

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.

Smiths colleagues, at all levels, and third-party representatives have a personal responsibility to take due care of their own safety and health and to follow Smiths HSE rules and standards. 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, and which accord with our Smiths core values:

- 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 compliance with ISO 45001 and 14001 where sites have more than 50 colleagues.
- Continual improvement in HSE performance, including prevention of pollution, risk reduction and the protection of human health and timely and transparent internal and external reporting of HSE performance in pursuit of a zero-harm culture.
- A common framework for HSE management and evaluation across all Smiths businesses providing assurance for objective evaluation of HSE performance and management practices across the Group.
- 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 our colleagues and employee unions.
- Effective identification, measurement and control of HSE risks throughout Smiths businesses and the regular assessment of the HSE impacts and interactions of all new and existing business activities, products and services with clearly defined objectives and targets that are periodically reviewed.
- Promotion of the efficient use of energy and natural resources to minimise environmental impact in alignment with Smiths Net Zero commitments (including Science Based Targets), the UN Sustainable Development Goals, and the TCFD framework and SASB standards.
- Consideration of HSE issues during acquisitions and in relation to joint ventures and partnerships and forming a key piece of the integration process.
- Selection of competent contractors and partners who commit to compliance with Smiths 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.

The Chief Executive has overall responsibility for HSE matters and the Group Head of HSE 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 Smiths 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 leadership, standard setting, 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 and health of colleagues they supervise and have a duty to promote and enforce safety policies and make certain employees are appropriately trained.

A handwritten signature in black ink, appearing to read "Paul A. Keel".

Paul Keel, Chief Executive

1-Nov-2021

