



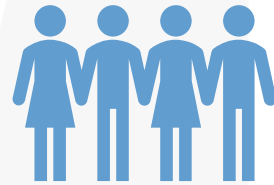
BUSINESS SUPPORT • ONLINE • IN PRINT • IN PERSON

Emma Phillips
HR Business Partner UK Supply Spirax Sarco

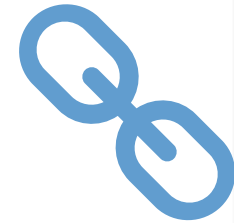
Our Journey with embedding Diversity, Equity, Inclusion and Wellbeing



Milestones achieved
as a Group



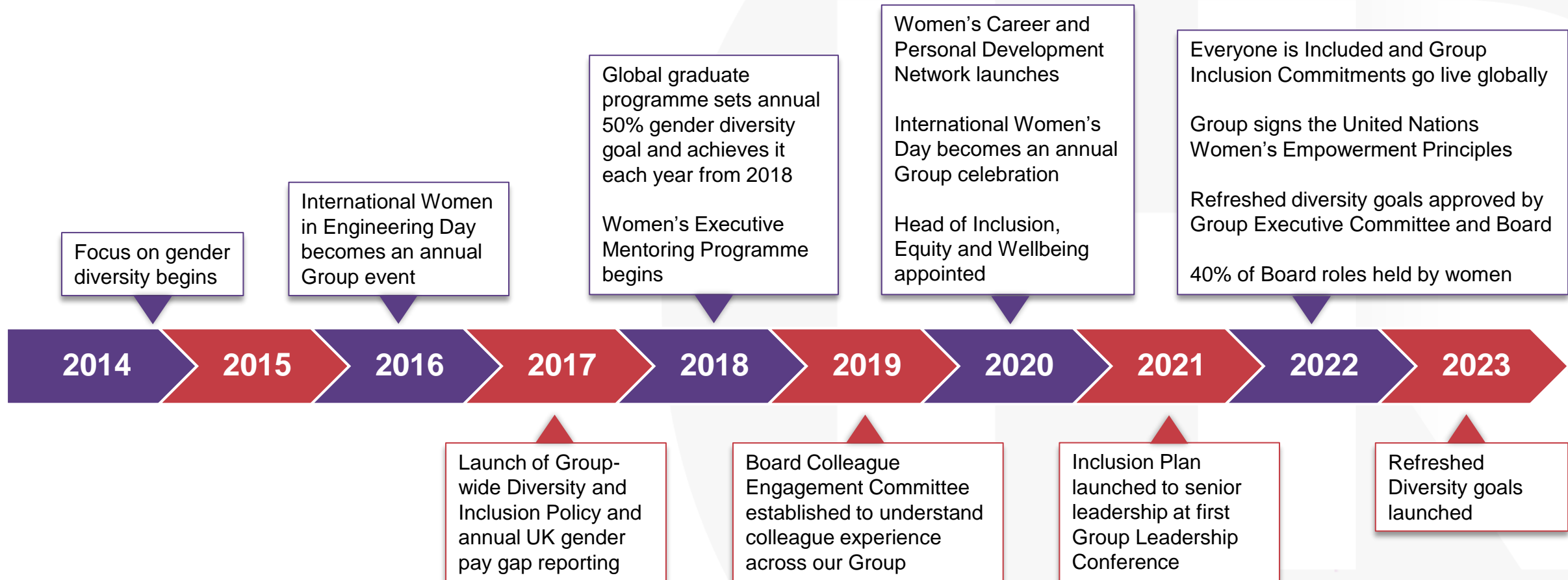
Diversity Goals and
Commitments



Linking to Wellbeing

Major Milestones So Far

Inclusion, equity and diversity



Our Refreshed Group Diversity Goals

By the end of 2025, our ambition is for a minimum of:

20%

women in commercial leadership roles

(Regional General Manager, General Manager, Country Manager, Plant Manager)

(2022 = 10%)

20%

of Group Executive Committee direct reports from under-represented ethnic groups

(2022 = 10%)

30%

women in our global workforce

(2022 = 25.8%)

40%

women in senior leadership

(in each of our Board, our Group Executive Committee, and in their direct reports)

(2022 = Board: 40%; SLT: 32.2%)

And annually:

50%

women joining the global graduate programme

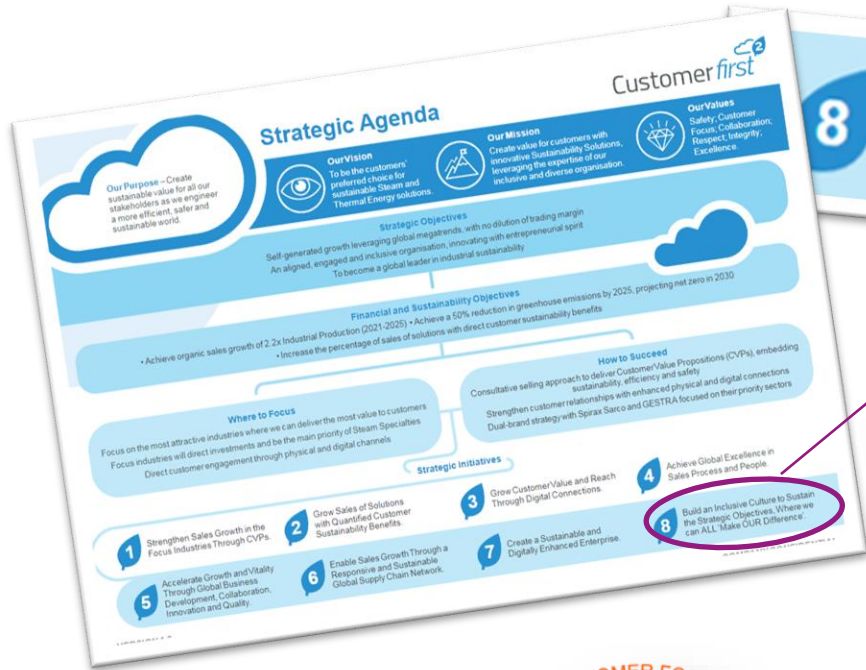
30%

of UK and US graduate intake from under-represented ethnic groups

We will also seek to:

