smiths

Engineering a better future

Sustainability report FY2025

WELCOME

Welcome to our FY2025 Sustainability report

In this period of transition for our company, we re-iterate our continuing commitment to sustainability matters, including industry-leading safety performance and our Net Zero targets.

We take a pragmatic, impact-driven approach, aiming to minimise our net impact, create positive impacts where we can, and adopt the good practices and high standards expected of a global organisation. And, of course, our innovative engineering solutions are shaping the future of sustainable industry and climate resilience.

Sustainability is woven into the fabric of our culture – rooted in excellence and continuous improvement. This year we connected Smiths Excellence, sustainability and people under my leadership and we are already seeing the value of this approach. From energy efficiency projects to enhancing equipment safety, our mindset and tools are delivering real-world impact.

We have also continued to develop the quality and breadth of our sustainability disclosures. By investing in the Watershed platform and expanding our use of EcoVadis to assess and monitor our supply chain, we're preparing for the next generation of sustainability reporting standards.

This report covers our most material topics, performance metrics, TCFD disclosures and our detailed sustainability data.

For more insights and case studies visit our website https://www.smiths.com/sustainability-and-impact

Highlights from FY2025:

- Best safety performance in more than ten years
- 2% reduction in energy use
- 11.4% drop in operational GHG emissions
- Three-year water and waste reduction targets met in just one year
- EcoVadis supplier assessments on track
- More than 9,000 colleagues trained in Smiths Excellence fundamentals
- Strong colleague engagement with business ethics
- 28% of senior management are women
- Smiths Day generated hundreds of volunteer hours
- Second round of grants awarded by the Smiths Group Foundation to STEM and sustainability-focused non-profits

Sustainability thrives at the grassroots level – and this year, our global teams have truly delivered. Their passion, drive, and commitment have made all the difference.

Enjoy the report.

KINI PATHMANATHAN
CHIEF PEOPLE, SUSTAINABILITY & EXCELLENCE OFFICER

ABOUT THIS REPORT

This is the FY2025 Sustainability report of Smiths Group plc.

Data presented in this report is for the 12 months to 31 July 2025 unless otherwise stated.

INTRODUCTION

Throughout this report you will find extra information, performance data and pointers to additional content and data in the right-hand column.

- **Sustainability framework topic**
- **European Sustainability Reporting Standard (ESRS)**
- **Engagement survey score**
- **Target**
- **United Nations Sustainable Development Goals (SDGs)**

We have significantly improved the quality and breadth of our sustainability disclosures in recent years, taking into account current and emerging frameworks including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), Taskforce on Nature-related Financial Disclosures (TNFD), the Corporate Sustainability Reporting Directive (CSRD), and the expectations of our stakeholders.

To prepare the organisation for potential future reporting requirements under CSRD, we refreshed our existing double materiality assessment (DMA) and gap analysis at the end of 2024. This was conducted in line with the European Sustainability Reporting Standards (ESRS), and assessed the materiality of the ten key ESRS standards for Smiths and its value chain.

The topics described in this section are the most material for the Group. Our sustainability framework topics and the relevant ESRS standards are mapped in the table below and highlighted in the margin of each page. All sustainability data and targets presented in this, and later sections, are for the Group unless otherwise indicated.

As the transformation of our portfolio and business mix progresses, we will revisit our DMA work to re-determine the scope of sustainability reporting relevant to the business. We will also review and restate our targets, including our SBTi trajectory for the new shape of the Group.

FY2025 highlights

- Strong safety performance
- Introduction of Watershed sustainability platform, for enhanced data and decision making
- Maintained five year trend in Scope 1 & 2 emissions reductions; down 11.4% vs restated FY2024 and renewable electricity at 74%. Tracking below SBTi trajectory
- Continued progress against FY2025-FY2027 environmental targets. Energy reduction target continues to be linked to employee bonus scheme for FY2026
- Progressed the introduction of suppliers to the EcoVadis assessment platform

Our business activities, the way we operate, and our sustainability priorities enable us to contribute in a meaningful and practical way to seven of the United Nations Sustainable Development Goals. Read more about our contribution on page 11.

Material sustainability framework topics FY2023 DMA (bold)	Material ESRS standards FY2025 DMA (bold)	Read more
Commercialising high-value green technologies	**Climate change** **Pollution**	Sustainability solutions page 4
Delivering net zero GHG	**Climate change**	Climate change and net zero page 5
Respecting natural resources	**Pollution** **Biodiversity** **Resource use and circularity**	Natural resources and biodiversity page 7
Improving safety, health and well-being	**Own workforce**	Safety page 3
Managing risk and maintaining strong controls	**Business conduct** **Workers in the value chain**	Behaving ethically and legally page 8
Behaving ethically and legally	**Business conduct** **Workers in the value chain**	Behaving ethically and legally page 8
Supply chain	**Workers in the value chain**	Supply chain page 10

See our sustainability targets and performance
→ Page 13

See all our sustainability data disclosures
→ Page 18

See our GRI and SASB disclosures on www.smiths.com

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

FTSE4Good

Third party ratings

MSCI: AAA

CDP Climate: B

ISS QualityScore:

- Environment 2
- Social 2
- Governance 2

Sustainalytics: 29.3

S&P Global ESG Score: 53

LGIM ESG Score: 69

SAFETY

Safety is our number one priority. We are committed to excellence in health and safety and providing effective leadership to create injury-free and supportive workplaces for our colleagues and anyone working with us. We target risk reduction and continuous improvement in our performance through systematic analysis of data, proactively designing and investing for safety and health, and building strong and aware safety cultures at our sites.

Managing safety

We have health and safety policies and standards that all Smiths operations are required to follow. Each business sets annual safety improvement plans aligned to our Group priorities, and our overall target to keep our recordable incident rate (RIR) below 0.4 (i.e. above industry average). All operational sites with more than 100 colleagues are required to be certified (or working towards certification) under ISO 45001 safety standards. Safety and compliance with our standards are managed locally by Health, Safety & Environment (HSE) specialists, with responsibility for safety culture and performance held by our site and business leaders.

Safety performance

Our Group safety scorecard shows 12 month recordable incidents for the FY2025 period of 41 against 63 in the prior year and our RIR fell to 0.28 (12 month scorecard 0.40). Our total number of incidents was down 44% and we recorded zero work-related colleague or contractor fatalities.

Site security and travel safety

The challenging and increasingly unpredictable geopolitical landscape requires constant focus and proactivity to protect the security of our sites and anyone travelling.

We have robust security procedures in place to protect the physical safety of our teams and assets as well as our data and intellectual property. Security plans are in place at all locations and risk assessments are undertaken regularly, as are reviews of business continuity and crisis management plans. Two serious security incidents were recorded in FY2025 relating to physical altercations between employees. Disciplinary and communication actions were taken to re-inforce the message that such behaviour is unacceptable at Smiths.

The on-the-road safety of our teams is equally important. We know where our colleagues are and we closely monitor trips to high and extreme risk locations, with all such travel needing to be pre-approved at a senior level. We also work with external partners to provide advisory and emergency (including medical and physical) support to Smiths colleagues at home and in the field. This includes evacuation if prudent.

Health, mental health and well-being

Supporting colleague well-being and mental and physical health helps to keep us performing at our best. We actively promote a sense of belonging through our shared purpose and Values and by providing safe environments and meaningful connections so that every colleague feels seen, heard and valued.

All Smiths colleagues and members of their immediate families have access to an Employee Assistance Programme (EAP) which offers practical support on health, well-being and financial matters. Our THRIVE resources and sessions aim to create an environment where people feel confident talking about matters such as mental health and wellness, recognising it in others, and reaching out for support if needed. We have mental health first aiders at some of our sites and include mental health and well-being courses in our training suite.

We recognise that colleagues involved in the transition of our business may need additional support for their mental health.

Continuous improvement

We perform strongly but recognise that every incident has a personal impact and is one too many. We are therefore on a journey to continuously improve, as we are in all aspects of our work under Smiths Excellence.

Our primary focus is on sustainable preventative action. This starts with data analysis focusing on the identification of patterns, common themes, trends and anomalies that reveal potential hazards and interrogate the effectiveness of what we are doing. For example, reviewing a higher-than-expected number of vehicle related events despite the allocation of online driving safety training to all business drivers. Or using a deep dive into data relating to equipment safety and leadership safety walks to reveal opportunities to improve ergonomics and PPE.

FY2026 priorities

- Build on current momentum, through evaluation of data insights, analysis of the effectiveness of our training programmes and culture, and increased adoption of our Excellence tools and methodologies to identify and effect incremental changes
- 'Geofence' our key global locations to enable real-time security analysis from our external security partner and promote greater uptake and use of the International SOS travel safety app to ensure our business travellers are fully informed and always supported, wherever they are

Improving safety, health and well-being

ESRS:
Own workforce

82
engagement score

'My workplace is safe for my colleagues and myself'

Target:
RIR < 0.4

UN SDGs:

→ Page 11

See our performance against targets
→ Page 16

SUSTAINABILITY SOLUTIONS

Ambitious commitments to mitigating the impact of climate change and environmental loss are driving profound transitions and demand for innovative solutions across the markets we serve. Sustainability and efficiency go hand-in-hand, reducing waste, cutting emissions and pollution, and protecting natural resources.

