

## SPIRENT COMMUNICATIONS ANNUAL REPORT 2013

### Community

Spirent supports technical education and local charitable programmes, and encourages employee volunteerism and participation within the communities where they live and work.

Employees not only donate their time – they enthusiastically embrace the true spirit of volunteerism in their local communities, where they support a broad variety of causes. These include 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.

In 2013 we introduced the Voluntary Time Off (“VTO”) policy, part of the Giving Back programme. The purpose of this programme is to support activities that enhance and serve communities in which we live and work. The VTO policy encourages employee involvement in volunteer efforts supporting the community. At the same time, participating in these sorts of activities enriches the lives of employees.



*Employees from our Fort Worth office join with the Trinity Habitat for Humanity programme.*

In October, several employees from the Fort Worth, USA office chose to make a difference in their community by joining forces with the Trinity Habitat for Humanity programme. The employees spent a full day framing out the interior and roof of a home already in progress. The teamwork was grueling and challenging for all involved but the progress made towards the completed project was worth the reward of contributing towards a safe and decent place for an underprivileged family to live.

To help students prepare for the future, Spirent works with local public and private non-profit educational organisations.

In addition to internships, our managers routinely work with local universities and industry groups to assist in other ways.



*The Ashington Cougars under 13s football team are supported by Spirent.*

Spirent has a long history of helping those in need and throughout 2013, continued to provide aid to charitable and non-profit organisations through corporate sponsorships and contributions.

Following the devastation of Typhoon Haiyan, we responded with a donation of \$10,000 to the International Committee of the Red Cross to assist with the disaster relief efforts in the Philippines.

Spirent is proud of its employees, who generously donate their time, expertise, and money to many different organisations around the globe.

Our Calabasas team raised \$17,434 for the American Cancer Society's Relay for Life of Calabasas. Employees and their families from all departments participated in the 24-hour walk in support of the Society's efforts in research, education, advocacy and patient services.

Employees from the Eatontown office used some of their VTO to participate in an event coordinated by Jersey Cares, enabling local corporations to support the community where they live.

In September 21 Spirent employees and family members participated in one of the largest volunteer events in California, Coastal Cleanup Day. During the three hour event, volunteers collected tons of rubbish and debris from shorelines and inland locations.

In total during 2013, Spirent made charitable cash donations of \$104,000.

Spirent supports organisations that serve the local community in the vicinity of its offices worldwide. In 2013 this included the sponsorship of the Ashington Cougars Football Club under 13s football team in Sussex. Ashington Cougars FC is an FA Charter Development Standard club which provides children from the ages of 5 to 16 with the opportunity to play football in a safe and enjoyable environment.