

# Human Rights Policy

April 2025

## **HUMAN RIGHTS POLICY STATEMENT**

The objective of this Policy is to minimise risks to Spirax Group from a breach of international Human Rights standards by the Company or by association with business partners and suppliers. It aims to protect the business by providing a framework of fundamental Principles of Human Rights by which Spirax Group will be guided in the conduct of its business.

### **Background**

Human Rights can be defined as basic rights that allow individuals the freedom to lead a dignified life, free from fear or want, and free to express independent beliefs. Spirax Group supports the Principles of Human Rights set out in the Universal Declaration of Human Rights (UNDHR) and the Core Conventions of the International Labour Organisation (ILO).

Spirax Group supports the UN Guiding Principles on Business Human Rights and recognises our duty to respect human rights and provide access to remedy.

We endeavour to ensure that our direct operations and any interactions with business partners do not make us complicit in human rights violations in accordance with the above codes.

### **Scope**

This Policy applies to all Spirax Group operations, including wholly or majority owned subsidiaries and associated companies where Spirax Group has management control. Particular attention is required by procurement functions when considering material tenders, third party contracts, business partners, suppliers and their supply chains where practical. It is not feasible to assess every supplier and the entirety of their supply chain.

While we do not have a direct influence over our business partners' operations, we look to engage with them and demonstrate our own internal standards.

There is no single universal set of Human Rights Principles that applies to companies. We continue to monitor international developments and adhere with best practice, such as the UNDHR and ILO, while being mindful of national and cultural differences.

### **Statement of Principles**

Spirax Group will:

- Respect the rights to equal opportunity and non-discriminatory treatment for all colleagues (employees)
- Respect the right to security of person
- Respect the rights of children
- Provide a safe and healthy workplace
- Pay workers a fair wage
- Use our best endeavours to ensure that the Company's services and products are not used to abuse human rights

Spirax Group will not:

- Use forced or compulsory labour
- Pay bribes

### **Employees**

Spirax Group colleagues (employees) are required to comply with our Code of Conduct through our Human Resources Policies and Procedures.

### **Business partners and suppliers**

Spirax Group will strive to ensure that procurement functions (dealing with material tenders, third party contracts and suppliers) and functions dealing with business partners (commercial lines, joint ventures, etc.) endeavour to seek partners upholding the same principles through their operations and supply chains where practical.

### **Customers**

Spirax Group will seek to ensure that its products and services are not used to abuse human rights.