Our unique engineering capabilities, products and services enable us to support customers as they seek to deliver next-generation efficient and sustainable infrastructure and processes while achieving their environmental targets.

John Crane

John Crane mechanical seals and couplings prevent pollution and greenhouse gases, including methane, from leaking into the environment during the transportation and refining of fossil fuels, making infrastructure systems more efficient, and reducing environmental impact. The same technology is deployed in hydrogen and carbon capture projects where performance demands are even higher. In both new energy and oil & gas, our technology is supported by service teams that keep our seals and the infrastructure they protect, operating efficiently and reliably, extending equipment life.

John Crane is currently pursuing multiple projects in carbon capture and storage, hydrogen and biofuels. As an example, John Crane played a critical role in supporting Europe's renewable energy infrastructure by supplying sealing systems for more than 300 pumps across three biorefinery projects. These projects support the production of lower-carbon fuels and reinforce environmental compliance across essential transport and energy sectors.

John Crane also secured a supply agreement during the year for high-performance couplings, gas filters and nitrogen filters as part of a large-scale energy development. These solutions contribute to safer, cleaner, more efficient operations across critical energy infrastructure.

Flex-Tek

Flex-Tek industrial electric heating technology enables the heating of industrial gases for applications that need high pressure or high temperatures or both, with the potential to facilitate the decarbonisation of industries currently reliant on fossil fuels, like steel. Our lower range heating technology is used in applications in emerging markets for dehumidification, pollution control and energy storage. Flex-Tek products are also transforming residential and commercial building efficiency and emissions through off the peg solutions for the construction industry supporting HVAC systems and electrical heating.

Flex-Tek is well placed for further energy-efficient industrial heating projects, especially following the acquisition of Wattco, which brings manufactured process skid systems. Its products such as certified pressure vessels, integral electric heating platforms, thermodynamic isolation module systems, and steam heating support ever-expanding clean energy and data demand opportunities. A notable recent win was a multi-year contract for the provision of electric heaters for an ultra-low carbon emissions electro-fuel project in North America.

During the year, Flex-Tek launched its 'Blue Series' redesigned sealed metal duct system. This innovative approach to sealing combines a light and low-density polyurethane foam joint fitting with a patented ribbed collar which eliminates leakage, providing a more energy efficient solution and reducing install time, saving contractors cost on materials and labour.

Read more about our products and services on www.smiths.com

Commercialising high value green technologies

ESRS:
Climate change; Pollution

76
engagement score

'The company is committed to having a positive impact on the environment'

UN SDGs:
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
13 CLIMATE ACTION

→ Page 11

CLIMATE CHANGE AND NET ZERO

We are committed to Net Zero targets and playing our own part to mitigate climate change by changing the way we operate and power our businesses. Our transition plan and targets (operations and value chain) were validated by the Science Based Targets initiative (SBTi) in FY2024. These are Net Zero Scope 1 & 2 emissions by 2040 and Net Zero Scope 3 emissions by 2050.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Path to Net Zero

We have consistently delivered reductions in operational emissions in recent years through our focus on energy efficiency, transitioning to green electricity tariffs, and investing in self-supply (solar) and electric vehicles. Each of our businesses has a bespoke emissions reduction plan and we have developed site energy inventories and dashboards to enable targeted action delivered by our enthusiastic teams. Smiths Excellence tools are used to support many of these projects.

Since FY2023 we have had a demanding energy efficiency/energy reduction metric linked to our Annual Incentive Plan for approximately 6,000 colleagues. This will continue in FY2026, with a target of 2% reduction in MWh, positively impacting both costs and emissions. We have had emission reduction targets linked to our Long-term Incentive Plan (LTIP) since FY2022.

Smiths remuneration targets FY2023–FY2025

	FY2023	FY2024	FY2025
AIP target	3% improvement in energy efficiency	4.5% improvement in energy efficiency	2%[1] reduction in energy use (MWh)
LTIP target	Scope 1 & 2 15-20% absolute reduction by FY2025	Scope 1 & 2 15-20% absolute reduction by FY2026	Scope 1 & 2 15-20% absolute reduction by FY2027[1]

1 See table on page 14

Read more about remuneration in our Annual Report

Absolute energy reduction in FY2025 was 2% (3.5[1]% for AIP adjusted calculation). Targets were exceeded in all businesses other than Smiths Interconnect through the successful delivery of projects like Flex-Tek adding auxiliary power units to the Royal Metals truck fleet to reduce engine idling.

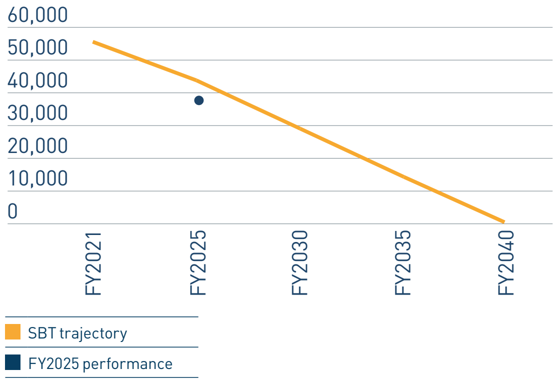
Renewable electricity

74% of the electricity used in our operations now comes from renewable sources through a combination of green tariffs and self-supply via solar. Six solar installations have been connected at suitable locations, totalling 3.57MW (more than 5,600 panels), with an average payback on investment of 3-4 years. We have invested more than £1 million in solar since FY2023 and have more projects planned from FY2026.

FY2025 performance vs trajectory required to hit SBTs

Scope 1 & 2

Scope 1 & 2 emissions fell 11.4% in the year, tracking significantly ahead of the annual rate required for our SBTi targets. Material contributions came from the purchase of renewable energy certificates at John Crane, solar installation at Smiths Detection Hemel Hempstead, UK and the switch from gas to hydrogen furnaces for production ovens at Flex-Tek.



The closer integration of sustainability with Smiths Excellence has enabled a more programmatic way of working on sustainability improvement projects across the organisation. This, along with number of project targets, has accelerated our progress in energy reduction, emissions reduction, water and waste reduction, and biodiversity.

Delivering Net Zero GHG

ESRS:
Climate change

Target:
- Net Zero Scope 1 & 2 emissions by 2040
- Net Zero Scope 3 emissions by 2050
- 2% reduction in energy use FY2025 vs FY2024
- 80% renewable electricity by FY2027
- 17.5% reduction in Scope 1 & 2 emissions FY2027 vs FY2024
- 25% of supplier spend committed to SBTi targets by FY2027

See our performance against targets
→ Page 14

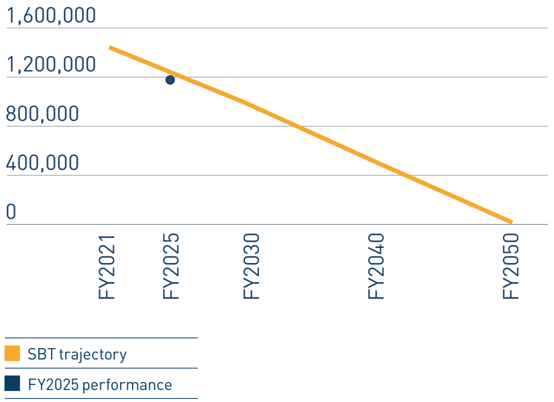
UN SDGs:

7 AFFORDABLE AND CLEAN ENERGY
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

→ Page 11

Scope 3 emissions
For Scope 3, our data and reporting are less mature, but we have established a critical path based on supplier engagement and reporting, supplier science-based targets, and external transition including grid decarbonisation. Supplier reporting is supported by the EcoVadis supplier platform which is enabling us to engage more deeply with our supply chain, including our logistics providers, on a range of sustainability topics and to target reductions in our Category 1, 4 and 9 emissions (purchased goods and services and transportation and distribution). Our Category 11 emissions (use of sold products) are being targeted through continuous improvement in the energy efficiency of our products and preventative maintenance of customer systems (for example at Smiths Detection).

FY2025 performance vs trajectory required to hit SBTs
Scope 3
Scope 3 emissions increased year on year due to the FY2024 restatement and an increase in Category 11 emissions from increased product sales at Smiths Detection. Reduction project examples include John Crane Morton Grove moving to 3D printing of press applicators to reduce scrap and waste and Smiths Detection continuing to expand its use of repaired and refurbished parts for service.



Read more about the EcoVadis platform on page 10

Read more about Lifecycle Assessment (LCA) on page 7

Data quality

During the year we migrated to the Watershed sustainability platform to increase the accuracy and robustness of our energy, GHG, water and waste reporting and audit practices, and enable more confident and effective modelling and targeted action. Both the FY2024 and FY2025 data presented in this report uses Watershed global standard methodology.

To support implementation, we undertook a reconciliation process to assess and investigate differences between our legacy methods and Watershed. Variations were primarily driven by methodology and emission factor differences between the two approaches. These changes in methodology have resulted in a restatement of FY2024 GHG data which is described on page 18. Details of the changes in methodology can be found in the Inventory Management Plan reporting criteria on our website www.smiths.com.

