the views of employees on company issues and action plans agreed to address the issues raised. Initiatives such as the Savings Related Share Option Scheme, available to all UK employees, and grants under the group's Performance Share Plan made to senior management across the group, are designed to encourage loyalty and performance.

Training and development

A commitment to training and personal development emphasises the importance of retaining staff throughout the group and ensuring that all employees are encouraged to realise their full potential. Annual reviews provide feedback on performance, set objectives and identify training and development opportunities. Data on employee turnover is monitored by individual businesses and reported to the Board on an annual basis. Malvern and Servomex, our two principal UK businesses, have received the Investors in People award for their programmes of training, appraisal, employee development and skills recognition.

Graduate recruitment programmes and student work placements exist in a number of companies, providing opportunities for young people, particularly scientists, to be introduced to the business environment.