



Spirax-Sarco Engineering plc

# Our Values

Values are the guiding principles that we use across the Group to underpin decision-making, guide our conduct and define our culture.

By working together with these Values every day, we build a sustainable business that is more successful and a better place to work.

# SAFETY



## THE SAFETY AND WELLBEING OF PEOPLE IS OUR FIRST CONSIDERATION

We care about people. We look after our own safety and help others to stay safe. Staying alert and anticipating danger, we report hazardous situations and prevent accidents before they occur. We are proactive and look after our own wellbeing.

- Be actively aware of your surroundings and think about the safety of yourself and others
- Follow all safety procedures and if you have a concern about safety, stop the job and report it immediately
- Take time to look after your own wellbeing

# COLLABORATION



## WE ARE MORE SUCCESSFUL WHEN WE TRUST EACH OTHER AND WORK TOGETHER

We all bring unique qualities, and together a diverse team delivers much more than a collection of individuals.

When we help others to feel included in the team, everyone has the opportunity to make their voice heard.

Building relationships across the business allows us to work together, share our expertise and help others.

- Find ways to make everyone feel included in the team, so everyone can be themselves
- Build open, trusting relationships across the business
- Share your ideas, listen and build on the ideas of others to spark innovation

# CUSTOMER FOCUS



## CUSTOMERS ARE AT THE HEART OF OUR BUSINESS

Our expertise, professional insight and passion are key to our success. We manage every stage of our interaction with external customers to ensure successful outcomes and good future relationships. We all have a customer to support, either external or internal.

We achieve extraordinary results for our external customers by delivering on our commitments to our internal customers.

- **Be passionate about what you deliver to your customers every day**
- **Think about what your customer requires and anticipate their future needs**
- **Consider how you help your internal customer and pass the ball in a way that they can catch**

# EXCELLENCE



## **WE APPROACH CHALLENGES WITH PASSION, AIMING FOR EXCELLENCE IN EVERYTHING WE DO**

The pursuit of excellence is a never-ending quest.

No matter how much we may improve, we continuously strive for further improvements to build a sustainable business for the future. We must constantly grow our own skills and use our strengths to drive higher performance and a sense of personal achievement.

- Consider what you do well and how you can do more of it
- Always try to find the root cause of problems to better understand how we can improve what we do
- Create opportunities to develop your own skills, knowledge and experience

# RESPECT



## EVERYONE MATTERS, BOTH INSIDE AND OUTSIDE OUR COMPANY

People are important to us, and how we treat each other every day creates our experience of working here. We listen with respect because people feel valued when they feel heard and understood. Taking different and diverse perspectives into consideration, helps us generate new ideas and make better decisions. We are respectful of the natural environment and the local communities in which we operate.

- Treat everyone with respect and dignity at all times
- Seek to understand people who are different to you, to learn from diverse experiences
- Show trust in others and find opportunities to empower them to take action

# INTEGRITY



## WE WORK IN A WAY THAT IS FAIR AND HONEST, AND WE DO THE RIGHT THING AT ALL TIMES

We take pride in our commitment to integrity because success only matters when achieved fairly. We believe that winning with integrity leads to sustainable success.

Fairness is important, we respectfully challenge where we see wrongdoing and ensure that everyone lives by our Values.

- Be authentic, fair and mean what you say
- Take the hard right over the easy wrong
- Have the courage to respectfully challenge if you disagree, and listen if someone questions your view



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