

Spectris plc Anti-Slavery Statement

Spectris plc's Supply Chain Management Policy sets out our requirements in relation to child labour, conditions of employment, wages and benefits, health and safety and the environment. The Policy has recently been updated to meet the requirements of the Modern Slavery Act 2015 ("the Act") to eliminate slavery and human trafficking in the supply chain.

For a number of years now, Spectris has been working successfully across all our own manufacturing operations and with key suppliers in South East Asia to ensure compliance with the SA8000 Social Accountability Standard, which covers all the elements contained in the Policy. We will only trade with those who fully comply with our Policy or who are taking verifiable steps towards compliance. Many of our key suppliers have now been audited against the SA8000 standard by our fully trained and qualified SA8000 auditors and have attained the certification standard.

We will now be expanding on this original initiative by working with suppliers located in higher risk countries to ensure both they, and their supply chains, conform to the standards enshrined in both SA8000 and the Act.

Three Spectris UK entities fall within the criteria defined in the Act: Spectris plc Head Office, Malvern Instruments Ltd., and Servomex Group Ltd. In the case of Spectris, there is no supply chain as it is an administrative centre for the Group and sells no goods or services to entities external to the Group.

In the case of Malvern and Servomex, an analysis has been carried out on their supply chains. Suppliers in those countries identified in The Global Slavery Index 2014 as being the most vulnerable to human rights abuses in the supply chain have been identified for further review and audit. Such suppliers are primarily based in South East Asia, already closely managed through our dedicated procurement team based in China.

We undertake all reasonable and practical steps to ensure that the standards enshrined in our Policy are implemented throughout the businesses of our suppliers and that local legislation and regulations are complied with. We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately.



John O'Higgins
Chief Executive

December 2015