

Health Safety and Environment Policy Statement

It is the policy of Servomex Group Ltd (Servomex), a subsidiary of Spectris Group, to comply in full with legislation and other requirements which apply to occupational health, safety and welfare at work and that of environmental management. This is applicable to all Servomex UKTC activities and all other work activities of its employees. *The aspiration is to have a sustainable safety environment that our team feels proud to be part of – each contributing to the very success and continuous improvement of our health, wellbeing, environment, and workplace. As employees, we are all responsible for our own health and safety and that of others – our colleagues, suppliers, customers and of the wider community. We must manage health & safety and environmental risks in the same way as any other risks and opportunities that face our business – through practical and regular risk assessments. To ensure we all remain safe, we must speak up and ensure any practices that do not meet the standards we set ourselves, are addressed and put right; even if that means stopping a task.*

Servomex recognises its responsibilities and is committed to continuously improving the health, safety and welfare of its employees and the environment in which it operates. The Board of Directors provide the authority, leadership, commitment, and framework to achieve and maintain these standards by provision of adequate resources to implement, maintain and improve Health, Safety and Environmental Management (HSEM) by ensuring the development of a proactive culture. Everyone should support the implementation of the HSEM by participating in the development and application of Safe Systems of Work, reporting HSEM concerns, near misses, leading by example and participating in consultations. The effective implementation and improvement will be achieved by following the principles below:

- *Each and every one of us should come home safe and sound at the end of each day*
- *Each and every one of us is responsible for our own safe behaviour and the safe behaviour of our work colleagues.*
- *Mental and emotional wellbeing is just as important as physical safety and the environment*
- *Each and every one of us has the right to take the necessary action to eliminate the risk of accidental injury or environmental impact*
- *We introduce environmental, health and safety concepts into our products, equipment and management systems through design*
- *We develop management systems that enable us to work in the safest possible way while delivering the highest quality products and services to our customers*
- *Ensuring the provision of HSEM training, awareness and competencies of workforce*
- *Development and implementation of HSEM procedures and guidance to demonstrate best practice*
- *Implementation of effective Risk management by optimising hazard identification, risk assessment, eliminating significant HSEM risks and identifying other opportunities for improvement and prevention of pollution*
- *Integration of HSEM policy and principles throughout the business and everyday activities and, where applicable, ensure alignment with Spectris business ethics and principles*
- *Demonstrate commitment by providing the opportunity for HSEM communication and consultation*
- *Lead by example, allocate HSEM competencies, roles and responsibilities with the required authority and accountability throughout all levels of the business*
- *Set the HSEM framework with goals and objectives, implement the HSEM, hold regular reviews in line with legislative, business, and other requirements*
- *Provide the mechanisms to identify compliance requirements and improvements on a periodic basis*

All Servomex employees are expected to act responsibly in their daily duties, and always be in compliance with applicable Health & Safety and Environmental laws and Servomex requirements. Our management is leading by example and continually encourages optimising risk management, hazard identification and reducing their environmental impact as a priority.

Signed



President, Servomex

26 January 2021

