

New sustainability strategy

We have launched our new sustainability strategy, with five key promises.

Vision Our solutions will help deliver on the promise of a sustainable future for all.

We will operate with integrity, respecting the environment and people everywhere.

Deliver a sustainable future



Promise of a sustainable future

Our promise We will showcase the environmental benefits that our solutions deliver for customers and embed sustainability into our go-to-market strategy.

Operate with integrity



Net zero carbon

Our promise We aim to achieve carbon neutral certification in two years, and work towards net zero carbon by 2035 through energy efficiency, 100 per cent renewable electricity and carbon offsets.



Promote diversity and invest in people

Our promise We will take action on diversity and set clear objectives. We will attract and develop talent and skills to drive innovation and support long-term sustainable growth. We will also enable and embed flexible working across all our operations.



Operate responsibly

Our promise We will roll out ISO 14001 management system practices globally and work towards sending zero waste to landfill. We will embed circular economy principles in our product design and reduce sustainability impacts in our supply chain.



Be accountable and transparent

Our promise We will expand our sustainability governance structures and reporting, and communicate regularly with staff on FuturePositive targets and progress.



Promise of a sustainable future

Our promise



We aim to showcase the environmental benefits that our solutions deliver for customers and embed sustainability into our go-to-market strategy.”

Why is this important?

- Sustainability issues are increasingly important for our customers, with energy, climate change and cybersecurity being the most pressing.
- We are well placed to help customers reduce their direct impacts, through automation, virtualisation and analytics.
- We can help customers develop new technologies to tackle global sustainability challenges, including smart grids, autonomous vehicles and precision agriculture.
- Sustainability can play an important part in our customer centricity approach.

Key themes and targets

Objective	Actions	Targets
Reduce customer sustainability impacts		
We will showcase how our solutions help our customers improve their sustainability performance directly.	Produce case studies annually for main solutions with environmental and sustainability benefits to customers.	Produce data-driven case studies for Velocity and VisionWorks by end of 2021.
Support sustainable innovation		
We will showcase how our solutions unlock the technologies to solve global sustainability challenges.	Produce case studies annually for each business unit on environmental and sustainability innovation supported by Spirent’s test solutions.	Produce case studies on the new innovations that are supported by Spirent by end of 2021.
Embed sustainability in customer centricity		
We will make sustainability part of our go-to-market strategy.	Establish a clear plan to integrate sustainability into our go-to-market strategy.	Incorporate sustainability into our go-to-market plan by end of 2021.

New sustainability strategy continued



Net zero carbon

Our promise



We will achieve carbon neutral certification in two years, and aim to work towards net zero carbon by 2035 through energy efficiency, 100 per cent renewable electricity and carbon offsets.”

Why is this important?

- Climate change is a globally important issue.
- Our operations and supply chain are vulnerable to climate-related extreme weather, wildfires and disruption.
- Our investors and customers expect us to take action.
- There is an opportunity to drive efficiencies in the business and reduce operating costs.

Key themes and targets

Objective	Actions	Targets
Energy efficiency		
Reduce energy use and costs.	Site consolidations and closer lab management.	Reduce energy use by at least 25 per cent from 2019 baseline.
Carbon reduction		
Achieve carbon neutrality certification in two years, and set a science-based target to reduce scope 1, 2 and 3 emissions to zero by 2035.	Achieve carbon neutral certification, measure scope 3 emissions and work with partners to reduce emissions.	Achieve corporate carbon neutral certification by end of 2022. Reduce scope 1, 2 and 3 emissions to zero by 2035.
Renewable energy		
Source 100 per cent of electricity from renewable sources and work to purchase increasing energy from new generation capacity.	Secure green electricity contracts and EACs. Work to purchase energy from additional renewable energy sources.	Maintain 100 per cent of electricity from renewable sources annually. Increase the proportion of electricity sourced from new renewable energy by 2026.
Offsetting		
Offset any remaining emissions after reductions and renewable energy.	Purchase good-quality carbon sequestration credits.	Offset any emissions that we cannot reduce within the scope of our carbon neutral certification by end of 2022.
Engage key partners		
Work with partners to reduce supply chain emissions.	Engage with suppliers and establish formal carbon agreements with key partners.	Set formal carbon reduction targets with key suppliers and report on progress by end of 2022. Collate scope 3 carbon emissions from key suppliers by end of 2023.



