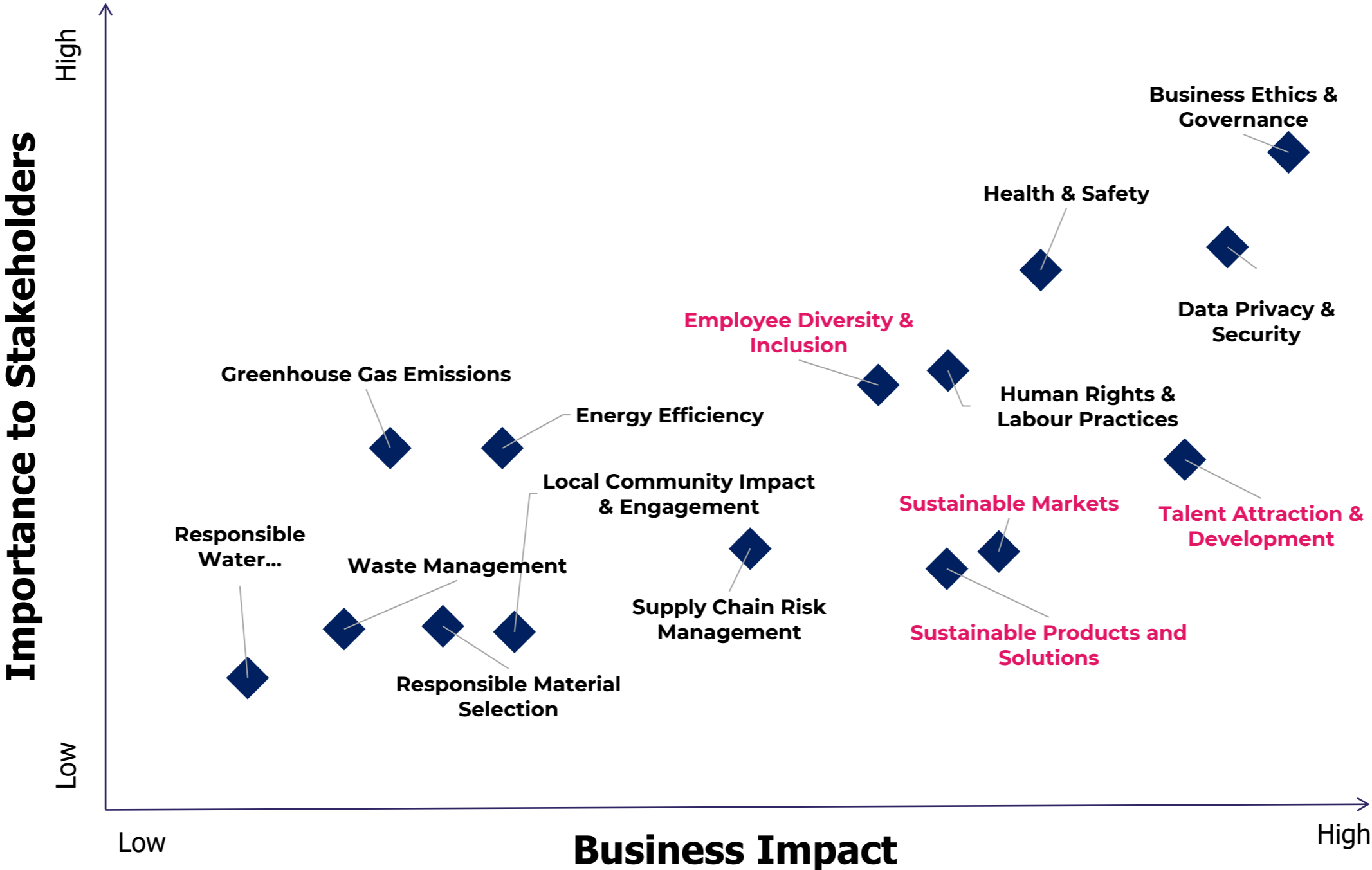


# Spectris materiality matrix



■ Group-level policy with local management  
■ Focus areas for acceleration

# 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.