

"Spectris"/the "Group"), and the steps Spectris has taken to ensure modern slavery and human trafficking ("MS&HT") is

Spectris has a zero-tolerance approach to any form of modern slavery or human trafficking. It is committed to acting and controls to safeguard against any form of MS&HT in any part of its business or operations. The Group considers that the risk of MS&HT taking place within its business or supply chain is relatively low and to date we have not uncovered any evidence of MS&HT within our business operations.

our people, many of whom are highly qualified engineers and technicians.

enhance efficiency and deliver tangible economic impact through the chemical, physical and structural analysis of

Boulder, Colorado office supplies instruments to, or on behalf, of the business' eleven offices, with purchases for

HBK was formed by the merger of Brüel & Kjær Sound & Vibration ('BKS') and Hottinger Baldwin Messtechnik ("HBM")

HBM is a global market leader in test and measurement and weighing technology, offering complete measurement solutions from sensor to software for industrial and laboratory applications. HBM provides transducers for torque, force, pressure, strain, displacement and weight. HBM operates a number of sales subsidiaries and Research &

BKS is the world's leading supplier of advanced technology for measuring and managing the quality of sound and vibration. BKS's resources and knowledge is focused on supporting the entire life cycle of our customers' products from initial design through deployment and operation and a full measurement chain. BKS also provides clients with

Brüel & Kjær Vibro ("BKV") is the world's leading independent supplier of protective monitoring and knowledge-based condition and performance monitoring solutions for rotating machinery. BKV has subsidiaries and distribution partners

brand and the manufacture and sale of sensors for gas analysis under its Hummingbird brand.

Red Lion Controls offers award-winning industrial automation and networking solutions which provide critical

state-of-the-art products for measurement and control of temperature, humidity, pressure, strain, force, flow, level, pH

Spectris is committed to preventing MS&HT in its corporate activities, and to working with its supply chain to achieve  
in more detail below. Our objective is to build long-term shareholder value sustainably by supplying productivity-

HR Director has overall responsibility for employment policies, but responsibility for implementation is delegated to

Although Spectris does not have a specific MS&HT policy, it has other policies and procedures in place which address its MS&HT compliance requirements and standards. Details of these policies are outlined here.

from Spectris plc in place. An annual sign-off is required on the year-end financial reporting package, together with a

expected of suppliers. The standardised sourcing agreement is then tailored to specific laws governing the jurisdictions

Our Human Rights Policy is consistent with the Core Conventions of the International Labour Organisation. Spectris

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work in order to safeguard against MS&HT. All our UK employees are also paid the National Living Wage,

event an instance of MS&HT comes to light, it is addressed, including the termination of the contract, where

any circumstances that may give rise to an enhanced risk of MS&HT. The organisation's whistleblowing

customers or others who have concerns can use the Spectris confidential helpline. The helpline can be

used to report violations of the Code of Business Ethics including MS&HT in any Spectris entity and in any jurisdiction in which it operates. Concerns can be raised by filling out an online form or dialling the confidential helpline number; and

We believe that suppliers, and other business partners, should have the opportunity to benefit from their relationship

slavery and human trafficking);

- Pay wages and benefits which meet or exceed
- Not knowingly procure specified metals that originate from facilities in certified as "conflict free";

In addition to the above, some Spectris entities have taken additional MS&HT prevention measures, for example by including an express reference to the commitment to preventing MS&HT in their "Terms and Conditions for Purchase trafficking including the Modern Slavery Act 2015."

In addition to due diligence processes, Spectris conduct on-site visits to investigate the specific operations of key suppliers. This allows Spectris to analyse a supplier's specific practices and procedures. Where risks are identified

Spectris is committed to identifying and preventing all forms of MS&HT in our business and supply chain. To this end, on our key suppliers, using the cloud-based Risk-Management solution "RiskMethods." On-site visits and/or audits are undertaken. The Spectris DD toolkit is used for the evaluation of sales channel partners and the Dow Jones Risk

The Group has assessed its supply chain against the top twenty countries identified in the Global Slavery Index to assess the geographical risks of modern slavery and human trafficking in the Group's supply chain. Based on this

auditors and other relevant employees working in the Spectris Asia Pacific Procurement Office to support compliance certification standard.

complete MS&HT training. Most companies have commenced their MS&HT training program and the training will be

partners and suppliers. In the coming year a MS&HT training programme will be rolled out across Spectris.