Promote diversity and invest in people

Our promise



We will take action on diversity and set clear objectives. We will attract and develop talent and skills to drive innovation and support long-term sustainable growth. We will also enable and embed flexible working across all our operations.”

Why is this important?

- Diversity and inclusion are key challenges for our communities.
- The technology sector faces a particular challenge on gender diversity.
- Our success relies on a pipeline of new talent and developing talent within our business.
- Spirent plays an important role in the communities it operates in.

Key themes and targets

Objective	Actions	Targets
Support diversity and inclusion		
Improve our diversity practices and performance.	Complete a detailed diversity review and set improvement objectives. Report gender pay gap globally.	Complete diversity and inclusion assessment and set objectives by end of 2021. Report our gender pay gap for all staff by end of 2022.
Invest in skills, training and development		
We will invest in the skills, training and development of our staff to drive innovation and support long-term sustainable growth.	Design an early career talent acquisition strategy, including school and university STEM programmes. Establish management systems to develop skills in house. Continue Leader.Assured programme.	Establish an early career talent programme and set performance metrics by end of 2021.
Flexible working practices		
We will actively encourage flexible working for the majority of staff by 2023.	Establish flexible working policies and practices.	Implement flexible working practices by end of 2021 and report on progress annually.
Support our communities		
Maintain support for communities at current level.	Run VTO and charitable giving initiatives.	

New sustainability strategy continued



Operate responsibly

Our promise



We will roll out ISO 14001 management system practices globally and work towards zero waste to landfill. We will embed circular economy principles in our product design and reduce sustainability impacts in our supply chain.”

Why is this important?

- Our sites have a significant environmental impact but we do not have Group-wide practices to manage impacts consistently or optimally.
- Our products’ sustainability impacts are a visible and important area of impact.
- Much of our sustainability impact occurs in our supply chain and we have limited visibility and monitoring.

Key themes and targets

Objective	Actions	Targets
Sustainable buildings		
Manage the environmental impacts at each site and gain recognition.	Achieve ISO 14001 certification across the Group and work towards zero waste to landfill by 2026.	Achieve certification at one major engineering site by end of 2022 and all engineering sites by end of 2026.
Sustainable product design		
We will embed circular economy principles into the way we design our products.	Provide circular economy training for engineers, introduce sustainable innovation toolkit, conduct lifecycle assessments of key products and produce product eco-profiles to showcase credentials.	Circular economy training to be completed by senior engineers by end of 2021.
Sustainable supply chain and manufacturing		
We will establish programmes to better understand and reduce our supply chain impacts.	We will complete supplier audits and establish sustainability agreements with selected key suppliers. We will also seek to redesign our packaging to reduce sustainability impacts.	<p>Meet annual supplier audit targets, with increased number of non-hardware suppliers included.</p> <p>Collect scope 3 emissions data from key suppliers by end of 2023.</p> <p>Review packaging materials and redesign packaging to reduce impacts by 2023.</p>



Be accountable and transparent

Our promise



We will expand our sustainability governance structures and reporting, and communicate regularly with staff on FuturePositive targets and progress.”

Why is this important?

- Investors and customers expect increasingly detailed information on our sustainability practices and performance.
- We have not historically communicated and engaged with staff well enough on sustainability.
- New legislation requires Spirent to establish Board-level oversight on climate change.

Key themes and targets

Objective	Actions	Targets
Robust sustainability governance		
Ensure Board-level and senior management involvement in sustainability management.	Establish a new sub-committee of the Audit Committee. Establish a balanced score card for sustainability for the Board.	Establish sub-committee of the Audit Committee and report on sustainability performance.
Robust reporting and communications		
We will enhance our external communications and engage with staff effectively and regularly on sustainability issues.	We will report in accordance with the GRI Standard and TCFD. We will develop an effective internal communications programme and integrate sustainability into our external communications.	Produce a sustainability report in accordance with the GRI Standard for financial year ending 31 December 2021.