

ENVIRONMENTAL, HEALTH, SAFETY, ENERGY AND SUSTAINABILITY POLICY

Spirax-Sarco Engineering plc comprises two world-leading businesses, Spirax Sarco for steam and electrical thermal energy solutions and Watson-Marlow Fluid Technology Group for niche peristaltic pumps and associated fluid path technologies. Within Spirax Sarco, the Steam Specialties division provides a broad range of fluid control engineered packages, site services and systems expertise for a diverse range of industrial and institutional steam users, while the Chromalox business manufactures electrical process heating and temperature management products. Watson-Marlow Fluid Technology Group offers solutions for a wide variety of demanding fluid path applications with highly accurate, controllable and virtually maintenance free pumps and associated technologies. The Vision of the Company is to be known for excellence in health, safety, environmental and energy performance in all of our business activities and products, and to operate sustainably.

OUR SUSTAINABILITY VISION: To engineer a more sustainable future.

OUR SUSTAINABILITY MISSION: We will operate sustainably through responsibly managing our:

- business for on-going financial success;
- operations in accordance with all applicable legislation;
- social and environmental impacts;
- ethical and social responsibilities in accordance with our people policies; and
- customer and supplier relationships to improve the sustainability of their operations.

SUSTAINABILITY AT SPIRAX-SARCO ENGINEERING: Sustainability is one of the six strategic themes through which we are driving growth and achieving shareholder value. We commit to engineering a sustainable future by focusing on five core areas with specific aims:



Our workplaces

We strive for **Health and Safety excellence**; promote **diversity and equality**, respect **human rights**; act in accordance with our **Core Values and people policies**; and invest in **developing the skills** of our people. We do this to create safe, fair and professionally challenging workplaces where people are motivated to succeed.



Our supply chain

We focus on **continuous improvement in our supply chain**, using suppliers who comply with our Supplier Sustainability Code, and incorporate sustainability factors into our **product design** processes. Doing this we improve efficiency, manage risk, promote responsible practices and build a strong supply chain.



Our environment

We take steps to minimise our environmental impacts and protect the planet's valuable resources through reducing **water and energy** use, lowering our **carbon emissions** and minimising and **managing effluent and waste**. This increases efficiencies, reduces costs and helps to preserve the planet for future generations to enjoy.



Our customers

We provide products and services that **improve the sustainability of our customers' operations** through helping them to reduce their environmental impacts, improve plant efficiency and productivity, maintain product quality and avoid waste. Helping our customers to meet their sustainability goals we build strong, long-term relationships and develop opportunities for growth.



Our communities

We are a **force for good in our local communities**. We focus our attention on supporting education in the sciences and engineering, and support the disadvantaged, or disabled. As we engage with our communities we help to engineer better futures for people locally, develop the talent of future engineers and improve brand value.

The **ENVIRONMENTAL, HEALTH, SAFETY AND ENERGY EXCELLENCE** strategy is a crucial element of the **Group Sustainability Strategy**, which is the cornerstone of our business operations.

Mission: - "To achieve Environmental, Health, Safety & Energy (EHS&E) excellence through engagement, empowerment and fostering good behaviours, while targeting zero accidents, zero environmental incidents and improved energy performance."

Main Principles:

- Meet and exceed legislation and other requirements in the countries in which we operate.
- Incorporate health, safety, environmental and energy considerations into to our everyday business operations.
- Continually work to ensure that any health, safety, environmental and energy impacts of our products and processes are reduced to a minimum and have positive impacts for our customers.
- Implement proactive leading indicator programs to drive the lagging indicators to zero.
- Ensure the availability of information and resources to meet our objectives and targets.

Management Responsibilities:

- Ensure this Policy is communicated, understood and implemented across the Group.
- Implement strong health, safety, environmental and energy management systems.
- Promote energy savings awareness to our employees.
- Annually review compliance to the policy to determine achievements against targets and to provide further direction to the business.

Employee Responsibilities:

- Obey safety rules, follow the EHS&E and Sustainability policies, and work in a safe manner.
- Report any hazardous situations immediately to direct managers.
- Engage and participate in health, safety, environmental and energy programs.

Spirax-Sarco Engineering plc

GROUP POLICIES: In addition to our Environmental, Health Safety Energy and Sustainability statement various Group policies help us manage our sustainability strategy. These include, but are not limited to, the:

- Group Management Code
- Group Anti-Bribery and Corruption Policy
- Group Gifts and Hospitality Policy
- Group Competition Law Compliance Policy
- Group Human Rights Policy
- Group Charitable Donations Policy
- Supplier Sustainability Code

Through acting responsibly today, and striving for continuous improvement, we engineer a sustainable future for our business and our stakeholders.

Nicholas Anderson

Group Chief Executive

Spirax-Sarco Engineering plc

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