

# GLOBAL HR STATEMENT



**Servomex aims to maximise individual potential whilst improving organisational performance.**

The success of Servomex relies on the employees that work for the Company. Collectively and individually all employees have the opportunity to contribute to the achievement of Company goals and objectives. Servomex strive to empower employees and encourage innovation.

Servomex wish to attract and retain the best quality of candidates for every role. The Company's goal is to recruit, develop and retain a diverse and multicultural global workforce and recognise the value of the different perspectives of its employees. Servomex aim to be the employer of choice in all of the markets in which it works and recognise that talented individuals with a flexible approach to learning are the key to the Company's success. The Company's approach to recruitment and selection is set out in the Global Talent Acquisition Policy.

Servomex strive to create a culture of integrity, professional excellence and customer focus whilst maintaining a healthy balance between working and personal lives to encourage employee wellbeing. We believe in creating an environment which fosters creativity and innovation as well as individual and team commitment to the delivery of outstanding business performance.

Servomex are committed to the management and development of talent and strive to offer lifelong careers. We are dedicated to growing the next generation of professional experts, managers and leaders. The Company uses a Talent Management Grid to assess the performance and potential of individuals and to inspire high performing teams. Development plans are used to compliment the Company's annual Performance and Development Review Process and to support succession planning activities. Proactive development and succession planning activities ensure that employees are able to meet their career aspirations and achieve their full potential. Skills matrices are also used to measure the competence levels of individuals, to address skills gaps and to ensure that there is a flexible and agile workforce able to respond to changing business needs.

The Company has a transparent culture of pay, reward and recognition for performance. The Company's long-term goal is to continue to offer total compensation and benefit packages that are competitive in the market place. The use of bonuses and share ownership are key components in realising this objective. The Company understands the importance of recognising the achievements of staff and rewarding employees who demonstrate the Company's core values: High Performance, Absolute Integrity, Customer Focus, Restless Innovation, Empowerment and Excellence. The Company has a global structured grading system which is used to indicate career progression. Jobs are graded in accordance with the level of responsibility, accountability and knowledge required to be successful in the role. Qualifications, experience and ability are among key influences affecting individual grading decisions.

Regular communication with employees is consistent with our culture of openness and honesty. The Company recognises that there are cultural differences across the global organisation and adjusts communication styles accordingly.

The Company has a culture founded on integrity which guides the way we work and the decisions that we make. We want all employees to collectively value the integrity of our business decisions and to be responsible and ethical people. All employees are therefore trained in our Code of Business Ethics and the standards of behaviour expected from them. Bribery, corruption and dishonest actions of any kind are counter to our values and will not be tolerated.

Servomex is committed to equal opportunities, aiming to create an environment in which every applicant and employee is assessed for employment, promotion and development solely on the basis of merit. The Company will not tolerate unfair treatment, unlawful discrimination, harassment or bullying.

Servomex will comply with employment legislation throughout the countries in which it works and will maintain policies and procedures consistent with this.

A handwritten signature in black ink, appearing to read 'Victoria Hammond', with a long, sweeping horizontal stroke extending to the right.

**Victoria Hammond**  
**HR Director**