

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 CO₂ equivalents (MT CO₂e). Because individual GHGs have different impacts on climate change, or global warming potentials (GWPs), CO₂e 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 56.

→ Read more about climate change and Net Zero
→ [Page 40](#)

SUSTAINABILITY METRICS, TARGETS AND PERFORMANCE CONTINUED

FY2024 restatement

KPI	FY2024 restatement	FY2024 as previously published	Change
Global Scope 1 GHG Emissions (tCO ₂ e)	18,758	19,687	(4.7)%
Global Scope 2 (Market Based) GHG Emissions (tCO ₂ e)	23,820	21,072	13%
Global Scope 2 (Location Based) GHG Emissions (tCO ₂ e)	47,150	48,989	(3.8)%
Global Scope 1& 2 (Market based) GHG emissions (tCO ₂ e)	42,578	40,759	4.5%
Global Scope 3 GHG Emissions (tCO ₂ e)	1,151,467	1,170,000	(1.6)%
Scope 3 Category 1 – Purchased goods and services ¹	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%

¹ Not impacted by the Flex-Tek subsidiary balance sheet restatement described on page 81.

Performance and short-term targets

	FY2025	FY2024	Change	Target	Target achieved	Linked to remuneration Read more on page 85	New target	Linked to remuneration Read more on page 85
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 ₂ e	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 ₂ e	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 55.

³ Excluding Wattco, Modular Metal and Duc-Pac.

SUSTAINABILITY METRICS, TARGETS AND PERFORMANCE CONTINUED

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 ₂ e	17,422 Δ	16,962	460	18,758	18,063	695	19,687	19,694	
Scope 2 (market-based emissions)	t CO ₂ e	20,286 Δ	15,837	4,449	23,820	19,830	3,990	21,072	25,955	
Scope 2 (location-based emissions)	t CO ₂ e	46,732	41,777	4,955	47,150	42,325	4,825	48,989	47,111	
Scope 3 (value chain emissions)	t CO ₂ e	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 ₂ e	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 ₂ e	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 ₂ e	1,228	–	–	1,341	–	–	1,290	1,779	
Global emissions – normalised values										
Scope 1 (direct emissions)	t CO ₂ e/£m revenue	5.22	–	–	5.99	–	–	6.29	6.48	
Scope 2 (indirect emissions)	t CO ₂ e/£m revenue	6.08	–	–	7.61	–	–	6.73	8.55	
Scope 3 (value chain emissions)	t CO ₂ e/£m revenue	356.13	–	–	367.65	–	–	373.56	454.40	
Total Scope 1 & 2 emissions	t CO ₂ e/£m revenue	11.30	–	–	13.59	–	–	13.02	15.03	(16.9)%

1. FY2024 restated. See page 55

2. Broken out for comparison purposes.

3. FY2024 as previously published. See page 55.

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 42

SUSTAINABILITY METRICS, TARGETS AND PERFORMANCE CONTINUED

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 38](#)

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.

Board diversity disclosures

As at 31 July 2025, the Board did not meet all of its own diversity targets or the targets set out in Listing Rule 6.6.6R(9)(a). As at 31 July 2025, women represented 27% of the Board. This will reduce to 25% following the 2025 AGM, reflecting the planned retirements of Mark Seligman, Noel Tata and Karin Hoeing, at which point the Board will comprise eight members, two of whom will be female. See page 77 of the Nomination & Governance Committee report for more discussion of this topic.

SUSTAINABILITY METRICS, TARGETS AND PERFORMANCE CONTINUED

Numerical diversity data, in the format required by Listing Rule 6.6.6R(10), as at 31 July 2025, is set out below. The Board and executive management were asked to disclose which characteristic they identified with.