See our Streamlined Energy and Carbon Reporting (SECR) disclosure on page 15

See all our energy and GHG data disclosures from page 18

FY2026 priorities
- Undertake property portfolio review to embed sustainability culture at the source of decision-making
- Review the potential for virtual power purchase agreements (VPPAs) in Europe and America to support operational Net Zero (working with Accenture)
- Undertake granular review of our Scope 3 data and how it is collected to improve accuracy
- In anticipation of the planned separations, preparation of re-submission to SBTi for Smiths (John Crane and Flex-Tek) including re-baselining and revising targets and defining an impactful strategy for the future
- Further our commitment to sustainable product design with an EcoDesign project and the formal introduction of a product lifecycle analysis (LCA) initiative integrated with our manufacturing excellence workstream

Read our TCFD disclosure in our FY2025 Annual Report

NATURAL RESOURCES AND BIODIVERSITY

Natural resources are finite. We have a responsibility to use them respectfully and safely – this includes sourcing responsibly and minimising consumption, as well as preventing environmental pollution and biodiversity impact. We have a longstanding commitment to non-GHG resource targets and environmental standards and stewardship.

Environmental management

Our comprehensive portfolio of environmental and safety standards ensures that we manage our sites responsibly and mitigate any environmental pollution and safety risks arising from our activities and use of controlled substances. Performance is overseen by our internal audit process, and we maintain an external environmental compliance audit programme. All operational sites with more than 100 colleagues are required to be certified (or working towards certification) under ISO 14001 standards. Our businesses participate in a regular forum to share best practice and ensure compliance with global restricted and controlled substance regulations including WEEE, RoHS, Prop65, REACH, TSCA and Responsible Minerals.

We had no spills and only one environmental compliance penalty in FY2025.

Water, waste and packaging

We continue to focus on reducing unrecycled waste, water use and unnecessary packaging from our operations. We set new three-year targets at the beginning of the year for both waste reduction and water use in water-stressed areas (10 locations), where climate resilience is more critical. We operate a project tracker to record individual site efforts and maintain momentum, with many projects delivered using Smiths Excellence tools.

Recent projects include:

- John Crane India's new process to recycle carbide tool scrap
- Flex-Tek Titeflex's design and installation of a new process and system to capture and reuse waste water from operations and filter final waste water before expulsion

Water use normalised to revenue in water-stressed locations was down 6%. Waste disposal normalised to revenue was down 6%. We recorded 14 water projects and 21 waste/circularity projects during the year.

Pollution and biodiversity

We are committed to understanding and addressing the biodiversity-related impact of our products, our operations and our supply chains in a proactive manner. We have conducted a high-level biodiversity-related risk assessment across our main sites using the WWF Biodiversity Risk Filter and we are preparing a framework and approach to biodiversity matters and data guided by the TNFD's LEAP (Locate, Evaluate, Assess, Prepare) approach.

We have embedded biodiversity and water stress considerations into our due diligence processes when selecting potential new sites. We will also gather nature-related data from our suppliers using the EcoVadis platform. This work is complemented by our ongoing focus on product design and lifecycle management.

We recorded 11 biodiversity improvement projects during the year including our Interconnect Suzhou colleagues undertaking eco-awareness activities and tree planting in a local botanical garden.

To signal our deepening awareness and commitment to nature we have become corporate partners of the World Land Trust (WLT) an international organisation involved in conservation and land restoration in environmentally significant and threatened habitats. In FY2025 we participated in the WLT's 'buy an acre' programme to protect land equivalent to 1.2x the Group's operational footprint, contributing to a wildlife corridor in a biodiversity-sensitive area.

Circularity and efficient design

Smiths products and services score strongly on the key pillars driving new EU regulations on sustainable product design – particularly durability, reusability and repairability. Our significant aftermarket services revenue at John Crane and Smiths Detection derives from keeping our products operating efficiently in service for longer thus limiting unnecessary waste. Smiths Detection also operates a recycling, refurbishment and reuse programme of both units and their components, delivering benefits to natural resource efficiency, supply chain security and costs.

FY2026 priorities

- Undertake property portfolio review to embed sustainability culture at the source of decision-making
- Embed biodiversity risk assessment and new property assessment for water-stress and biodiversity risk
- In anticipation of the planned separations, preparation of revised baselines and targets for Smiths (John Crane and Flex-Tek)
- Refresh our water stressed sites list
- Further our commitment to sustainable product design with an EcoDesign project and the formal introduction of a product lifecycle analysis (LCA) initiative integrated with our manufacturing excellence workstream

Respecting natural resources

ESRS:
Climate change; Pollution; Biodiversity and ecosystems; Resource use and circular economy

Targets:

- 5% reduction in water use in water-stressed areas normalised to revenue FY2025 to FY2027
- 5% reduction in waste disposal normalised to revenue FY2025 to FY2027
- 30 waste/circularity projects FY2025 to FY2027
- 30 biodiversity projects FY2025 to FY2027
- 30 water saving projects FY2025 to FY2027

See our performance against targets
→ Page 15

UN SDGs:

8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

→ Page 11

BEHAVING ETHICALLY AND LEGALLY

Behaving ethically is a key pillar of our culture, driven by our Values. We also operate in certain regulated markets and sectors, which require strict adherence to local and international industry regulations. We have expert teams in place to manage these matters and we use data and other intelligence to identify performance gaps and emerging risk, and endeavour to continuously improve our procedures.

Our policies and internal controls are dynamic to respond to and accommodate changes in the external environment, our business priorities and strategy, and the intelligence and data we gather. All our Group policies are reviewed and updated periodically, and more frequently in areas of greater risk.

Governance and implementation

The Smiths Code of Business Ethics (Code) is the foundational document that outlines standards of behaviour at Smiths and what we expect of our partners. It is supplemented by a suite of policies, procedures and training relating to specific ethics, compliance and people matters. We have a central Ethics & Compliance team which oversees our ethics and compliance programmes and ensures that efforts are focused on higher risk and critical areas. Day-to-day responsibility for ethics and compliance is held by our business teams. Our Business Ethics Council, comprised of senior leaders from across Smiths, acts as an advisory and discussion panel for emerging matters of interest and policies.

See the Smiths Code of Business Ethics on www.smiths.com

Speaking out

Ensuring that we engage colleagues with the Code is imperative, as is colleague awareness and trust in our procedures. Our colleagues and business partners are expected to be vigilant and report any activity or behaviour that they consider may be in breach of our Code and Policies or inconsistent with our Values. This can be done through their line manager, HR, or the Legal team, or by using our confidential Speak Out reporting hotline. Speak Out data and outcomes are reported to the Audit & Risk Committee.

There were 328 Speak Out reports in FY2025. 20% of reports relating to ethics and compliance matters were substantiated and recommendations passed back to the business area to address. In FY2025, Speak Out data shows a continued rise in anonymous reporting and a decline in substantiated allegations – indicating fewer reports that confirm a policy violation. Notably, there was a significant increase in cluster reporting, where multiple individuals submitted separate reports about the same concern. This trend contributed to both the higher anonymity and lower substantiation rates. When cluster reports are excluded, rates remain consistent with prior years.

Training and awareness

Our ethics training operates in two tiers – online modules delivered in all our core languages, and group training activities covering specific subjects for relevant cohorts. We also run regional ethics workshops as appropriate for middle and senior leaders to embed deeper understanding and discuss challenges specific to markets and geographies.

Behaving ethically and legally

Managing risk and maintaining strong and effective controls

ESRS:
Business conduct

71
engagement score
'People I work with live the company values'

UN SDGs:

→ Page 11

Human rights and modern slavery

We consider violations of human rights to be appalling crimes. Conduct that exploits workers or denies them the rights and benefits to which they are legally entitled is wholly inconsistent with our Values and policies and is not tolerated. We recognise the important responsibility we have, and we support the vision of a world where everyone can access decent work and enjoy their universal human rights.

Our Human Rights Policy is guided by international human rights principles, including those encompassed in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We adhere to national laws and regulations in our markets and, should we encounter conflict between internationally recognised human rights and national laws, we will seek ways to honour the principles of international human rights. All persons working for, or on behalf of, Smiths are required to adhere to our Policy which covers the following areas:

- Elimination of forced/involuntary labour and child labour
- Humane treatment in the workplace
- Workplace equality/elimination of bias
- Right to a living wage, reasonable working hours and vacation
- Freedom of association
- Safe and healthy workplace and safe and healthy accommodation if accommodation is provided for employees

Our Modern Slavery Statement, which is approved by the Board, sets out the steps we have taken to address modern slavery trafficking in our business and supply chains. All colleagues are provided with training on modern slavery risks.

We have not identified any serious human rights issues in our operations or in those of our suppliers in FY2025.

Anti-bribery and anti-corruption

Bribery and corruption matters are covered by the Code of Business Ethics. We also have specific policies and procedures relating to activities that create bribery and corruption risks, and an umbrella Anti-Bribery and Corruption Policy that provides a single view of our approach. These policies cover a broad range of matters including the giving and receiving of gifts, meals and hospitality; invitations to government officials; our approach to facilitation payments; and controls around the appointment of distributors and agents, customs brokers and freight forwarders. In FY2025 we undertook an anti-bribery risk assessment for our China region and prepared for a maquiladora summit for colleagues in Mexico focused on trade compliance, anti-bribery and corruption and human rights. The summit took place in early FY2026.

