Spectris materiality matrix
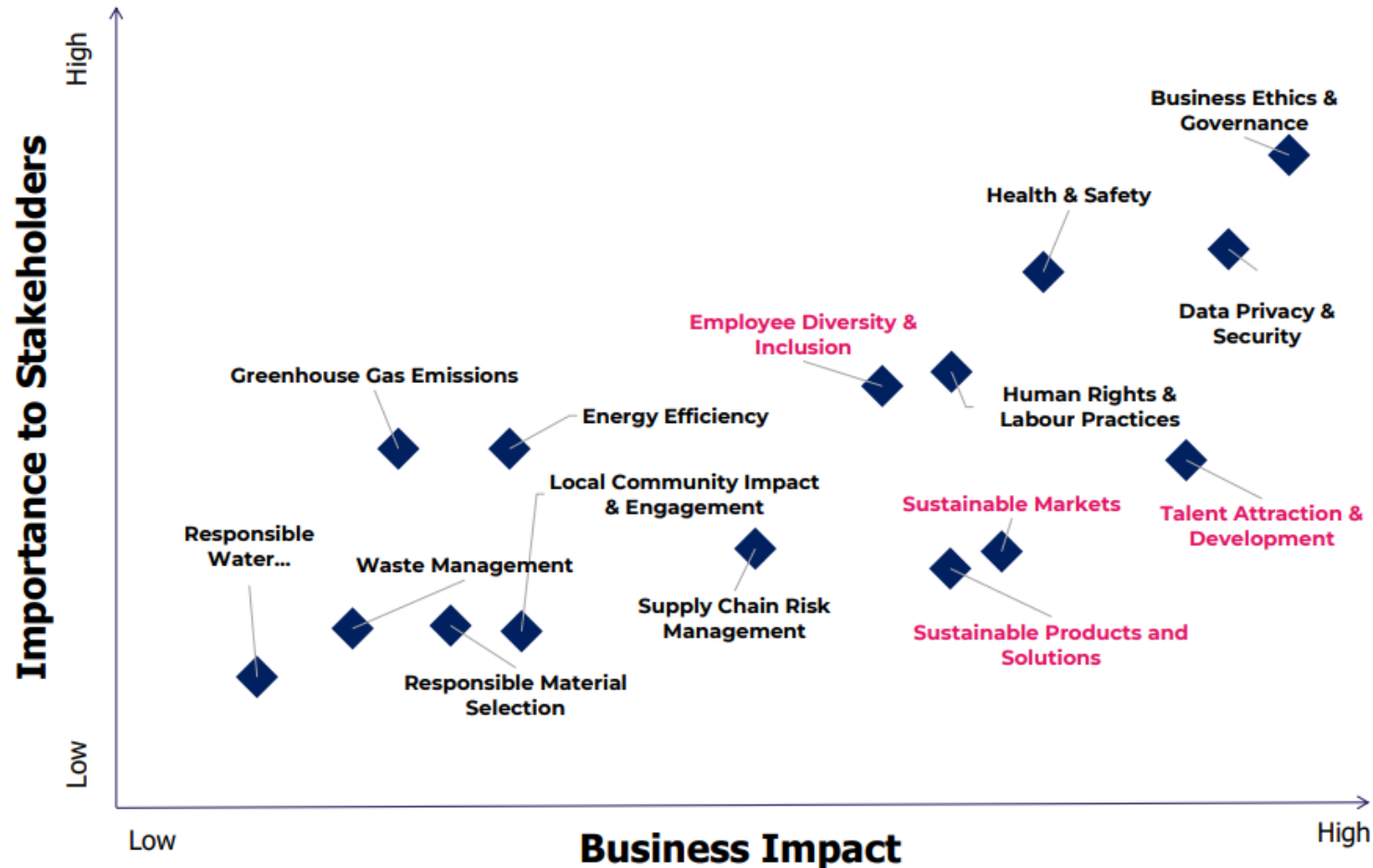
Definitions

1. Business Ethics & Governance:

Operating with high ethical standards through good governance, rigorous compliance with laws and regulations and active prevention of bribery, corruption and anti-competitive behaviour.

2. Data Privacy & Security:

Preventing the unauthorized access to our networks, IT systems and data and ensuring the data protection of our customers and employees.

3. Employee Diversity & Inclusion:

Building an inclusive company culture that offers equal opportunities, actively prohibits discrimination and harassment, and stimulates diversity particularly in terms of gender, race and age.

4. Energy Efficiency:

Making more efficient use of energy across our operations and switching to renewable energy sources.

5. Greenhouse Gas Emissions:

Reducing the Group's direct and indirect environmental footprint through more efficient use of natural resources

6. Human Rights & Labour Practices:

Protecting human rights and ensuring decent labour conditions in our own operations and our supply chain, including the active prevention of modern slavery.

7. Local Community Impact & Engagement:

Fostering a multi-stakeholder collaborative environment where our businesses engage with the surrounding local communities.

8. Health & Safety:

Preventing work-related injuries, fatalities, and illnesses among our employees and contractors by ensuring a safe and healthy work environment.

Definitions (cont.)

9. Responsible Material Selection:

Ensuring the ethical and sustainable sourcing of materials that consider resource efficiency and adaptability.

10. Responsible Water Consumption:

Reducing the consumption of water in our operations.

11. Supply Chain Risk Management:

Identifying and monitoring sustainability risks by consistently reviewing supplier stability and availability, in order to ensure responsible and state of the art practices.

12. Sustainable Products and Solutions:

Managing the impact and enhancing the quality, safety, longevity and circularity of products and solutions across all stages of manufacturing, distribution, use and end-of-life, making sure they are future-fit to meet our clients' evolving needs.

13. Sustainable Markets:

Prioritising investment in STEM, innovation and R&D with a focus on sustainable solutions, alternatives and industries and limiting the Group's combined long-term exposure to unsustainable economic activities.

14. Talent Attraction & Development:

Cultivating an engaged and skilled workforce through offering opportunities for professional development for all our employees.

15.Waste Management:

Ensuring effective waste management procedures across our facilities, with extra attention to the correct treatment of hazardous waste.

Materiality Matrix Process

In partnership with an external sustainability consultancy, Finch and Beak[1], we undertook a detailed review of the Group's sustainability landscape, which included:

·Reviewing the sustainability strategies and published aims of our top 10 customers for each Platform and remaining ISD companies;
·Reviewing the sustainability strategies of key peers;
·Reviewing existing regulations and the future regulation pathway of our four key markets: US, UK, China and the EU;
·Reviewing the key sustainability frameworks of a sample of our top 15 shareholders who have noted positions on sustainability;
·Undertaking our first DJSI submission which highlighted how current processes and external disclosures match against best practice expectations.

The outcome of this review led to the creation of a long list of sustainability issues. This long list was then discussed with 60 employees from across the Group as part of a series of facilitated workshops and with the senior management team in a series of interviews to better understand the relevance and importance of issues to the business. This process was purposefully thorough to support business-wide buy-in to the strategy.