Sex/gender representation	Number of Board members	Percentage of the Board	Number of senior positions on the Board (CEO, CFO, SID and Chair)	Number in executive management ¹	Percentage of executive management ¹
Men	8	73%	4	7	70%
Women	3	27%	0	3	30%
Not specified/prefer not to say	–	–	–	–	–

Ethnicity representation	Number of Board members	Percentage of the Board	Number of senior positions on the Board (CEO, CFO, SID and Chair)	Number in executive management ¹	Percentage of executive management ¹
White British or other White (including minority white groups)	9	82%	4	9	90%
Mixed/Multiple Ethnic Groups	–	–	–	–	–
Asian/Asian British	2	18%	–	1	10%
Black/African/Caribbean/Black British	–	–	–	–	–
Other ethnic group including Arab	–	–	–	–	–
Not specified/prefer not to say	–	–	–	–	–

¹ Defined as the Executive Committee and the Company Secretary in accordance with Listing Rule 6.6.6R(10).

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 management¹ 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 UNAUDITED

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



Footnotes

1 FY2024 energy and GHG data restated. See page 55.

ESG DATA DISCLOSURES CONTINUED

	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 ₂ e	–	–	–	–		
Scope 3	Scope 3 Category 15 – Investments	tCO ₂ e	458	44,464	23,150	31,500		
Total	Total Scope 1&2 (market-based)	tCO ₂ e	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 ₂ e	64,154	65,908	68,676	66,805		
Total	Total Scope 3	tCO ₂ e	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 ₂ e	1,225,765	1,194,045	1,210,759	1,425,649		
Total	Total Scope 1, 2, 3 GHG (location-based)	tCO ₂ e	1,252,211	1,217,375	1,238,676	1,446,805		
GREENHOUSE GAS EMISSIONS (INTENSITY)								
GHG emissions intensity	Scope 1 – Intensity	tCO ₂ e/£m revenue	5.22	5.99	6.29	6.48		
GHG emissions intensity	Scope 2 – Intensity (market-based)	tCO ₂ e/£m revenue	6.08	7.61	6.73	8.55		
GHG emissions intensity	Scope 1&2 – Intensity (market-based)	tCO ₂ e/£m revenue	11.30	13.59	13.02	15.03		
GHG emissions intensity	Scope 3 – Intensity	tCO ₂ e/£m revenue	356.13	367.65	374.00	454.00		
GHG emissions intensity	Scope 1, 2 & 3 GHG emissions intensity, location-based	tCO ₂ e/£m revenue	375.36	386.40	395.49	476.39		
GHG emissions intensity	Scope 1, 2 & 3 GHG emissions intensity, market-based	tCO ₂ e/£m revenue	367.44	378.95	386.58	469.43		
UK GREENHOUSE GAS EMISSIONS								
UK GHG emissions	Total Scope 1&2 GHG	tCO ₂ e	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		

**Footnotes**

1 FY2024 energy and GHG data restated. See page 55.

ESG DATA DISCLOSURES CONTINUED

	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	–	–	–		
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 55.

ESG DATA DISCLOSURES CONTINUED

	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		



Footnotes

1 FY2024 energy and GHG data restated. See page 55.

ESG DATA DISCLOSURES CONTINUED

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 ₂ e)	Total savings from energy projects (tCO ₂ e)	tCO ₂ e		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 ₂ e	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 55.

ESG DATA DISCLOSURES CONTINUED

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 55.

ESG DATA DISCLOSURES CONTINUED

Data point	Unit	FY2025	FY2024 restated	FY2024	FY2023	Target	Assured in FY2025
ENVIRONMENT – BUSINESS DATA							
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 ₂ e	14,673	18,629	17,295	21,044	
Total Scope 1 & 2 GHG emissions by business	Smiths Detection	tCO ₂ e	2,898	2,621	2,526	2,621	
Total Scope 1 & 2 GHG emissions by business	Flex-Tek	tCO ₂ e	14,846	16,230	15,625	16,988	
Total Scope 1 & 2 GHG emissions by business	Interconnect	tCO ₂ e	4,909	4,685	5,119	4,818	
Total Scope 1 & 2 GHG emissions by business	Group/Corporate	tCO ₂ e	382	412	193	178	



Footnotes

- 1 FY2024 energy and GHG data restated. See page 55.

ESG DATA DISCLOSURES CONTINUED

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

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	

ESG DATA DISCLOSURES CONTINUED

	Unit	FY2025	FY2024	FY2023	Target
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	
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	–	



Footnotes

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

ESG DATA DISCLOSURES CONTINUED

	Unit	FY2025	FY2024	FY2023	Target
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	