Data protection and privacy

Smiths does not collect consumer information or market to consumers, which reduces these risks; however, we do process data relating to our colleagues and collect information on business contacts. We have a common set of principles, policies and processes to ensure that our teams are aware of their responsibilities relating to personal data, with data privacy matters overseen by the Ethics & Compliance team. Our network of Privacy Champions discusses evolving privacy regulation as well as emerging issues and, along with the Ethics & Compliance team, are responsible for ensuring compliance with regulations in the jurisdictions in which we operate. Internal Audit conducts assessments of our data privacy controls.

FY2026 priorities

- Tailor our ethics and compliance programme to support the evolving priorities of Smiths
- Deliver ethics and compliance workshops in South Korea, Japan and China to strengthen regional engagement
- Continue our successful Advanced Investigations course to enhance HR's ability to identify and address modern slavery

Read more about our supply chain on page 10

See our Modern Slavery Statement on www.smiths.com

SUPPLY CHAIN

We purchase materials, components and some finished goods from many suppliers across the world. Our businesses, in turn, form part of the supply chains of our customers. Transparency and the ability to effect change in these networks helps us manage risk and make progress on our strategic and sustainability priorities. We want to work with suppliers who are explicitly aligned with our Values and that support our human rights commitments.

Responsible procurement

Our commitment to behaving positively in society requires a similar commitment from our suppliers. Our Supplier Code of Conduct makes our expectations of suppliers and sub-suppliers clear when it comes to ethical behaviour and compliance with the law, treatment of personnel, and materials from socially and environmentally responsible sources. Suppliers are required to adhere to our Supplier Code of Conduct. New suppliers are subject to due diligence checks, and we have a supplier onboarding process to assess risk and ensure that suppliers can meet our standards. We undertake risk reviews and regular audits of suppliers to provide an ongoing check.

See our ESG Supply Chain Due Diligence Policy on www.smiths.com

In FY2024, we introduced the EcoVadis supplier platform to standardise our management of suppliers, assess and mitigate risk areas, and support emerging disclosure requirements. The platform enables us to assess suppliers against four standard sustainability pillars (environment; labour and human resources; ethics and compliance; and sustainable procurement) taking into account industry and country risk. Once suppliers are on the platform, we can collect, report and validate data across a range of metrics and create, agree and monitor corrective action plans for alignment with our needs, including SBTi targets and ethical practice.

By the end of FY2025 28% of suppliers by spend had been evaluated on the platform and we completed the introduction process of more than 50% of the second group of selected vendors (selected based on risk profile). Implementation of corrective action plans has begun for both waves. 9% of our suppliers by spend have SBTi aligned targets. A first-year maturity review indicated that we are progressing as planned and recommended priorities to adopt into our roadmap. Ultimately, we intend to merge all supplier onboarding processes into one ecosystem on EcoVadis.

Human rights and modern slavery

We expect suppliers to share our commitment to human rights and to be free from practices associated with human rights violations, including forced/involuntary labour, human trafficking and modern slavery. We take very seriously any allegations that human rights are not properly respected in our supply chains and recognise that, as a global business, we need to be constantly vigilant.

Our standard supplier contract templates oblige our suppliers to make various commitments on human rights and fair labour standards in relation to their own workforces, and to seek the same commitment from their suppliers. They are also asked to notify us if they become aware of any breach. Our onboarding process seeks information about employees' work and (if relevant) housing conditions, employment terms and labour practices. If migrant workers are contracted, we ask about their employment terms and any restrictions placed on their movement and financial arrangements. In the case of recruitment agencies, we conduct due diligence on appointment to ensure that we understand the processes they have in place to manage modern slavery risks, and that they sign up to our commitments

We have a sustainability working group of procurement leaders to continue to enhance awareness and drive positive, preventative actions in our supply chain, including as relates to human rights and modern slavery.

See our Modern Slavery Statement on www.smiths.com

Conflict minerals

Our Responsible Minerals Sourcing Policy addresses our commitment to the sourcing of minerals in an ethical and sustainable manner that safeguards human rights. It also ensures that tin, tungsten, tantalum, gold and cobalt are sourced with due respect for human rights and in a manner that does not finance armed groups. To achieve this objective, we take guidance from the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

FY2026 priorities

- Continue with introduction of EcoVadis group 3 (all suppliers with annual spend >£250k)
- Plan supplier audits in Latin America
- Conduct a strategic assessment to define the most effective, risk-based, and proportionate approach for evaluating ESG compliance among Tier 2 suppliers

Read about our Scope 3 emissions on page 6

Supply Chain

ESRS:
Business conduct; Climate change; Resource use and circular economy; Workers in the value chain

Targets:

- 40% of supplier spend evaluated on EcoVadis by FY2027
- 25% of supplier spend committed to SBTi targets by FY2027

UN SDGs:

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

→ Page 11

See our performance against targets → Page 14

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Business has a vital role to play in delivering the UN SDGs. Our business activities, the way we operate, and our ESG framework and priorities enable us to contribute in a meaningful and practical way to seven of these critical global goals.

SDG	Indicator		Our contribution
3 – Good health and well-being	**3.9**	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	– Our environmental and safety policies and standards ensure that we manage our sites responsibly and mitigate environmental pollution risks arising from our activities – All Smiths operational sites with over 100 colleagues are required to be certified under ISO environmental and safety standards (14001 and 45001) – We had no spills and only one environmental compliance penalty in FY2025 – Products in our John Crane portfolio stop environmental pollutants leaking into air, water and soil
5 – Gender equality	**5.5**	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	– We are focused on proactively increasing the number of women in all roles at Smiths – 28% of senior leadership positions were held by women in FY2024
7 – Affordable and clean energy	**7.2**	By 2030, increase substantially the share of renewable energy in the global energy mix	– 74% of our electricity use was renewable in FY2025 – We have six solar installations in operation – We reduced energy use by 2% in FY2025 – Products across our portfolio support energy efficiency, decarbonisation and lower emissions and clean energy in response to climate change
	7.3	By 2030, double the global rate of improvement in energy efficiency	
	7 a	By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	
8 – Decent work and economic growth	**8.4**	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead	– Products across our portfolio support energy efficiency, decarbonisation and lower emissions and clean energy in response to climate change – We measure, target and report: water, biodiversity and circularity projects; energy use; energy efficiency; water use; non-recyclable waste; packaging, water and biodiversity projects – Our Human Rights Policy is guided by international human rights principles and covers elimination of forced/involuntary labour and child labour; humane treatment in the workplace; and right to a living wage – We expect those who have a business relationship with us to share our commitment to human rights and the elimination of modern slavery as required by our Supplier Code of Conduct – Keeping our colleagues safe in the workplace is our number one priority
	8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	

SDG	Indicator		Our contribution
9 – Industry, innovation and infrastructure	**9.1**	Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	– Smiths Detection's threat detection and screening technologies enable safety, security and freedom of movement – Products across our entire portfolio support energy efficiency, decarbonisation and emissions reduction and clean energy in response to climate change – Our research, development and engineering spend was £143m in FY2025, 4.3% of sales – 30.8% of our FY2025 revenue came from products launched in the last five years
	9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	
	9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	
	9 c	Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020	
12 – Responsible consumption and production	**12.2**	By 2030, achieve the sustainable management and efficient use of natural resources	– We measure, target and report: energy use; water use; non-recyclable waste; packaging, water, biodiversity and circularity projects – Our environmental and safety policies and standards ensure that we manage our sites responsibly and mitigate environmental pollution risks arising from our activities – All Smiths operational sites with over 100 colleagues are required to be certified under ISO environmental and safety standards (14001 and 45001) – We had no spills and only one environmental compliance penalty in FY2025 – We use the EcoVadis supplier management platform to manage supplier relationships and explicitly support our sustainability commitments – Smiths Detection is expanding the use of recycled and refurbished parts and units in its ecosystem – The Smiths Detection and John Crane service networks are keeping customer hardware in service for longer
	12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	
	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	
13 – Climate action	**13.2**	Integrate climate change measures into national policies, strategies and planning	– We are signed up to the 1.5°C Business Ambition under the UN Race to Zero, covering Scope 1, 2 and 3 GHG emissions for our operations and value chain – Our Net Zero/climate transition plan and trajectory was validated by the SBTi in December 2023 – We have undertaken climate scenario analysis work and make climate-related disclosures consistent with all of the Task Force on Climate-related Financial Disclosures (TCFD) recommendations in our Annual Report – Products across our entire portfolio support energy efficiency, decarbonisation and emissions reduction and clean energy in response to climate change

SUSTAINABILITY METRICS, TARGETS AND PERFORMANCE

ENVIRONMENT

Energy and GHG emissions

GHG inventory

The Group assesses the GHG emissions associated with all its global operations for all four of its businesses and all sites, as well as the Group function. We have developed a GHG Inventory Management Plan (IMP) that outlines our methodology to provide systematic and appropriate GHG inventory data collection, manipulation and management, to produce a relevant, credible and transparent GHG inventory that will provide visibility into our near- and long-term goals. The IMP includes methods to estimate direct emissions from Smiths operations (Scope 1), indirect emissions from purchased energy (Scope 2), and value chain emissions (Scope 3). The methods prescribed in the IMP conform to the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) GHG Protocol and the United States Environmental Protection Agency (USEPA) Center for Corporate Climate Leadership Greenhouse Gas Inventory Guidance.

