

Human Rights Policy

HUMAN RIGHTS POLICY STATEMENT

The objective of this policy is to minimise risks to SPIRAX-SARCO 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-SARCO 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-SARCO supports the principles of Human Rights set out in the Universal Declaration of Human Rights (UNDHR) and the Core Conventions of the International Labour Organization (ILO).

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-SARCO operations, including wholly or majority owned subsidiaries and associated companies where SPIRAX-SARCO 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-SARCO will:

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

SPIRAX-SARCO will not:

- Use forced or compulsory labour; and
- Pay bribes.

Employees

SPIRAX-SARCO employees are required to comply with our Code of Conduct through our human resources policies and procedures.

Business partners and suppliers

SPIRAX-SARCO 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-SARCO will seek to ensure that its products and services are not used to abuse human rights.