

SPECTRIS PLC

ROLE OF THE WORKFORCE ENGAGEMENT DIRECTOR

The workforce engagement director (“WED”) is a Non-executive Director of the Company and as such, has the same statutory and regulatory responsibilities as all other Directors.

The WED will be appointed by the Board from amongst the Non-executive Directors. The responsibilities of the WED include:

Workforce

- 1.1 The WED will need to be available to the workforce if they have concerns which contact through the normal company channels has failed to resolve or for which such contact is inappropriate.
- 1.2 Where appropriate, the WED will attend sufficient meetings with workforce representatives to obtain a balanced understanding of the issues and concerns of the workforce.
- 1.3 The WED will oversee management’s approach to how diversity and inclusion is considered across the Spectris Group.

Board

- 1.4 The WED will provide timely and appropriately detailed feedback to the Board as a whole on any workforce concerns or issues raised.
- 1.5 The WED will support an appropriate focus being placed on workforce considerations during relevant Board deliberations.
- 1.6 The WED should provide feedback to the workforce, where appropriate, but should not take on responsibilities that are properly those of an Executive Director or the HR team.
- 1.7 The WED should not be involved in the Company’s whistleblowing procedure.

Reviewed and approved by the Board: December 2021