GHG boundaries

Per the GHG protocol, we have selected the operational control approach to set the organisational boundary for our GHG inventory, meaning 100% of GHG emissions from assets which the Company manages and over which it has authority to implement operational policies will be included. In selecting these organisational boundaries, we evaluated equity share, financial control and operational control approaches and primarily considered the comprehensiveness of assets that would be included in the inventory under each of the three approaches, as well as which boundary would best reflect the Group's level of influence over emissions.

As for our operational boundary, which determines the direct (Scope 1) and indirect (Scope 2 and 3) emissions associated with operations within our organisational boundary, we defined this as operations where we have the full authority to introduce and implement operating policies. Operations or activities that are outside of our operational control, and therefore excluded from our Scope 1 and Scope 2 inventories, may become relevant when accounting for Scope 3 emissions.

GHG emissions are reported in metric tonnes of CO_2 equivalents (MT CO_2e). Because individual GHGs have different impacts on climate change, or global warming potentials (GWPs), CO_2e is used to express the impact of emissions from each GHG on a common scale. Smiths uses the IPCC Sixth Assessment Report (AR6) GWPs. The Group will report all GHG emissions within its organisational and inventory boundary. Emissions are considered outside of the inventory boundary when they are quantified as not material.

Inventory boundary

Smiths Group will report all GHG emissions within its organisational and inventory boundary. Emissions are considered outside of the inventory boundary when they are quantified as not material.

Limited assurance

KPMG has provided limited assurance under ISAE (UK) 3000 and 3410 over selected information marked with Δ. See www.smiths.com for full assurance reports.

Long-term targets:

- Net Zero emissions from our operations (Scope 1 & 2) by 2040 (SBTi)
- Net Zero emissions from our supply chain and products in use (Scope 3) by 2050 (SBTi)

FY2024 restatement

The migration to the Watershed sustainability platform has enabled global standard methodology to be applied to emissions calculations for FY2024 and FY2025. This has resulted in a restatement of FY2024 emissions for all scopes as described in the table on page 14.

Read more about climate change and Net Zero
→ Page 5

FY2024 restatement

KPI	FY2024 restatement	FY2024 as previously published	Change
Global Scope 1 GHG Emissions (tCO_2e)	18,758	19,687	(4.7)%
Global Scope 2 (Market Based) GHG Emissions (tCO_2e)	23,820	21,072	13%
Global Scope 2 (Location Based) GHG Emissions (tCO_2e)	47,150	48,989	(3.8)%
Global Scope 1& 2 (Market based) GHG emissions (tCO_2e)	42,578	40,759	4.5%
Global Scope 3 GHG Emissions (tCO_2e)	1,151,467	1,170,000	(1.6)%
Scope 3 Category 1 – Purchased goods and services	671,196	728,000	(7.8)%
Scope 3 Category 2 – Capital goods	9,579	9,410	1.8%
Scope 3 Category 3 – Fuel and energy-related activities	13,308	14,600	(8.8)%
Scope 3 Category 4 – Upstream transportation and distribution	91,134	75,200	21.2%
Scope 3 Category 5 – Waste generated in operations	2,676	5,066	(47.2)%
Scope 3 Category 6 – Business travel	11,559	12,200	(5.3)%
Scope 3 Category 7 – Employee commuting	29,837	23,000	29.7%
Scope 3 Category 8 – Upstream leased assets. Excluded from inventory as immaterial	–	–	–
Scope 3 Category 9 – Downstream transportation and distribution	33,660	29,300	14.9%
Scope 3 Category 10 – Processing of sold products. Excluded from inventory as immaterial	–	–	–
Scope 3 Category 11 – Use of sold products	237,185	240,000	(1.2)%
Scope 3 Category 12 – End of life treatment of sold products	6,869	8,120	(15.4)%
Scope 3 Category 13 – Downstream leased assets. Excluded from inventory as immaterial	–	–	–
Scope 3 Category 14 – Franchises. Excluded from inventory as immaterial	–	–	–
Scope 3 Category 15 – Investments	44,464	23,150	92.1%
Global Energy Use (MWh)	218,344	215,027	1.5%

Performance and short-term targets

	FY2025	FY2024	Change	Target	Target achieved	Linked to remuneration	New target	Linked to remuneration
Energy use MWh	**209,412[3]**	217,012[2,3]	(3.5)%	2%[1] reduction in absolute MWh FY2025 vs FY2024	✓	Annual Incentive Plan FY2025	2% reduction in absolute MWh FY2026 vs FY2025 adjusted baseline	Annual Incentive Plan FY2026
Renewable electricity	**74%**	73%	–	80% by FY2027				
Scope 1 & 2 emissions tCO_2e	**36,809[3]**	40,760[2,3]	(9.7)%	17.5% reduction by FY2027 vs FY2024		Long-Term Incentive Plan FY2024		
Scope 3 emissions tCO_2e	**1,188,057** Δ	1,151,467[2]	3.2%	SBTi trajectory				
Supplier engagement	**28%**	–	–	40% of supplier spend evaluated on EcoVadis by FY2027	✓			
Supplier engagement Scope 3	**9%**	–	–	25% of supplier spend committed to SBTi targets by FY2027	✓			

1 Target expressed as the MWh energy consumed (excluding renewable electricity produced and consumed onsite), compared to a revenue-adjusted MWh baseline (excluding price growth within the measurement year), and excludes Wattco, Modular Metal and Duc-Pac.
2 FY2024 restated. See page 13.
3 Excluding Wattco, Modular Metal and Duc-Pac.

SECR global energy use and emissions disclosure

		FY2025	FY2025 Continuing operations	FY2025 Discontinued operations	FY2024 restated[1]	FY2024 restated Continuing operations[2]	FY2024 restated Discontinued operations[2]	FY2024[3] as previously published	FY2023 as previously published	Change FY2025 vs FY2024 (restated)
Global energy use – absolute values	MWh	**213,519 Δ**	194,945	18,574	218,344	199,193	19,151	215,027	218,094	**(2)%**
UK energy use – absolute values	MWh	**9,385**	–	–	9,661	–	–	17,906	11,394	
Global emissions – absolute values										
Scope 1 (direct emissions)	t CO_2e	**17,422 Δ**	16,962	460	18,758	18,063	695	19,687	19,694	
Scope 2 (market-based emissions)	t CO_2e	**20,286 Δ**	15,837	4,449	23,820	19,830	3,990	21,072	25,955	
Scope 2 (location-based emissions)	t CO_2e	**46,732**	41,777	4,955	47,150	42,325	4,825	48,989	47,111	
Scope 3 (value chain emissions)	t CO_2e	**1,188,057 Δ**	1,031,195	156,862	1,151,467	1,011,150	140,317	1,170,000	1,380,000	
Total Scope 1 & 2 emissions (market-based)	t CO_2e	**37,708 Δ**	32,799	4,909	42,578	37,893	4,685	40,759	45,649	**(11.4)% Δ**
Total Scope 1 & 2 emissions (location-based)	t CO_2e	**64,154**	58,739	5,415	65,908	60,388	5,520	68,676	66,805	
UK Scope 1 & 2 emissions (market-based)	t CO_2e	**1,228**	–	–	1,341	–	–	1,290	1,779	
Global emissions – normalised values										
Scope 1 (direct emissions)	t CO_2e/£m revenue	**5.22**	–	–	5.99	–	–	6.29	6.48	
Scope 2 (indirect emissions)	t CO_2e/£m revenue	**6.08**	–	–	7.61	–	–	6.73	8.55	
Scope 3 (value chain emissions)	t CO_2e/£m revenue	**356.13**	–	–	367.65	–	–	373.56	454.40	
Total Scope 1 & 2 emissions	t CO_2e/£m revenue	**11.30**	–	–	13.59	–	–	13.02	15.03	**(16.9)%**

1. FY2024 restated. See page 13
2. Broken out for comparison purposes.
3. FY2024 as previously published. See page 13.

Water, waste, packaging and biodiversity

Performance and short-term targets

	FY2025 vs FY2024	Target
Normalised water use in stressed areas (10 locations[1])	**(6)%**	5% reduction in water use in water-stressed areas normalised to revenue FY2025 to FY2027
Normalised waste disposal	**(6)%**	5% reduction in waste disposal normalised to revenue FY2025 to FY2027
Waste/circularity	**21 projects in FY2025**	30 waste/circularity projects FY2025 to FY2027
Biodiversity	**11 projects in FY2025**	30 biodiversity projects FY2025 to FY2027
Biodiversity – water	**14 projects in FY2025**	30 water saving projects FY2025 to FY2027

1 Updated annually based on the World Resource Institute (WRI) Aqueduct tool.

→ Read more about natural resources and biodiversity on page 7

SOCIAL

Safety

Target: continuous improvement towards a zero-harm workplace. Group RIR below 0.4.

Performance

	Recordable injuries	Recordable incident rate per 100 employees	Lost time incident rate per 100 employees
FY2025 12 month Group safety scorecard	41	0.28	0.09
FY2024[1]	71	0.44	0.21
FY2023	64	0.41	0.14
FY2022	87	0.56	0.25
FY2021	–	0.47	0.20

1 12 month Group safety scorecard for the FY2024 period shows 63 recordable injuries and RIR of 0.40.

