

Approved by: Tom Mulder**Owner:** Paul Prosser**Date:** 24/05/2022

This Health & Safety Policy Statement outlines Malvern Panalytical's strategic commitment to the Health and Safety of all employees and those who could be impacted by our operations.

Malvern Panalytical is committed to the continual improvement of our safety, health, and environmental performance and to ensure that, so far as is reasonably practicable, the Health, Safety and Welfare of our employees and contractors, our customers, the public and others that may be affected by our activities. We will continue to deliver good health and safety practices and to strive to exceed the requirements of the relevant health and safety legislation and other requirements.

Malvern Panalytical will work to eliminate hazards and reduce occupational health and safety risk through the implementation of controls and procedures which support this policy.

This policy applies to all Malvern Panalytical Company Sites and adopts the principles of the Spectris plc Group Health and Safety Policy.

Commitment

Malvern Panalytical is committed to:

- Preventing work-related health complaints and injuries. We will continually improve our performance and management of health and safety by adopting the principle of a 'no harm culture'.
- Complying with all relevant safety, health and environmental legislation and other known requirements related to the activities of the business.
- Establishing and monitoring health & safety objectives and targets to drive continual improvement.
- Providing adequate and appropriate resources necessary to implement this policy.
- Maintaining and implementing risk reduction programs and safe systems of work, as required.
- Working in partnership with our employees to develop and maintain a positive safety culture in the workplace.
- Ensuring the management of health and safety issues are embedded in the day-to-day operational activities, our culture, and our businesses.
- Developing and maintaining a schedule of internal audits to monitor compliance.
- Providing appropriate information, instruction, and training to employees to make sure they understand and practice a 'no harm' culture.
- Consulting on health & safety by involving employees, safety representatives and others who may be affected by our activities.
- Providing our employees with suitable and sufficient information, instruction, and training to help them work safely. We will make sure competent professional advice and guidance on Health & Safety is readily available to everyone in Malvern Panalytical.

Implementation

The Executive Management Team and Senior Management have the overall responsibility to ensure that this policy is effectively implemented throughout the business. We will communicate this policy to all relevant parties and make it available upon request.

To support this policy, detailed sub-policies, procedures, guidance documents, etc. will be published separately and updated when changes in either legislation or working practices occur.

Health and safety is our number one priority and is treated as an integral part of all line management activities. Recognizing this priority, health & safety is placed ahead of other managerial objectives and targets.

Management teams manage work related occupational health and safety within their respective areas and business. They will hold line management accountable for health and safety performance.

Employees have a legal responsibility to make sure they do nothing to endanger themselves or others while at work. They must cooperate to ensure that MP fulfils its statutory duties and not to interfere with or misuse anything provided for Health, Safety or Welfare.

Whilst at work, employees must follow instructions, safe working procedures, wear PPE equipment provided for health and safety purposes and report any health and safety concerns, including accidents, incidents, near misses and safety observations.

As part of our drive for continuous improvement, health & safety objectives, targets, KPIs and core value drivers have been endorsed by our Executive Management Team, all of these continuous improvement measures have been implemented across our Malvern Panalytical.

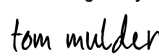
To ensure our Safety Management Systems are kept up to date, our internal audit teams will regularly conduct health & safety audits.

Contractors and sub-contractors shall comply with this policy.

Review

This policy, and our performance against meeting its requirements, will be monitored, and reviewed by the Executive Management Team at least once per year.

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Tom Mulder**Vice President Business Enablement Partners****Date: 24th May 2022**

'We truly accept that Health & Safety is all of our responsibility, we take ownership of our actions, and we aim for zero accidents.'