

Our human rights policy is consistent with the Core Conventions of the International Labor Organization, and we comply with internationally-recognised human rights standards at all our sites. The policy includes our position on non-discrimination, harassment, pay and forced labour. Human rights considerations are also included in the due diligence process we undertake before any potential acquisition. This ensures that before we acquire a business, we are fully informed of their approach in areas such as non-discrimination, equal opportunities and freedom of association.

We comply with the UK Modern Slavery Act 2015 and our anti-slavery training has been extended to all employees worldwide.

Policy

It is the group's policy that all operating companies:

- > adhere to all legislation relating to employment rights and equal opportunities, with particular reference to non-discrimination on the basis of race, colour, religion, national origin, gender, sexual orientation, age, disability or background;
- > ensure that physical, verbal and psychological abuse, or sexual or other forms of harassment towards employees is not tolerated;
- > ensure that disabled persons are recruited, trained and promoted on the basis of aptitude and ability. If employees become disabled, every effort is made to retain them and when necessary re-train them for appropriate posts;
- > pay wages and benefits which meet or exceed national minimum requirements and adhere to working time regulations where applicable;
- > shall not use forced labour nor employ workers under the school-leaving age of the country of employment. Appropriate procedures are taken where practicable to ensure that this policy is applied to suppliers;
- > provide a safe and secure workplace and promote good health and safety and environmental practices;
- > adhere to applicable laws regarding the freedom of employees to associate or bargain collectively without fear of discrimination.

Ethics

We believe that maintaining a strong and consistent corporate culture supports long-term performance and is particularly important in the context of the Group's operating model and entrepreneurial nature.

We have always placed a high priority on the standards by which we do business, because we believe that how we work is as important as what we do. Our values are pivotal to how

we operate and essential to our business success and growth. They underpin the way we work, guide our decision-making and shape our culture.

We have a comprehensive strategy in this area and in recent years we have improved our governance processes and oversight, and enhanced our Code of Business Ethics, in order to achieve our commitment to manage our business according to the highest ethical standards. The Code of Business Ethics can be found on our website at www.spectris.com.