

FAIR EMPLOYMENT POLICY

Human Resources | 11.2 | Smiths Group Policies

Mandatory Policy

Introduction

At Smiths, we want to attract, engage, develop and retain talented people who share our values and sense of purpose. To support and strengthen employee engagement, we believe it is important to formalize our commitments and obligations to make Smiths a fair, safe, inclusive and respectful place to work.

The Fair Employment Policy should be read in conjunction with our Smiths purpose, values and behaviours, our people strategy and also other relevant policies, such as Code of Conduct, Human Rights and Diversity and Inclusion Policy.

Equal, fair and respectful treatment

Creating an inclusive workplace, where all employees feel valued and respected, is at the heart of our culture. We want to benefit of the unique diversity of experiences, perspectives and skills of our employees to enhance business performance.

Smiths Group requires strict adherence to applicable laws against discrimination and harassment. Smiths Group does not tolerate discrimination or harassment based on any protected status, trait, or characteristic. Subject to applicable law, protected status 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.

Recruitment & development

Every employee has the right to work in a work environment that promotes equal employment opportunities for all.

Smiths is committed to creating and adhering to procedures for recruitment, development and promotions that show clearly how the qualifications, skills, behaviours, aptitude, performance, and integrity of the potential employee are assessed and used as the basis for employment decisions.

Remuneration

Remuneration must be consistent with the provisions of all applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits.

Communication

Smiths maintains clear communication channels with employees and offers consultations on matters of significant mutual concern.

Employee protection

We treat each other with respect and dignity. We commit to provide a workplace where employees are

free from physical, verbal or sexual harassment or abuse. We don't tolerate any conduct that creates, encourages or permits an offensive, humiliating, hostile or intimidating work environment, including harassment and bullying.

Any allegations of bullying or harassment will be investigated and, where substantiated, appropriate disciplinary action will be taken. Retaliation against or victimisation of any employee making a complaint of bullying or harassment will not be tolerated and is a severe disciplinary offence.

Smiths is committed to have procedures in place to allow employees to raise issues arising from their employment.

Closure

To understand our further related commitment in the areas of workplace equality, reasonable working hours and vacation, freedom of association or collective bargaining and elimination of forced, involuntary or child labour, refer to Smiths Human Rights Policy.

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 your usual HR partner, or any Smiths HR or Legal function representative.

Relevant policies

- 2.1 Smiths Code of Business Ethics
- 11.04 Smiths Human Rights Policy
- 11.05 Smiths Recruitment Policy
- 11.16 Smiths Diversity and Inclusion Policy
- Local employment / Human Resources policies