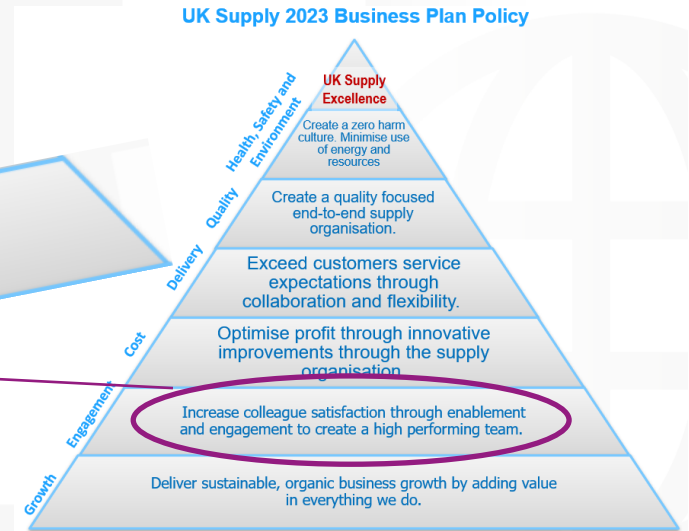
- ▶ Have a woman as Chair, Senior Independent Director, Chief Executive or Chief Financial Officer by the end of 2025.
- ▶ Increase the ethnic diversity of our Board and Group Executive Committee (from 30% and 25% in 2022 respectively).

Linking to Organisational Commitments



8 Build an Inclusive Culture to Sustain the Strategic Objectives, Where we can ALL 'Make OUR Difference'.

Engagement
 Increase colleague satisfaction through enablement and engagement to create a high performing team.



EVERYONE IS INCLUDED



Spirax-Sarco Engineering plc

<p>Realise our collective and diverse GSC talents, enabling everyone to make a difference</p>	<p>Increase colleague satisfaction through enablement and engagement to create high performing teams</p>	Employee Engagement	Survey results compared to '21 improvement participation to 80% engagement 70% & enablement 70%
		Health & Wellbeing	Measure of success? Training hours/colleagues trained.
		Cornerstone Development	All colleagues on line & being performance assessed.
		Succession Planning	Succession plans in place for all key Positions above H grade.
		Inclusive and diverse culture	Measure of diversity?
		Colleague performance culture	100% completion of applicable colleagues.

Diversity Goals

Our Group Inclusion Commitments

Wherever we work in the world, we will make our difference for our colleagues. Through our Group Inclusion Commitments, we commit to:



Ensuring the best start for new families by giving every colleague who becomes a parent a minimum of 16 weeks paid parental leave – wherever they are, whoever they are and how ever they become a parent.



Helping every colleague who is a caregiver to support their loved ones or take time for self-care with a minimum of 15 days of paid 'caregiver leave' every year.



Supporting every colleague who experiences pregnancy loss of any kind with a minimum of 10 days of paid additional leave and paid time off for related appointments.



Standing up for colleagues who experience domestic violence or abuse with a minimum of 10 days of paid 'safe leave' to get the support they need at the time they need it – and a zero tolerance approach for abusers that also seeks to identify support to help them change their behaviour.



Becoming an increasingly gender-balanced, ethnically diverse, disability confident and faith-aware employer – supporting our commitment to initiatives including the United Nations Women's Empowerment Principles, Change the Race Ratio campaign and Race at Work Charter.



Being a safe place for all lesbian, gay, bi, trans and queer or questioning (LGBTQ+) people, wherever we operate – committing to the United Nations LGBTI Standards of Conduct for Business and becoming an increasingly vocal advocate for LGBTQ+ inclusion.



Creating menopause-friendly workplaces through new global principles to ensure anyone experiencing menopause feels safe, and is treated fairly, respected and appropriately supported.



Proactively promoting better wellbeing, balance and mental health – signing the Global Business Collaboration's Pledge for Better Workplace Mental Health, developing a new global mental health policy, and supporting all colleagues on wellbeing, including through our global Employee Assistance Programme.



Enabling our hybrid workforce to be at their best wherever and whenever they are working – so we dress for our day, we work where we are at our best and most productive for the task in hand, and we keep in touch and actively include each other.



Empowering our colleagues to grow their knowledge, skills and confidence as active advocates of inclusion and wellbeing – helping support happy, healthy, productive careers and lives outside of work.

Look at your population...

“Suicide is the leading cause of death for men under 50 in the UK” *ONS*

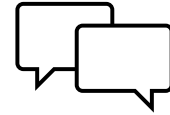
Men under 50 account for
51%
of our population in UK Supply

Supporting your population through...



Education

- Form a Wellbeing and Engagement Committee
- Implement Mental Health training for managers and Team Leaders
- Webinars
- Face to Face Roadshows and Open Days
- Access to counselling



Communication

- Ask your LT to communicate Health and Wellbeing as a priority through your own leadership and behaviours
- Increase visibility of Wellbeing support and care packages
- Monthly newsletter
- Posters
- TV Screens

Thank you!

Happy to chat to anyone after
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