

SMITHS DIVERSITY & INCLUSION PLAN

smiths



Imagine our future...

By embracing our differences, we will attract, retain, and inspire a highly productive and engaged workforce and be better prepared to outperform our competitors.



Our D&I journey begins now

At Smiths, diversity and inclusion are critical to our success. They are key drivers of our ability to accelerate growth and innovation across the business.

Our customers, colleagues, suppliers and shareholders span varied industries and are located in numerous countries around the world, representing many global markets and cultures. To fuel the growth of our company in ways that meet the evolving needs our diverse stakeholders, we must draw upon the innovative thinking of a diverse employee population.

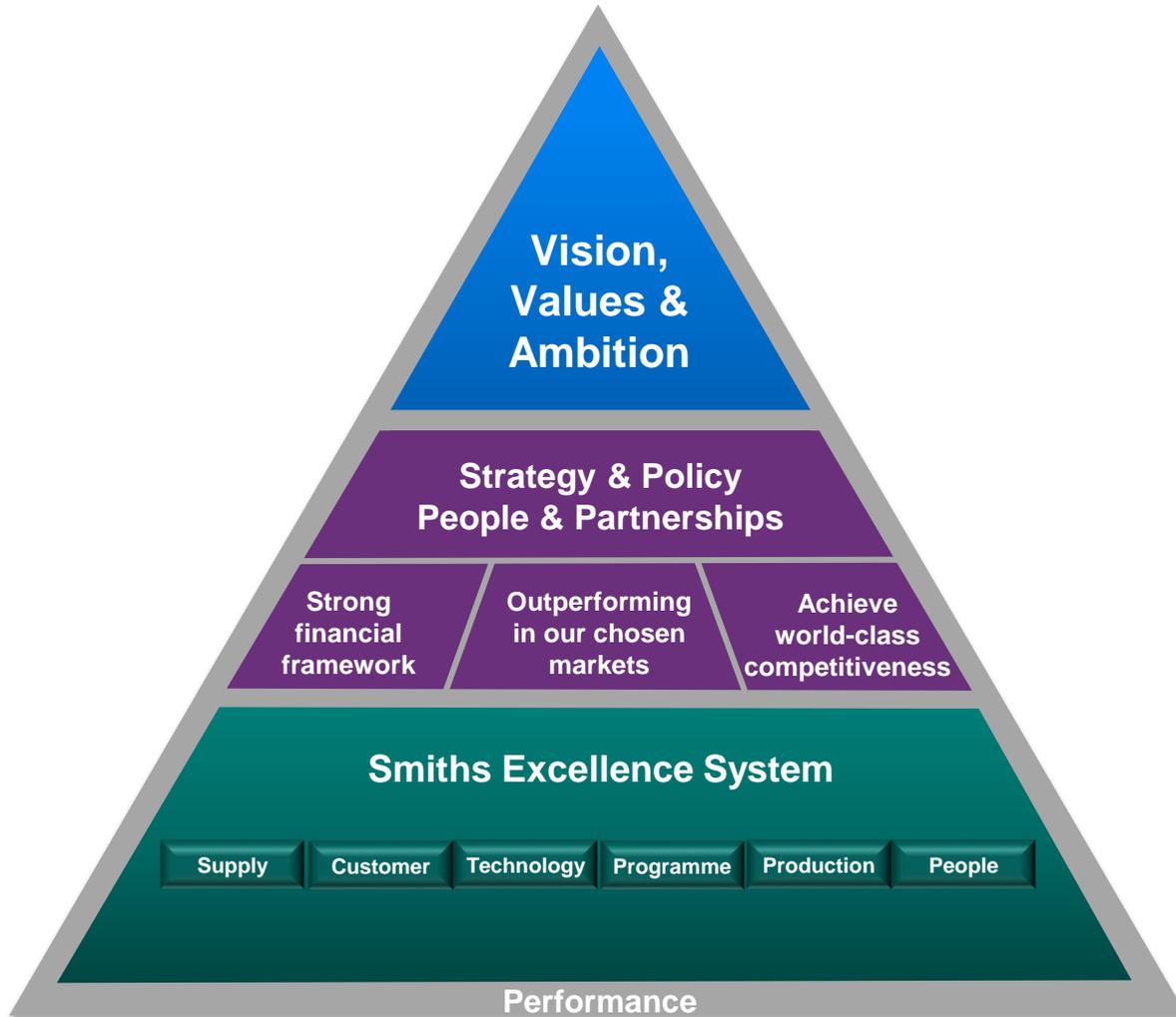
Therefore, we are on a journey to build a diverse and inclusive organisation that learns and grows with the innovation and curiosity that comes from a truly global-minded company. There are two parts to this journey—diversity and inclusion. Neither is sufficient on its own; we need both to reach our destination. This starts with our commitment to diversity in all forms—visible and invisible. It builds with authenticity and visibility, with a learning and curious mindset and a respectful environment.

The following plan outlines how we – with the leadership of CEO Andy Reynolds Smith and the executive leadership team – will create a diverse and inclusive workplace in Smiths.

D&I is woven throughout the Smiths Way, helping deliver our vision and strategy



D&I's link to Smiths Strategy



Living our **Values**
through our **Strategic Priorities**
and **People**



What is diversity and inclusion?

Diversity – any dimension that can be used to differentiate groups and people from one another. It means an awareness and appreciation of differences.

Inclusion – a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to contribute to their fullest.



Diversity is the mix; inclusion is celebrating the mix to work well together.

Our diversity & inclusion statement

Smiths success depends on the diverse perspectives our team brings to work every day. Our workplace respects and values each individual for their diversity and supports them in contributing to their fullest.

Respect is one of our core values at Smiths, and diversity and inclusion is woven into every aspect of our culture, led by CEO Andy Reynolds Smith and the senior leadership team. To foster this culture, we listen to our employees through two-way dialogue to determine what would best help them succeed at work. We have also introduced a programme that helps employees uncover their unconscious biases; created a Women's Leadership Network focused on developing strategies and programmes that attract, develop and retain high-performing women; and offer STEM programmes that are focused on attracting diverse talent to Smiths.

Avoiding systemic bias in the organisation is also part of our approach, completing calibrations of performance ratings, merit increases, and bonus pay analyses across various groups to ensure equity. These types of programmes and processes support our commitment to creating a diverse and inclusive work environment.

Goals and objectives



Diverse Workforce: Grow a diverse, high-performing workforce that reflects our global business.

Inclusive and Engaged Organisation: Build an inclusive culture that engages all individuals and values diverse talents and perspectives.