Read more about safety on page 3

Gender and ethnic diversity

Medium-term target: 30% of senior leadership positions held by women by FY2025. See definition in the table below.

FY2025	28%
FY2024	27%
FY2023	25%
FY2022	24%
FY2021	23%

Other gender disclosures

As at 31 July 2025

	Male # of employees		Female # of employees		Definition
Board of Directors	8	73%	3	27%	
Executive Committee	6	67%	3	33%	
Senior Leadership Team	**473**	72%	**188**	28%	Senior Leadership Team is the metric used to track gender diversity at Smiths. It is defined as all colleagues on permanent and fixed-term contracts in senior leadership roles. These colleagues are able to influence and drive business results.
Total colleagues	**11,412**	71%	**4,691**	29%	Employees on permanent and fixed-term contracts.
Senior managers (Companies Act)	**166**	79%	**43**	21%	Executive Committee plus Directors of subsidiary undertakings as defined by the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.
Senior managers (UK Code)	**48**	62%	**30**	38%	Executive Committee, including the Company Secretary, and their direct reports as defined by the UK Corporate Governance Code 2018.
Women in Leadership	**48**	62%	**29**	38%	Executive Committee and their direct reports as defined by FTSE Women Leaders.

Parker Review disclosure

The Parker Review sets specific targets to enhance the ethnic diversity of British boards, such as having at least one director from an ethnic minority background on every FTSE 100 board, disclosing the percentage of UK senior management who are from ethnic minorities, and setting a target for what this percentage should be at the end of 2027. Smiths has accordingly sought this data from its UK senior management group as defined by the Parker Review and set an FY2027 target. 81% of the population responded to the FY2025 request. Our definition of ethnically diverse covers groups with lower representation in the organisation including Asian, Black and mixed multiple ethnic backgrounds. Our FY2024 disclosure was for the global senior management population, now a voluntary submission.

UK senior management[1] ethnicity representation	FY2025	FY2027 target
Identifying as ethnically diverse	**13%**	17%
Identifying as white	**87%**	

1 Defined as the Executive Committee and their direct reports. Based on 81% who responded.

Reward and recognition

Recognising and rewarding colleagues in a fair, open and meaningful way is an important foundation for developing and attracting talent. We are committed to fair pay practices, ensuring colleagues are rewarded fairly and equally for the work they do and their performance, and that they have opportunities to participate in our success.

Colleague benefits, which include access to an Employee Assistance Programme for colleagues and their families, rights to parental leave, the opportunity to request part-time or job share working and a paid volunteering day, are aligned across all our geographies, businesses and Group. Approximately 6,000 colleagues participate in our Group Annual Incentive Plan (AIP).

We have been an accredited Living Wage employer in the UK since 2018. In the UK, we operate an all-colleague Sharesave Scheme, which enables colleagues to buy Smiths shares at a discounted rate.

Equal opportunities

We provide equal employment opportunities. We recruit, support and promote our people based on their qualifications, skills, aptitude and attitude. In employment-related decisions, we comply with all applicable anti-discrimination requirements in the relevant jurisdictions. We have zero tolerance for discrimination, harassment or retaliation. Our procedures and training activities advocate and enforce fair treatment for all. We recruit using balanced slates and interview panels where possible and have gender-neutral job descriptions.

People with disabilities are given full consideration for employment and subsequent training (including retraining, if needed, for people who have become disabled), career development and promotion based on their aptitude and ability. We endeavour to find roles for those who are unable to continue in their existing job because of disability.

SUSTAINABILITY DATA DISCLOSURES

Data is for the global operations of Smiths Group for the 12 months ending 31 July 2025 and the two preceding years.

KPMG has provided limited assurance under ISAE (UK) 3000 and 3410 over selected information in respect of FY2025 marked within the column named 'FY2025 assured in FY2025' with Δ. See www.smiths.com for full assurance reports.

ENVIRONMENT – GROUP DATA

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
GREENHOUSE GAS								
GREENHOUSE GAS EMISSIONS								
Scope 1	Scope 1 – Road fleet	tCO_2e	4,851	5,694	5,376	5,390		
Scope 1	Scope 1 – Site energy	tCO_2e	12,571	13,064	14,311	14,304		
Scope 1	Scope 1 – Site non-energy	tCO_2e	243	241	241	241		
Scope 1	Scope 1 – Total	tCO_2e	17,422	18,758	19,687	19,694		Δ
Scope 2	Scope 2 – Purchased electricity and gas	tCO_2e	20,286	23,820	21,072	25,955		
Scope 2	Scope 2 – Total (market-based)	tCO_2e	20,286	23,820	21,072	25,955		Δ
Scope 2	Scope 2 – Total (location-based)	tCO_2e	46,732	47,150	48,989	47,111		
Scope 3	Scope 3 Category 1 – Purchased goods and services	tCO_2e	658,938	671,196	728,000	782,000		
Scope 3	Scope 3 Category 2 – Capital goods	tCO_2e	11,159	9,579	9,410	6,990		
Scope 3	Scope 3 Category 3 – Fuel and energy-related activities	tCO_2e	12,751	13,308	14,600	20,300		
Scope 3	Scope 3 Category 4 – Upstream transportation and distribution	tCO_2e	82,920	91,134	75,200	114,000		
Scope 3	Scope 3 Category 5 – Waste generated in operations	tCO_2e	2,984	2,676	5,066	4,700		
Scope 3	Scope 3 Category 6 – Business travel	tCO_2e	10,458	11,559	12,200	12,500		
Scope 3	Scope 3 Category 7 – Employee commuting	tCO_2e	29,017	29,837	23,000	27,500		
Scope 3	Scope 3 Category 8 – Upstream leased assets. Excluded from inventory as immaterial	tCO_2e	–	–	–	–		
Scope 3	Scope 3 Category 9 – Downstream transportation and distribution	tCO_2e	29,179	33,660	29,300	50,100		
Scope 3	Scope 3 Category 10 – Processing of sold products. Excluded from inventory as immaterial	tCO_2e	–	–	–	–		
Scope 3	Scope 3 Category 11 – Use of sold products	tCO_2e	345,426	237,185	240,000	326,000		
Scope 3	Scope 3 Category 12 – End of life treatment of sold products	tCO_2e	4,767	6,869	8,120	8,820		
Scope 3	Scope 3 Category 13 – Downstream leased assets. Excluded from inventory as immaterial	tCO_2e	–	–	–	–		

Footnotes

1 FY2024 energy and GHG data restated. See page 13.

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
Scope 3	Scope 3 Category 14 – Franchises. Excluded from inventory as immaterial	tCO_2e	–	–	–	–		
Scope 3	Scope 3 Category 15 – Investments	tCO_2e	458	44,464	23,150	31,500		
Total	Total Scope 1&2 (market-based)	tCO_2e	37,708	42,578	40,759	45,649	17.5% reduction by FY2027 Net Zero by 2030	Δ
Total	Total Scope 1&2 (location-based)	tCO_2e	64,154	65,908	68,676	66,805		
Total	Total Scope 3	tCO_2e	1,188,057	1,151,467	1,170,000	1,380,000	Net Zero by 2050	Δ
Total	Total Scope 1, 2, 3 GHG (market-based)	tCO_2e	1,225,765	1,194,045	1,210,759	1,425,649		
Total	Total Scope 1, 2, 3 GHG (location-based)	tCO_2e	1,252,211	1,217,375	1,238,676	1,446,805		
GREENHOUSE GAS EMISSIONS (INTENSITY)								
GHG emissions intensity	Scope 1 – Intensity	tCO_2e/£m revenue	5.22	5.99	6.29	6.48		
GHG emissions intensity	Scope 2 – Intensity (market-based)	tCO_2e/£m revenue	6.08	7.61	6.73	8.55		
GHG emissions intensity	Scope 1&2 – Intensity (market-based)	tCO_2e/£m revenue	11.30	13.59	13.02	15.03		
GHG emissions intensity	Scope 3 – Intensity	tCO_2e/£m revenue	356.13	367.65	374.00	454.00		
GHG emissions intensity	Scope 1, 2 & 3 GHG emissions intensity, location-based	tCO_2e/£m revenue	375.36	386.40	395.49	476.39		
GHG emissions intensity	Scope 1, 2 & 3 GHG emissions intensity, market-based	tCO_2e/£m revenue	367.44	378.95	386.58	469.43		
UK GREENHOUSE GAS EMISSIONS								
UK GHG emissions	Total Scope 1&2 GHG	tCO_2e	1,228	1,341	1,290	1,779		
NON-GREENHOUSE GAS EMISSIONS								
Volatile Organic Compounds (VOCs)	Consumed volatile organic compounds (VOCs)	kg	40,125	44,641	44,641	51,146		

ENERGY								
RENEWABLE ENERGY								
Total	Total energy consumption from renewable resources	MWh	89,205	93,891	88,158	93,780		
Total	Total renewable energy consumption used for electricity	MWh	89,205	93,891	88,158	88,165	80% by FY2027	
	Total % of electricity from renewable sources	%	74%	73%	73%	70%		
Total	Total % of energy derived from renewable sources	%	42%	43%	41%	43%		
Total	Total renewable energy produced on-site	MWh	2,599	1,745	1,745	1,120		
Solar: No. of manufacturing sites of over 10,000sq ft with solar/%			6	3	3	1		
ENERGY (RENEWABLE AND NON-RENEWABLE)								
Total	Total energy consumption	MWh	213,519	218,344	215,027	218,094	2% reduction FY2026 vs FY2025	Δ
Total	Total non-renewable energy consumption	MWh	124,314	124,453	126,869	129,929		
Total	Total energy consumption used for electricity (renewable and non-renewable)	MWh	128,468	128,212	125,535	125,950		

