

Our Group Inclusion Commitments

LGBTQ+ inclusion

Launched: February 2022

Updated: March 2024 (version 2)

Our Group Inclusion Commitments are minimum standards for Spirax Group. Where current practice or local law go further than these standards, the greater benefit should always continue to apply.





LGBTQ+ inclusion

Summary

The rights of lesbian, gay, bi, trans, queer and questioning (LGBTQ+) people vary considerably around the world. These rights and social attitudes towards LGBTQ+ people are also constantly changing – sometimes improving and sometimes getting worse.

In some of our operating countries, LGBTQ+ people are legally protected from discrimination at work, same-sex relationships are legal, and non-binary or trans identities are recognised by law. In other countries, there may be no national employment protection, same-sex relationships might not be recognised in the law, and being seen to ‘promote’ other gender identities or ‘non-traditional’ relationships might even be illegal.

Across our Group, wherever we operate and whatever the legal or social context, we want all of our colleagues to be able to be themselves and achieve their full potential. That means everyone should always be safe, respected and treated fairly.

None of our LGBTQ+ colleagues (whether they are ‘out’ at work or not) should ever have to fear discrimination, harassment or bullying for who they are, who they love, what they look like or how they express their gender identity.

As part of our Group Inclusion Commitments, we have committed to be a safe place for all LGBTQ+ people wherever we work in the world. This includes colleagues, customers, suppliers, communities and everyone we work with.

In support of this, we have signed the United Nations LGBTI Standards of Conduct for Business and we will become an increasingly vocal advocate for LGBTQ+ inclusion. This guide explains more.

Our Group Inclusion Commitments are our minimum standards for Spirax Group and apply across all of our businesses and all of our operating countries.

We will be a safe place for all LGBTQ+ people wherever we work in the world.



LGBTQ+ inclusion

The global context

Around the world, the rights of lesbian, gay, bi, trans, queer and questioning (LGBTQ+) people vary considerably. These rights and social attitudes towards LGBTQ+ people are also constantly changing – sometimes improving and sometimes getting worse.

- In around 70 countries, consensual same-sex relationships remain illegal. Over 50 of these countries can impose prison sentences for this – from a few years to life in prison (**ILGA**).
- Eleven countries still have the death penalty for consensual same-sex activity (**ILGA**).
- Only 81 countries protect LGBTQ+ people from discrimination in the workplace through their national employment laws (**ILGA**).
- In 2021, only six countries had legal recognition of non-binary genders (meaning more than just male/female) and had no prohibitive restrictions on people being able to change their gender identity – Argentina, Australia, Canada, Denmark, Iceland and Malta (**Stonewall**).
- In some countries, promoting ‘non-traditional’ relationships or gender identities (usually to people under the age of 18) is illegal. This can apply to businesses and may have penalties including fines, loss of licence to operate, and risk of imprisonment or physical danger for those involved.

This variable global context can make it challenging to talk about or take action on LGBTQ+ inclusion. However, wherever we operate in the world, we will always ensure that our LGBTQ+ colleagues are safe, respected, treated fairly and able to be themselves at work.



LGBTQ+ inclusion

Understanding LGBTQ+ terminology

LGBTQ+ communities are diverse. That means the terminology used to describe these communities is also varied. It is constantly evolving, too.

In Spirax-Sarco Engineering, we use the acronym 'LGBTQ+'. 'LGBTQ' means lesbian, gay, bi, trans, queer/questioning. The '+' represents all other LGBTQ communities – such as intersex, asexual, pansexual and many others.

Different organisations use different acronyms or terms. This may also change depending on the local language. For example, you may see the United Nations use LGBTI and others use LGBT+, LGBTQI+, LGBTQIA+ or something completely different.

To help understand what different LGBTQ+ terms mean, we created an LGBTQ+ terminology guide. You can find it at the end of this toolkit if you would like to learn more.





LGBTQ+ inclusion

Why this matters at work

When our colleagues can be themselves at work, they can perform their best and achieve their full potential. That's good for our colleagues and everyone we work with or serve.

For many LGBTQ+ people, being able to be yourself at work is not easy though. Bullying, discrimination and harassment (or fear of this) happens in workplaces, at home and in society. This means that LGBTQ+ people often actively hide their identity at work – and that has a human and business cost.

Using your energy to hide your identity is exhausting. It can come from constantly having gender-neutral conversations to hide that you have a same-sex partner, actively avoiding team social events, or worrying whether your gender identity will be accepted by colleagues or customers (or even what that means for your company ID card).

