

## Purpose of the policy

At Smiths we are committed to fostering a diverse and inclusive workplace across all regions where we operate. Combined with skills and knowledge, we believe that diversity is a source of strength, innovation, and success, and we are dedicated to creating an environment that values and respects talented individuals for their unique perspectives, backgrounds, and experiences.

### 1. Eligibility

This global diversity policy applies to all employees, regardless of their leadership position, seniority or location within the organisation. We recognise and celebrate diversity in all its forms acknowledging that the definition of diversity varies greatly across jurisdictions. The terms in this policy are not intended to supersede the statutory definitions of protected characteristics and our reporting obligations which Smiths will continue to comply with.

Subject to applicable law, diversity may include, but is not limited to, race, colour, nationality, ethnic and social origin, gender, age, sex and sexual orientation, disability or diverse physical ability, neurodiversity, religion, marital status, maternity, pregnancy, belief, veteran status and cultural background.

### 2. Principles

- **Equal Opportunities:** We are committed to providing equal opportunities for employment, professional development, and advancement to all employees, irrespective of their background, subject to applicable laws.
- **Inclusive Culture:** We strive to create an inclusive culture where every individual feels valued, respected and has a sense of belonging, and that they have the equal opportunities stated above. Diversity and inclusion are vital contributors to the strength of our culture.
- **Diverse Leadership:** Our success truly depends on the diverse perspectives our colleagues bring to the workplace every day, and we will continue to attract, develop and retain diverse talent to be our leaders.
- **Global Perspective:** We respect and embrace diverse cultural practices and differences, recognising that our business operates globally. Our success is built from the richness of our colleagues who represent many nations, speak multiple languages and embody a wide range of perspectives.

### 3. Responsibilities

- **Leadership Values:** We are responsible championing environments of equal opportunity, regardless of background, for each of our colleagues and for empowering others to lead and work inclusively.
- **Employee Engagement:** All colleagues are encouraged to contribute to and support diversity and inclusion initiatives. This includes engaging in open, respectful dialogue, supporting Smiths Employee Resource Groups (ERGs), and living Smiths values and promoting a culture of mutual respect.

## DIVERSITY AND INCLUSION POLICY

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Mandatory Policy

### 4. Recruitment and Talent Management

- **Inclusive Hiring Practices:** We are committed to inclusive recruitment practices that attract diverse talent. This includes minimising bias and providing equal opportunities in job descriptions and the selection process for open positions.
- **Career Development:** We are committed to providing equal access to professional development opportunities, mentorship, and advancement programs for all colleagues, ensuring a level playing field for career growth.

### 5. Training and Awareness

- **Respect Training:** We are committed to providing respect training for colleagues at all levels. This includes respect workshops, inclusive leadership development, and other initiatives to promote cultural awareness and competence.

### 6. Review and Improvement

We regularly review our global diversity and inclusion policy and practices to ensure they are effective and relevant. We receive feedback from colleagues, including through surveys, and we use this information to adapt our strategies and programs accordingly. This policy may be revoked, reviewed and amended at Smiths discretion at any time.

### 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 about our Diversity and Inclusion policy, please speak to your HR partner. If you believe this policy is not being adhered to, you can report your concerns to HR, your leadership team, the Legal team, or directly to the Ethics & Compliance team using our Speak Out line.

### Relevant policies

- 2.1 Code of Business Ethics
- 11.02 Fair Employment Policy
- 11.04 Human Rights Policy
- 11.06 Recruitment Policy