

## Smiths Group

### Health, Safety, and Environment Policy

Smiths Group is committed to achieving excellence in health, safety, and environment (HSE) management and performance and providing effective leadership in the pursuit of injury-free and environmentally responsible workplaces for its employees, customers, suppliers and communities.

The Chief Executive has overall responsibility for HSE matters and the Group Operations Director is responsible for the effective administration and implementation of the Smiths Group HSE Policy. Strategic direction, support and performance monitoring is undertaken by the Smiths Executive Committee and the HSE Technical Committee, which have representation from all Smiths Divisions.

Each Division General Manager has overall responsibility for HSE matters within their business, including the effective management of expectations, allocation of resources and administration of organisational arrangements to ensure the implementation of and continuing compliance with this policy.

All Managers are accountable for the safety of employees they supervise and have a duty to promote and enforce safety policies and make certain employees are appropriately trained.

Smiths employees, at all levels, and third-party representatives have a personal responsibility to take due care of their own safety and to follow Smiths HSE rules. They also have a responsibility to warn others of potential hazards and unsafe behaviours. Fulfilling these responsibilities is an employment obligation.

Smiths conducts its business in accordance with the following key HSE principles, which are supported by effective management systems:

- A commitment to meeting or exceeding all relevant legal and other requirements to which Smiths is subject, and monitoring compliance through periodic assessment as well as ISO 45001 and 14001 where appropriate (incl Link)
- Continual improvement in HSE performance, including prevention of pollution, risk reduction and the protection of human health and transparent internal and external reporting of HSE performance in pursuit of a zero-harm culture.
- Objective evaluation of HSE performance and management practices
- Robust training systems to ensure that all persons working for or on behalf of Smiths are competent to fulfil their HSE responsibilities
- Sharing HSE management best practices throughout our businesses, and a continued commitment to consult with employees and employee unions.
- Clearly defined objectives and targets that are periodically reviewed
- Regular assessment of the HSE impacts and interactions of all new and existing business activities, products and services
- Promotion of the efficient use of energy and natural resources to minimise environmental impact in alignment with the UN Sustainable Development Goals and Smiths Environmental Emissions Reduction Policy (incl Link)
- Promotion of the health and wellness of our employees
- Consideration of HSE issues during acquisitions and divestitures and in relation to joint ventures and partnerships
- Selection of competent contractors and partners who commit to compliance with Smiths high HSE standards
- Communication with all persons working for or on behalf of Smiths, and other stakeholders, including suppliers, regarding the HSE impacts and objectives of Smiths operations.



*Andy Reynolds-Smith, Chief Executive – 1<sup>st</sup> August 2019*