Colleagues might be anxious about ‘coming out’ as LGBTQ+ at work (especially if they have worked with the same team for a long time or if the local culture is less accepting of LGBTQ+ people). They might even worry about how to talk about an LGBTQ+ matter at home that they need help with - like a child ‘coming out’ as LGBTQ+ or questioning their gender identity.

Supportive teams and inclusive workplaces mean these worries disappear. They ensure LGBTQ+ people can be themselves and focus on their role, development, safety and enjoyment of work. They mean colleagues who are not LGBTQ+ themselves but are worried about an LGBTQ+ matter at home feel safer to share this and find support.



Authentic relationships build trust and understanding in teams. They help us all to better support each other - whatever our background and whoever we are.



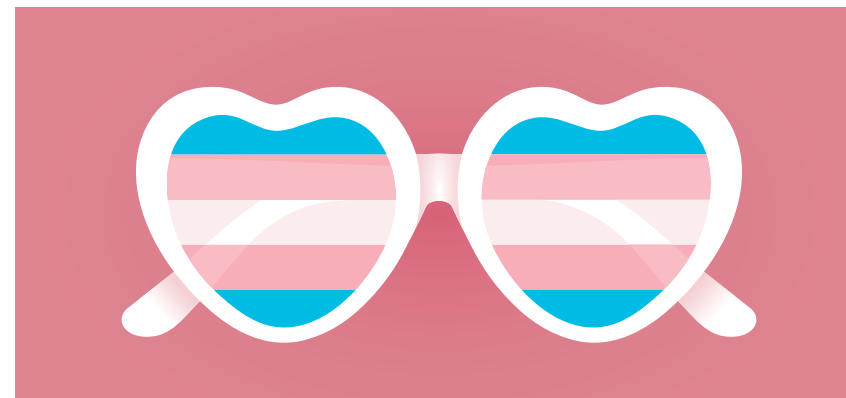
LGBTQ+ inclusion

Why this matters at work - global perspectives

Research from around the world has highlighted many challenges for LGBTQ+ people in the workplace. It also shows that many people who are not LGBTQ+ themselves struggle to know how to support their LGBTQ+ colleagues.

- 41% of 3,000 young (aged 18-25) LGBTQ+ workers across 15 countries surveyed went back 'in the closet' after university or education when they started work – more than half feared discrimination (**OutNow**, 2018).
- In the USA, 53% of LGBTQ+ employees hear jokes about lesbian and gay people at work... 20% seek a different job to escape (**HRC**, 2018).

- In the UK, 18% of LGBTQ+ workers received negative comments because they are LGBTQ+ and 12% of trans people were physically attacked by customers or colleagues because of being trans (**Stonewall**, 2018).
- Around 10% of Black, Asian and ethnically diverse LGBTQ+ workers were similarly physically attacked because of their sexual orientation and/or gender identity – compared to 3% for white LGBTQ+ staff (**Stonewall**, 2018).



- In China, 46% of workers have not told anyone at work that they are gay and almost 60% have never told anyone that they are bi (**Statista**).
- In a survey of 3,000 people from 60 countries, 57% of those who overheard anti-LGBTQ+ discussions said they were too scared to say anything and 49% were worried that people might assume they were gay too if they did intervene (**OutNow**, 2016).
- In the USA, 70% of men and 83% of women consider themselves as LGBTQ+ allies, but only 8% of men and 19% of women qualify as 'active allies'. To be active allies, you need to be a visible, vocal and proactive advocate of LGBTQ+ inclusion, not a passive or quiet supporter. (**CFTI**).



LGBTQ+ inclusion

Our Group Inclusion Commitment

Wherever we operate in the world, we will ensure that all of our lesbian, gay, bi, trans and queer/questioning (LGBTQ+) colleagues (whether they are 'out' at work or not) are safe, respected, treated fairly and able to be themselves without fear of bullying, harassment or discrimination.

Our workplaces and our working culture will be safe and welcoming for all, enabling all of our colleagues to be themselves and achieve their full potential.



The United Nations has called on companies all over the world to help improve equality for LGBTQ+ people. Every time discrimination is reduced, everyone benefits. We are committed to playing our part in this. It is the right thing to do for our colleagues and for everyone we work with.

As a Group, we have signed and support the United Nations LGBTI Standards of Conduct for Business. This means that all of our businesses:

- **Will respect the human rights of LGBTQ+ workers, customers and communities at all times** – in line with our commitment to inclusion, equity and wellbeing, and supporting our company values.

- **Will eliminate discrimination against LGBTQ+ colleagues in the workplace.** This will also include a zero tolerance approach to any colleague being bullied, harassed or discriminated against because they are suspected of being LGBTQ+ or because they support LGBTQ+ rights.
- **Will support LGBTQ+ colleagues at work** – and support colleagues who are not LGBTQ+ themselves, but who might need advice or guidance on an LGBTQ+ matter at work or home. This includes providing free, confidential support 24/7 and in the local language through our global Employee Assistance Programme.



