

Spirent Communications plc Group Sustainability Policy

At Spirent, we recognise that the world is facing unprecedented challenges and for us to be successful in the long term, we must ensure our business is resilient and sustainable. For Spirent, this means supporting healthy economic, social and environmental systems.

A 'business as usual' approach is no longer an option and through our sustainability policy, we encourage all our employees and supply chain to develop new and inspiring ideas to make a positive contribution to a sustainable, low-carbon economy.

We are committed to embedding the highest standards of environmental management, social practices and governance into our operations, products and across our supply chain. We also recognise that we are able to help our customers address their sustainability challenges and we will actively engage with them to do so.

This policy sets out our sustainability commitment and approach, and is supported by additional detailed subject-matter policies where required.

Policy scope

- This policy applies across the Group's operations worldwide

Our sustainability approach

- **Legal compliance:** The Group will ensure that it complies with all legislation in the jurisdictions in which it operates and will strive to meet the requirements of any voluntary standards to which it subscribes.
- **Opportunity focussed:** Spirent will identify and pursue commercial opportunities that arise from improved sustainability performance of the operations and products of the Group and its customers.
- **Risk management:** The Group will identify, monitor and manage all material risks that arise from environmental, social or governance issues across the value chain.

Management and resource

The Group will:

- Appoint a named member of the board responsible for sustainability management,
- Ensure sufficient human and financial resources to manage sustainability issues effectively.

Materiality

The Group will:

- Identify all material sustainability issues, risks and opportunities that relate to the operations of the Group (including those that occur in the supply chain).
- Consider the impact of social and environmental trends on operations of the Group and its supply chain, including climate change.
- Seek out and encourage dialogue on sustainability issues with stakeholders.

- Review and update the material sustainability issues on a biennial basis or following any significant change in business activities or risk exposure.

Policies

The Group will:

- Develop, implement and maintain written policies to manage all material environmental, social and governance issues.

Programmes

The Group will:

- Implement programmes to address the material sustainability impacts, risks and opportunities and strive for continuous improvement.
- Engage with customers to understand their sustainability challenges and understand where Spirent can help address them.

Performance

The Group will:

- Monitor performance of its sustainability impacts and initiatives,
- Set targets and report performance against them.

Reporting

The Group will:

- Externally disclose information on the approach to sustainability management and appropriate metrics,
- Obtain third-party assurance of data and factual statements where appropriate.

Management review

- On an annual basis, the Group will review the suitability, adequacy and effectiveness of its sustainability management practices.

Communication

- This policy will be communicated to all persons working for or on behalf of the organisation, and shall be made available to the public.