

## Purpose of the Policy

To communicate our commitments to the health, safety and well-being of all personnel involved with our business.

## Policy

Smiths Group is committed to achieving excellence in health, safety and well-being of its employees and providing effective leadership in the pursuit of an injury-free and supportive workplace for its employees, customers, suppliers and communities.

### Health, Safety and Well-being principles

Smiths conducts its business in accordance with the following health, safety and well-being principles, supported by effective management systems and in accordance with our Smiths core values:

- A commitment to meeting or exceeding all relevant legal and other requirements to which Smiths is subject, monitoring compliance and, where applicable, maintain ISO 45001:2018 standards.
- A common framework for health, safety and well-being management and evaluation across all Smiths businesses, providing assurance for objective evaluation of performance and management practices across the Group.
- Effective identification, measurement, elimination or control of health, safety and well-being risks; regular assessment of the impacts and interactions of all new and existing business activities, products and services including acquisitions, joint ventures and partnerships; and clearly defined objectives and targets that are periodically reviewed.
- Continual improvement in health, safety and well-being performance, including risk reduction and timely and transparent internal and external reporting of performance in pursuit of a zero-harm culture.
- Robust training systems to ensure that all persons working for or on behalf of Smiths are skilled and knowledgeable to fulfil their responsibilities.
- Selection of competent contractors and partners who commit to compliance with Smiths health, safety and well-being standards.
- Communication with all persons working for or on behalf of Smiths, including contractors, suppliers and other stakeholders, regarding the health, safety and well-being impacts and objectives of Smiths operations.
- Sharing health, safety and well-being management best practices throughout our businesses, and a continued commitment to consult with our colleagues and employee unions.

### Key responsibilities

- Smiths colleagues, at all levels, and third-party representatives have a personal responsibility to take due care of their safety and health and follow Smiths Cardinal behaviours, policies and standards wherever they are working, including customer/client locations and during business travel.
- Smiths colleagues at all levels and third-party representatives have a responsibility to look out for each other and warn others of potential hazards and unsafe behaviours. Fulfilling these responsibilities is an expectation of all working with or on behalf of Smiths.
- All line leaders are accountable for the health, safety and well-being of colleagues they supervise and have a duty to promote and enforce health, safety and well-being policies and make certain employees are

appropriately trained.

- Each Business President has overall responsibility for health, safety and well-being matters within their business, including effective leadership, standard setting, allocation of resources and administration of organisational arrangements to ensure the implementation of and continuing compliance with this Policy.
- The Chief People Officer reports to the Chief Executive Officer on the overall Smiths health, safety and well-being strategy with support and performance monitoring undertaken by the Executive Committee and HSE Operations Committee, both of which have representation from all Smiths businesses.

## Definitions

For definitions of terms see the 'Policy Glossary'. This can be found in [Smiths Group Global Policies](#) under 'Related Links'.

## For further guidance

Should you have any queries, please speak to Vice President, HSE.

## Relevant Policies

- HSE Management Systems Policy
- HSE Roles and Responsibilities Policy
- HSE Compliance Audits Policy
- HSE Reporting Policy

The above listed policies can be found on the intranet here: [Smiths Group Global Policies](#).