LGBTQ+ inclusion

Our Group Inclusion Commitment continued

- **Will not discriminate against LGBTQ+ customers, suppliers and distributors – and we will insist that our business partners do the same** as part of responsible Supply Chain practice.
- **Will stand up for the human rights of LGBTQ+ people in the communities where we do business** – including through appropriate volunteering, charitable giving and partnerships, and by being an increasingly vocal advocate of LGBTQ+ inclusion.

All of us can play a part in ensuring our workplaces and working culture are inclusive for our LGBTQ+ colleagues, customers and communities by being an LGBTQ+ ‘ally’. This is consistent with our company values.

It also supports the promise we make that all colleagues should be able to work in truly supportive teams with strong relationships – wherever they are based.

As a global employer with a commitment to inclusion, we will continue to support our colleagues on this shared LGBTQ+ inclusion journey.



LGBTQ+ inclusion

Being an ally and getting further support

United Nations Free and Equal Campaign:

Resources to educate on LGBTQ+ equality globally and the UN LGBTI Standards of Conduct for Business.

Partnership for Global LGBTI Equality: Global coalition of organisations committed to using their influence to advance LGBTQ+ equality.

UN LGBTQ+ gap analysis tool: A tool to help businesses understand how they are performing in relation to the UN LGBTI Standards and how to improve.

ILGA International Lesbian, Gay, Bi, Trans

and Intersex Association: A coalition of over 1,700 organisations from more than 160 countries working to improve LGBTQ+ equality.

ILGA's maps and data to explain sexual

orientation laws around the world: Available to download free of charge in multiple languages as maps and spreadsheets.

Stonewall: UK-based LGBTQ+ charity working globally to build a world where LGBTQ+ people are free to be themselves and live their lives to the full. Advice for workplaces, schools, individuals and more.

Human Rights Watch: Global news on LGBTQ+ rights in different languages.

Human Rights Campaign: Works to create a world where LGBTQ+ people live without fear and with equality under law.

Workplace Pride: An international not-for-profit organisation based in Amsterdam and working globally to improve LGBTQ+ inclusion at work.

Kaleidoscope Trust: Working to ensure LGBTQ+ people are free, safe and equal across a wide range of countries.



LGBTQ+ inclusion

Being an ally and getting further support continued

It Gets Better Project directory: Listing more than 1,100 organisations in over 40 countries offering support to LGBTQ+ youth.

Trevor Project: 24/7 help and guidance for LGBTQ+ young people in the USA.

Equaldex: Global directory of LGBTQ+ support organisations across Europe, Americas and Asia Pacific.

Pink Dot: Non-profit supporting LGBTQ+ inclusion in Singapore.

Menrus: Listing of Black, Asian and ethnically diverse LGBTQ+ organisations.

Stonewall: How to be an ally to LGBTQ+ disabled people.

LGBTQ and all: Being a better ally to Black LGBTQ+ people.

LGBT foundation: How to be an ally to trans people.

PFLAG: We are all allies guide.

CIPD (UK): LGBTQ+ at work podcasts.

Pride in STEM: A charitable trust run by LGBTQ+ engineers and scientists around the world.

OUT & Equal: Toolkits for LGBTQ+ equality at work.



LGBTQ+ inclusion

LGBTQ+ terminology explained

Ace

An umbrella term used to describe experiences of a lack of, varying, or occasional experiences of sexual attraction. Ace people who experience romantic attraction and occasional sexual attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe their romantic or occasional sexual attraction.

Ally

A (typically) straight and/or cis person who supports members of the LGBTQ+ community. A proactive, vocal and visible supporter. Other terms might include advocate, supporter, friend or something similar.

Agender

A person with no (or very little) connection to the traditional system of gender, no personal alignment with the concepts of either man or woman, and/or someone who sees themselves as existing without gender. Sometimes called gender-neutral or genderless.

Aromantic/Aro

Usually interchangeable and an umbrella terms used to describe experiences of a lack of, varying, or occasional experiences of romantic attraction.

Asexual

An umbrella term used to describe a lack of sexual attraction to others. Also referred to as ace.

Bisexual/Bi

Usually interchangeable and used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including bisexual, pan, queer, and some other non-mono-sexual and non-mono-romantic identities.

Biphobia

The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.



LGBTQ+ inclusion

LGBTQ+ terminology explained continued

Cis/Cisgender

Someone whose gender identity is the same as the sex they were assigned at birth. 'Non-trans' is also used by some people.

