

## Policy Statement

### Introduction

This policy statement identifies the guiding principles, or commitments, by which HORIBA MIRA Limited, a HORIBA company, operates.

These statements will influence and determine decisions and actions, creating a benchmark for all we do.

### Scope

The scope of this policy extends to all HORIBA MIRA activities.

### Policy

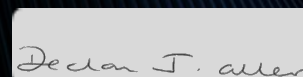
At HORIBA MIRA we are committed to:

- Delivering the best customer experience.
- Promoting and enriching a safe and healthy work environment, where everyone returns home safe every day.
- Maintaining and enhancing our environmental performance, actively reducing our impacts.
- Continually improving our energy management performance.
- The protection and enhancement of biodiversity and the elimination of unjustified pesticide use, within our landholdings.
- Preserving the confidentiality, integrity and availability of our information.
- Developing the best team and being recognised as a great company to work for, encompassing the spirit of “joy & fun”.
- Operating in a socially responsible manner; upholding our responsibilities to people and planet, establishing a culture of integrity and setting the stage for long-term success.

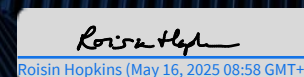
We will meet these commitments by:

- Adhering to the HORIBA Code of Ethics
- Focussing on societal impact, sustainability and excellence; the contribution we can make to improve life on earth in collaboration with HORIBA's businesses and innovation, taking our great legacy forward together.

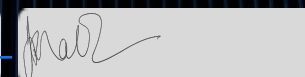
- Ensuring that risks to achieving these commitments are considered and addressed prior to undertaking any activity.
- Understanding the needs of our interested parties then determining and meeting the associated obligations (including customer, legal, compliance, social and other obligations).
- Setting long and short-term objectives and measuring performance against them.
- Ensuring the availability of information and necessary resources to achieve our commitments, obligations, objectives and targets.
- Continually improving our management system and business performance.
- Preventing accidents and ill health through the elimination of hazards and reduction of risk.
- Preventing pollution, minimising our resource consumption and impact on climate change, and actively managing our energy efficiency, energy use and energy consumption.
- Actively consulting and participating with team members and their representatives on any topic that affects their safety, health or wellbeing.
- Operating free from corruption in all its forms, including extortion and bribery.
- Prioritising the use of suppliers and procurement of products and services that uphold our commitments and comply with this policy.
- Prioritising design activities (including product, process, and facility design) that uphold our commitments and consider energy performance improvement.
- Maintaining the impartiality of our laboratories and in all external transactions.
- Demonstrating ongoing conformity to the certifications and accreditations relevant to our Management System.
- Empowering team members and ensuring they feel comfortable in escalating concerns.



Managing Director

  
Roisin Hopkins (May 16, 2025 08:58 GMT+1)

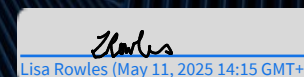
Chief Commercial Officer



Chief Operating Officer



Chief Technical Officer

  
Lisa Rowles (May 11, 2025 14:15 GMT+1)

Global People Director