

Health Safety, Environment and Sustainability Policy Statement

It is the policy of Servomex Group Ltd (Servomex), a subsidiary of Spectris Group, to comply with legislation and other requirements which apply to occupational health, safety, welfare at work, the environment and sustainability.

This is applicable to all Servomex activities, with the aspiration to have a healthy, safe and sustainable environment that our team feels proud to be part of. Each of us are recognised for committing and contributing to the success and continual improvement of our health, safety, wellbeing, environment, and sustainability. We manage health, safety and environmental risks along with opportunities, through regular reviews, managing objectives and risk assessments. We foster an environment to feel empowered to 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.

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 continually improve the Health, Safety and Environmental Management System (HSEM). This ensures the development of a proactive culture to underpin our management of health safety, environment and sustainability as being our core values. Everyone is encouraged to embrace these core values and support the implementation of the HSEM by participating in its development and application, leading by example and participating in consultations. Effective implementation and continual improvement shall be achieved by committing to the principles below:

- *Each and every one of us 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 our influence on the safe behaviour of others.*
- *Promote and support mental and emotional wellbeing, recognising their critical role in our business.*
- *Eliminate hazards and minimise the risk of ill health, injury or environmental impact and protect the environment.*
- *HSEM framework for objectives and regular reviews in line with legislative, business, and other requirements.*
- *Implement health safety, environmental and sustainability concepts into our processes, products, and systems.*
- *Continually develop and improve management systems to enable us to work in the safest possible way, minimising the impact on our environment, preventing pollution and reducing our carbon footprint, striving to carbon neutrality.*
- *Manage our waste in accordance with our waste policy and the waste hierarchy, striving to zero to landfill.*
- *Strive to conserve natural resources, reduce energy consumption, efficiently utilise renewable resources*
- *Continual improvement of sustainability performance and management of objectives in line with our Net Zero targets.*
- *Provide HSEM training and awareness to ensure the appropriate competencies of our workforce.*
- *Develop and implement of HSEM procedures and guidance to demonstrate best practice.*
- *Integrate policies and principles with alignment to Spectris business ethics and principles.*
- *Commit to provide the opportunity for HSE communication, participation and consultation.*
- *Lead by example, throughout all levels of the business with the required authority and accountability.*
- *Provide the mechanisms to identify compliance requirements and improvements on a periodic basis.*
- *Promote engagement with our local communities to support development and collaboration.*
- *Support a culture of respect for fair work practices, diversity, inclusion and promote employee development.*
- *Integrate sustainability into our business strategy and decision making from innovation, operation and beyond.*
- *Conduct our business with integrity, transparency and accountability, ensuring ethical practices throughout.*

All Servomex employees are expected to act ethically and responsibly in their daily duties and be compliant with health, safety and environmental legal obligation, and other applicable requirements. Our management lead by example and continually encourage effective hazard identification, risk management, reducing our environmental impact and promoting sustainability, not just as priorities but as core values.



Signed _____
James Gravestock - President, Servomex
26th September 2025