Coming out

When a person first tells someone else about their sexual orientation and/or gender identity.

Gay

Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality (some women define themselves as gay rather than lesbian). Some non-binary people may also identify with this term.

Gender Dysphoria

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Gender Expression

How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender might not, however, identify as trans.

Gender fluid/Gender fluidity

Refers to change over time in a person's gender expression or gender identity, or both. That change might be in expression, but not identity, or in identity, but not expression. Or both expression and identity might change together.

Gender identity

A person's innate sense of their own gender, whether male, female or something else (see 'non-binary'), which may or may not correspond to the sex they were assigned at birth.

Gender reassignment

Another way to describe a person's gender transition. To undergo gender reassignment usually means some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.



LGBTQ+ inclusion

LGBTQ+ terminology explained continued

Heterosexual/Straight

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

Homophobia

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

Homosexual

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

Intersex

Used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.

Lesbian

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

LGBTQ+

The acronym for lesbian, gay, bi, trans, and queer/questioning. There are many more communities which also fall under this umbrella with the + traditionally used to reflect that wider diversity.

Monosexual

Romantic or sexual attraction to members of one sex or gender only.

Non-binary

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Outed/being outed

When a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent. Outing would be considered illegal (and definitely disrespectful) in many countries.



LGBTQ+ inclusion

LGBTQ+ terminology explained continued

Pansexual/Pan

Describes a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

Passing

If someone is regarded, at a glance, to be a cisgender man or cisgender woman.

Pronouns

Words we use to refer to people's gender in conversation – for example, 'he' or 'she'. Some people may prefer others to refer to them in gender-neutral language and use pronouns such as they/their and ze/zir. Pronoun use varies globally.

Queer

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. Previously used or experienced as a slur/insult, but has increasingly been reclaimed as a positive term to describe some LGBTQ+ identities, often (but not exclusively) by younger people.

Questioning

The process of exploring your own sexual orientation and/or gender identity.

Sexual Orientation

A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity.

Transgender/Trans

Transgender / trans is used interchangeably and is usually an umbrella term used to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer, gender-fluid, non-binary or another term.



LGBTQ+ inclusion

LGBTQ+ terminology explained continued

Transitioning

The steps a trans person may take to live in the gender with which they identify. Each person's transition will be unique. For some, this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently or changing official documents.

Trans man

Describes someone who is assigned female at birth, but identifies and lives as a man. This may be shortened to trans man or FTM (an abbreviation for 'female-to-male').

Trans woman

Describes someone who is assigned male at birth, but identifies and lives as a woman. This may be shortened to trans woman or MTF (an abbreviation for 'male-to-female').

Transphobia

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

Where to learn more about LGBTQ+ terminology:

[Stonewall's](#) glossary of LGBTQ+ terminology.

[Out and Equal's](#) guide, including terms to avoid.

[Human Rights Campaign](#) glossary.

[GLAAD's](#) guide to terminology for allies with how certain language is best used or avoided.

[United Nations](#) Free and Equal campaign frequently asked questions list.



Our global Employee Assistance Programme

Getting support

It's OK not to be OK, and it's a strength to seek support. That's why we have a global Employee Assistance Programme (EAP). It's free, completely confidential, available 24/7 and in your local language – for everyday life and for more challenging times. See how to access the service below. You can find more information on One Place locally as well.

What does our EAP help with?

Our EAP provides advice and support on a wide range of matters. It offers advice on everyday aspects of life as well as support in times of crisis. This includes topics such as:

- Stress and anxiety
- Work advice
- Relationship advice
- Gambling issues
- Counselling
- Bereavement and loss
- Financial wellbeing
- Legal advice
- Drug and alcohol issues
- Family issues
- Childcare matters
- Medical information
- Consumer issues
- ...and more.

To get support in the UK

Web: [REDACTED]

Call: [REDACTED]

You can use the app (or website) to contact a wellbeing counsellor by live chat, video call and phone or request a call back. You can also use the AI feature if you do not yet feel comfortable talking to a counsellor. The app also includes resources, information and tools to help with all aspects of life.



To get support around the world


Web: [REDACTED]

Register via the website, then select a username and password.

Click the flag icon (top right of the page) to select your country and language for local resources and contact details. You'll find resources covering a wide range of topics and details of how to contact a counsellor there.

You can also download the app (provided by ComPsych) by searching for **GuidanceResources** (one word) in your App Store.





None of our LGBTQ+ colleagues (whether they are 'out' at work or not) should ever have to fear discrimination, harassment or bullying for who they are, who they love, how they look, or how they express their gender identity.