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Footnotes

1 FY2024 energy and GHG data restated. See page 13.

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
TOTAL ENERGY BY SOURCE (NON-RENEWABLE)								
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Natural gas	MWh	49,683	51,215	51,764	58,342		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – LPG or Propane	MWh	2,473	2,729	2,729	2,686		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Petrol	MWh	502	558	558	538		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Gasoline	MWh	31,256	34,700	33,519	30,578		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Other	MWh	1,136	929	929	–		
Energy consumption by type	Total energy consumption from fossil fuels (excl. electricity)	MWh	85,050	90,131	89,499	92,144		
ENERGY EFFICIENCY								
Total	Energy efficiency	MWh/£m revenue	64	70	69	72		Δ
Total energy efficiency/reduction projects	Total projects completed in FY2025	Number	175	–	–	–		

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
WATER								
WATER STRESS – CONSUMPTION								
Total water consumption	Total water consumption in water-stressed areas	m^3	37,999	–	37,872	36,582		
WATER STRESS – BY SOURCE								
Total water withdrawal	Total water withdrawal in water-stressed areas	m^3	7,811	–	7,785	7,225		
Water withdrawal by source	Ground water used	m^3	7,811	–	7,785	7,225		
Water withdrawal by source	Reservoir water used	m^3	0	–	0	–		
Water usage by source	Public system water used	m^3	15,820	–	15,767	16,693		
Water usage by source	Water used – other supply	m^3	14,368	–	14,320	12,664		
Water intensity ratio	Water intensity ratio – water stressed sites	m^3/£m revenue	11.39	–	12.09	12.05	5% reduction FY2025-FY2027	
Water policy	Water policy	Narrative	Yes	–	Yes	Yes		
Water-stress risk assessment framework	Disclosure of a water-stress risk assessment process	Narrative	Yes	–	–	–		
Water scarcity rating for large sites	Number of sites with an 'extremely high' water stress rating	No. of sites	10	–	10	10		
Water stress exposure percentage	Water stress exposure percentage	%	17%	–	16%	14%		

Footnotes

1 FY2024 energy and GHG data restated. See page 13.

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
GLOBAL WATER DATA – BY SOURCE								
Total water consumption by source for all monitored sites	Total water consumption	m^3	220,133	–	239,603	263,024		
Water usage by source for all monitored sites	Public system water used	m^3	175,966	–	191,530	215,030		
Water usage by source for all monitored sites	Water used – other supply	m^3	34,947	–	38,038	37,343		
Total water withdrawal from all monitored sites	Total water withdrawals	m^3	9,220	–	10,035	10,651		
Water withdrawal by source for all monitored sites	Ground water used	m^3	9,086	–	9,889	10,651		
Water withdrawal by source for all monitored sites	Reservoir water used	m^3	134	–	146	–		
Water usage by source for all monitored sites	Water intensity ratio – global sites	m^3	65.99	–	76.50	86.61		
Water usage for all other sites	Estimated water consumption for all other sites	m^3	18,674	–	20,326	22,313		
WASTE & RECYCLING								
RECYCLING								
Recycling	Total recycled waste	Tonnes	9,766	–	9,606	9,015		
Recycling	Non-hazardous waste recycled	Tonnes	9,183	–	8,577	8,296		
HAZARDOUS WASTE								
Hazardous waste	Total hazardous waste	Tonnes	1,037	–	1,333	1,165		
NON-HAZARDOUS WASTE								
Waste by type	Total non-hazardous	Tonnes	13,282	–	12,459	11,957		
Waste by type	Non-hazardous waste recycled	Tonnes	9,183	–	8,577	8,296		
Waste by type	Non-hazardous waste incinerated	Tonnes	116	–	129	129		
TOTAL WASTE MANAGEMENT								
Waste by type	Total waste	Tonnes	14,319	–	13,792	13,122		
Waste by type	Total hazardous waste	Tonnes	1,037	–	1,333	1,165		
Waste by type	Total non-hazardous waste	Tonnes	13,282	–	12,459	11,957		
Waste by type	Total recycled waste	Tonnes	9,766	–	9,606	9,015		
Waste by type	Total incinerated waste	Tonnes	233	–	156	205		
Waste by type	Total non-recycled waste	Tonnes	3,981	–	4,158	4,029		
Waste by type	Total non-recycled waste (%)	%	28%	–	30%	31%		
Waste by type	Non-hazardous waste recycled	Tonnes	9,183	–	8,577	8,296		
Waste by type	Non-hazardous waste incinerated	Tonnes	116	–	129	129		
Normalised waste	Normalised waste	Tonnes/£m revenue	1.25	–	1.32	1.30	5% reduction FY2025-FY2027	
Waste policy	Waste policy	Narrative	Yes	–	Yes	Yes		

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Footnotes

1 FY2024 energy and GHG data restated. See page 13.

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
ENVIRONMENTAL POLICIES AND PROJECTS								
ENVIRONMENTAL POLICIES								
Environmental sustainability policy			Yes	–	Yes	Yes		
ENVIRONMENTAL PROJECTS								
Total water reduction projects	Water projects completed in year	Number	14	–	30	22	30 water saving projects FY2025-2027	
Total waste/circularity projects	Waste/circularity projects completed in year	Number	9	new disclosure for FY2025			30 waste/ circularity projects FY2025-2027	
Total biodiversity projects	Biodiversity projects completed in year	Number	9	new disclosure for FY2025			30 biodiversity projects FY2025-2027	
Total packaging projects	Packaging projects completed in year	Number	7	–	29	11		
Total energy efficiency/reduction projects	Energy projects completed in year	Number	136	new disclosure for FY2025				
Total investment into energy/ sustainability projects	Total investment (CapEx) into projects	£'million	3.26	new disclosure for FY2025				
Total savings from energy projects (£)	Total savings from energy projects (£)	£'000	205	new disclosure for FY2025				
Total savings from energy projects (MWh)	Total savings from energy projects (MWh)	MWh	13,471	new disclosure for FY2025				
Total savings from energy projects (tCO_2e)	Total savings from energy projects (tCO_2e)	tCO_2e		new disclosure for FY2025				
Total solar panels installed	Total solar panels installed cumulatively	Number	2,150	–	1,702	1,800		
Total spend on solar projects	Total spend on solar projects in the year	£	140,000	–	528,000	400,000		
ROAD FLEET								
GLOBAL ROAD FLEET BY TYPE								
Road fleet	Total vehicles	Number	1,245	–	1,167	1,025		
Road fleet	Percentage of hybrid vehicles	%	5%	–	4%	4%		
Road fleet	Number of battery electric vehicles (BEVs)	Number	193	–	112	17		
Road fleet	Percentage of vehicles that are BEVs	%	16%	–	10%	0%		
GLOBAL ROAD FLEET (ENERGY)								
Road fleet	Vehicle GHG intensity	tCO_2e	4,851	5,694	5,376	5,390		
Road fleet	Fleet fuel consumed	litres	506,459	627,167	587,215	573,231		
Road fleet	Fleet energy	MWh	19,758	22,620	21,261	21,033		
BIODIVERSITY								
Number of operational sites in biodiversity sensitive areas	Number of operational sites in biodiversity sensitive areas	Number	0	–	0	–		
Area of operational sites in biodiversity sensitive areas	Area of operational sites in biodiversity sensitive areas	sq ft	0	–	0	–		
Disclosure of biodiversity risk assessment framework	Disclosure of a biodiversity risk assessment	Qualitative	Yes	–	–	–		
Partnership with environmental conservation charity	Disclosure of a corporate partnership with an environmental conservation charity	Qualitative	Yes	–	–	–		

