

SPIRENT COMMUNICATIONS ANNUAL REPORT 2012

Community

Giving back to the communities where our employees and customers live and work

Because it's not enough to be a great Company, Spirent supports a variety of worthy causes to be a great neighbour too. Spirent supports technical education and local charitable programmes, and encourages employee volunteerism and participation within the communities where they live and work.

Building talent for the 21st century

To help students prepare for the communication revolution of the 21st century, the Group has been actively working with local public and private non-profit educational organisations. Throughout 2012, we continued to support education by offering internships and work experience programmes that not only help students develop professional knowledge but also provide future talent for our entire organisation.

In China, we offered the internship opportunities to 26 students from top universities in China, including the Beijing University of Posts and Telecommunications ("BUPT") and Beihang University (Beijing University of Aeronautics & Astronautics). In 2012, Spirent provided scholarships to ten students attending BUPT, all of whom will join Spirent as interns as part of their college education in electrical engineering.

In the UK, US and India, Spirent provided internship opportunities to more than 20 engineering degree candidates. We also hired an additional 11 college interns in non-engineering functions, including finance, manufacturing and marketing.

In addition to internships, our managers routinely work with local universities and industry groups. As one example, our UK management team participated in "Employability Week" at South Devon College where they helped students understand how to write a CV and present themselves at an interview. In New Jersey, our manufacturing team participated in "ManufactureNJ", a NJ Advanced Manufacturing Talent Network grant, awarded to NJIT Continuing Professional Education, by the New Jersey Department of Labor and Workforce Development. Spirent managers met with over 200 middle school, high school, and college-aged students, along with their faculty and administrators to discuss the variety of careers available in manufacturing and the skills they will need to succeed.

Building strong communities by helping those in need

Spirent has a long history of supporting our local communities and helping those in need. Throughout 2012, the Group continued to provide aid to charitable and non-profit organisations through corporate sponsorships and contributions that enhance our local communities. When the eastern seaboard of North America suffered devastating damage and injury due to the unprecedented impact of superstorm Sandy, Spirent responded to this urgent need with donations of \$10,000 to the American Red Cross and \$7,500 to the K.I.D.S. Hurricane Relief Effort for disaster relief efforts. Thankfully everyone in the Spirent family weathered the storm pretty well and many of our Eatontown employees offered their talent and financial support to neighbouring communities who didn't fare as well.

Our Calabasas team raised \$20,350 for the American Cancer Society's Relay for Life. Employees and their families from all departments participated in a 24-hour walk, not only raising more than any of the other 46 companies and agencies participating, but also more than any team in the history of the Calabasas Relay for Life.

In total Spirent made charitable cash donations of \$118,000 in 2012 (2011 \$111,000).

Committing ourselves – volunteerism at Spirent

We're proud of our employees, who generously donate their time, expertise, and money to many different organisations around the globe. Our employees are active volunteers in their communities, where they support a broad variety of causes, organisations, and activities ranging from health organisations, educational programmes, food banks and environmental causes. They serve in many different ways: as fundraisers, board members, coaches and mentors.

Our employees not only donate their time – they enthusiastically embrace the true spirit of volunteerism in their local communities. Employees in our Crawley UK office participated in Movember, and demonstrated their gallant support for men's cancer awareness by sprouting moustaches throughout the month of November. Many of our employees around the world volunteer to help feed the hungry. Raleigh, North Carolina employees packaged 24,000 life-saving meals that will be sent to support transformational development programmes in developing countries by Stop Hunger Now. Sunnyvale California employees sorted and re-boxed more than 10 tons of oranges at the Second Harvest Food Bank. These boxes are then sent to 740 sites, including food pantries, soup kitchens and shelters. More than half the food Second Harvest provides is fresh produce.

The Eatontown, New Jersey office supports the Salvation Army's Angel Tree Program, which provides an opportunity to help local families and children in need during the holidays.