Footnotes

1 FY2024 energy and GHG data restated. See page 13.

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024 as previously published	FY2023 as previously published	Target	FY2025 assured in FY2025
OTHER DATA								
R&D								
Group Total – Gross vitality (revenue contribution of products launched in the last five years)	Gross vitality (revenue contribution of products launched in the last five years)	%	30.8%	–	28.5%	31%		
Group Total – R&D spend	R&D spend	million £	143	–	109	113		
Group Total – R&D spend as a percentage of sales	R&D spend as a percentage of sales	%	4.3%	–	3.5%	3.7%		
RESPONSIBLE SUPPLY CHAIN								
Percentage of supplier spend with verified SBTs	Group total	%	9%	–	10%	–	25% of supplier spend SBTi aligned by FY2027	
Percentage of supplier spend assessed by EcoVadis (achieving a score over 45)	Group total	%	28%	–	12%	–	40% of supplier spend evaluated by FY2027	
Ethical behaviour of suppliers policy	Ethical behaviour of suppliers policy	Narrative	Yes	–	Yes	Yes		
Supplier Code	Supplier Code	Narrative	Yes	–	Yes	Yes		
ESG due diligence supply chain policy	ESG due diligence supply chain policy	Narrative	Yes	–	Yes	–		
Human rights supply chain due diligence policy	Human rights supply chain due diligence policy	Narrative	Yes	–	Yes	Yes		
Supplier assessments	Total supplier assessments via EcoVadis	Number	214	–	–	–		
ISO 14001 CERTIFICATION								
Total sites certified to ISO 14001	Group total	% of eligible sites	100%	–	–	–		
Total sites certified to ISO 14001	Group total	Number of sites	100	–	68	68		
Total sites certified to ISO 14001	John Crane	Number of sites	73	–	41	41		
Total sites certified to ISO 14001	Detection	Number of sites	5	–	5	5		
Total sites certified to ISO 14001	Interconnect	Number of sites	13	–	14	14		
Total sites certified to ISO 14001	FlexTek	Number of sites	9	–	8	8		
ISO 45001 CERTIFICATION								
Total manufacturing sites certified to ISO 45001	Group total	% of manufacturing sites	100%	–	–	–		
Total manufacturing sites certified to ISO 45001	Group total	Number of sites	95	–	71	71		
Total manufacturing sites certified to ISO 45001	John Crane	Number of sites	66	–	43	43		
Total manufacturing sites certified to ISO 45001	Detection	Number of sites	6	–	5	5		
Total manufacturing sites certified to ISO 45001	Interconnect	Number of sites	13	–	14	14		
Total manufacturing sites certified to ISO 45001	FlexTek	Number of sites	10	–	9	9		

Footnotes

1 FY2024 energy and GHG data restated. See page 13.

ENVIRONMENT – BUSINESS DATA

	Data point	Unit	FY2025	FY2024 restated[1]	FY2024	FY2023	Target	Assured in FY2025
ENERGY								
ENERGY BY BUSINESS								
Total electrical power use by business	John Crane	MWh	45,365	45,805	44,167	46,778		
Total electrical power use by business	Smiths Detection	MWh	11,978	12,620	12,323	11,997		
Total electrical power use by business	Flex-Tek	MWh	54,311	53,247	52,993	50,884		
Total electrical power use by business	Interconnect	MWh	16,164	15,817	15,763	15,948		
Total electrical power use by business	Group/Corporate	MWh	652	723	289	344		
Total energy use by region or business (MWh)	John Crane	MWh	83,058	88,079	85,589	93,425		
Total energy use by region or business (MWh)	Smiths Detection	MWh	21,407	21,391	21,385	21,462		
Total energy use by region or business (MWh)	Flex-Tek	MWh	89,503	88,771	88,373	83,519		
Total energy use by region or business (MWh)	Interconnect	MWh	18,574	19,151	19,289	19,139		
Total energy use by region or business (MWh)	Group/Corporate	MWh	977	952	392	549		
Total energy use by region or business (MWh)	Total Energy (UK)	MWh	9,385	9,661	17,906	11,394		
RENEWABLE ENERGY PERCENTAGE BY BUSINESS								
Total renewable energy percentage by business	John Crane	%	74%	69%	72%	71%		
Total renewable energy percentage by business	Smiths Detection	%	100%	99%	99%	98%		
Total renewable energy percentage by business	Flex-Tek	%	77%	70%	73%	66%		
Total renewable energy percentage by business	Interconnect	%	50%	61%	59%	59%		
Total renewable energy percentage by business	Smiths Group	%	74%	71%	73%	71%		
GREENHOUSE GAS								
TOTAL GHG EMISSIONS BY BUSINESS								
Total Scope 1 & 2 GHG emissions by business	John Crane	tCO_2e	14,673	18,629	17,295	21,044		
Total Scope 1 & 2 GHG emissions by business	Smiths Detection	tCO_2e	2,898	2,621	2,526	2,621		
Total Scope 1 & 2 GHG emissions by business	Flex-Tek	tCO_2e	14,846	16,230	15,625	16,988		
Total Scope 1 & 2 GHG emissions by business	Interconnect	tCO_2e	4,909	4,685	5,119	4,818		
Total Scope 1 & 2 GHG emissions by business	Group/Corporate	tCO_2e	382	412	193	178		

Footnotes

1 FY2024 energy and GHG data restated. See page 13.

SOCIAL

	Unit	FY2025	FY2024	FY2023	Target
EMPLOYEES					
Number of employees – John Crane	Number	6,395	6,229	6,109	
Number of employees – Smiths Detection	Number	3,430	3,267	3,123	
Number of employees – Flex-Tek	Number	3,721	3,655	3,327	
Number of employees – Smiths Interconnect	Number	2,045	2,016	2,052	
Number of employees – Group	Number	512	566	545	
Total number of employees	Number	16,103			
Women percentage of Smiths employees	%	29%	29%	29%	
Men percentage of Smiths employees	%	71%	71%	71%	
MANAGEMENT DIVERSITY					
Women percentage of Smiths Executive Committee	%	33%	36%	25%	
Men percentage of Smiths Executive Committee	%	67%	64%	75%	
Women percentage of Smiths Senior Leadership Team	%	28%	27%	25%	30% by FY2025
Men percentage of Smiths Senior Leadership Team	%	72%	73%	75%	
Women percentage of senior management (Companies Act definition)	%	21%	17%	17%	
Men percentage of senior management (Companies Act definition)	%	79%	83%	83%	
Women percentage of senior management (UK Code definition)	%	38%	38%	36%	
Men percentage of senior management (UK Code definition)	%	62%	62%	64%	
Women percentage of senior management (FTSE Women Leaders definition)	%	38%	35%	36%	
Men percentage of senior management (FTSE Women Leaders definition)	%	62%	65%	64%	
Women percentage of Smiths management	%	25%	24%	23%	
Men percentage of Smiths management	%	75%	76%	77%	
Ethnic diversity percentage of UK senior management (Parker Review definition)	%	13%	–	–	17% by 2027
Number in executive management – Men	Number	7	8	10	
Number in executive management – Women	Number	3	4	3	
Number in executive management – White British or Other White (including minority White groups)	Number	9	10	12	
Number in executive management – Asian/Asian British	Number	1	2	1	
BOARD DIVERSITY					
Number of Board members – Men	Number	8	6	6	
Number of Board members – Women	Number	3	4	4	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Men	Number	4	3	3	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Women	Number	0	1	1	
Number of Board members – White British or Other White (including minority White groups)	Number	9	8	8	
Number of Board members – Asian/Asian British	Number	2	2	2	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – White British or Other White (including minority White groups)	Number	4	4	4	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Asian/Asian British	Number	0	0	0	
EMPLOYEE SATISFACTION					
Overall employee engagement score	Number	72	75	73	Top quartile
Survey response rate	%	78%	85%	84%	
Employee perceptions of the opportunities for personal development and growth	Number	68	69	68	

	Unit	FY2025	FY2024	FY2023	Target
Employee perceptions of respectful treatment	Number	77	80	n/a	
Employee perceptions of commitment to mental well-being	Number	65	68	n/a	
Employee perceptions of commitment to safety	Number	82	84	82	
Employee perceptions of commitment to ethical behaviour	Number	71	72	70	
Employee perceptions of commitment to environment	Number	76	77	75	
EMPLOYEE RECRUITMENT AND RETENTION					
Overall rate of roles taken by internal candidates	%	75%	75%	70%	60%
Voluntary employee turnover – recent hires	%	17.6%	16.9%	24.5%	
Voluntary employee turnover – total	%	8.7%	8.9%	12.5%	
Employee turnover rate	%	13.5%	13.7%	20.2%	
Number of Early Careers participants	Number	431	323	278	
WORKPLACE HEALTH AND SAFETY					
Total recordable injury rate (RIR)	Number	0.28	0.44[1]	0.41	<0.4
Total recordable injuries	Number	41	71[1]	64	
Lost time injury rate (per thousand hours worked) (employees)	Number	0.9	0.21	0.14	
Fatalities (employees)	Number	0	0	0	
Fatalities (contractors)	Number	0	0	0	
Health, safety and well-being policy	Narrative	Yes	Yes	Yes	
HSE reporting policy	Narrative	Yes	Yes	Yes	
POLICIES					
Fair employment policy	Narrative	Yes	Yes	Yes	
Human rights policy	Narrative	Yes	Yes	Yes	
Diversity and inclusion policy	Narrative	Yes	Yes	Yes	
COMMUNITY/PHILANTHROPY					
Total funds granted by Smiths Group Foundation cumulatively	Million £	£1.675m	c.£1m	–	
Number of organisations supported through Smiths Group Foundation grants	Number	7	12	–	

GOVERNANCE

BUSINESS ETHICS					
Ethics policy	Narrative	Yes	Yes	Yes	
Speak out policy	Narrative	Yes	Yes	Yes	
Agents and distributors policy	Narrative	Yes	Yes	Yes	
Anti-corruption policy	Narrative	Yes	Yes	Yes	
Concerns reported through company Speak Out helpline	Number	328	283	299	
Percentage substantiated	%	20%	38%	23%	
POLITICAL DONATIONS					
Contributions to political parties	£	0	0	0	
Political activities policy	Narrative	Yes	Yes	Yes	
Charitable donations policy	Narrative	Yes	Yes	Yes	

Footnotes

1 12 month Group safety scorecard for the FY2024 period shows 0.40 RIR and 63 recordable injuries.

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