

# Our Sustainability Commitment

## Purpose

At STERIS, we are committed to creating a sustainable future for our Customers, our people, our shareholders and the communities in which we work and live. Grounded in our MISSION TO HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD, we fulfill this ambition through the following strategies:

- Environmental Stewardship
- People & Communities
- Health & Safety
- Ethical Business Practices

To be truly sustainable requires a commitment across all four of these pillars. We recognize that sustainability is more than protecting the natural environment, and involves working in active partnership with our stakeholders to improve outcomes for people and the planet.

## Our Commitment

**STERIS is committed to making a difference.** Customers come first – ALWAYS, but our efforts to fulfill our mission also reflect our responsibilities to people and to the planet. We strive to protect our planet by designing and manufacturing products and performing services which minimize their impact on the environment. We work to attract, retain and develop a diverse and inclusive workforce. We commit to being a good neighbor in the communities in which we work and live. Underlying these efforts is our commitment to ethically running the business and setting the example for how we expect those working on behalf of the Company to behave.





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## Pillars of Sustainability



### ENVIRONMENTAL STEWARDSHIP

Lean concepts and a mindset of continuous improvement drive our focus on improving the efficiency of our global facilities, reducing waste and energy consumption, and delivering products and services that help our Customers reduce their environmental footprint. From our supplier base through the recycling of our products at the end of their life, STERIS commits to pursuing sustainable strategies throughout the Company.

This commitment extends to our services as well, where we seek environmentally responsible solutions which provide our Customers with creative and sustainable service solutions.



### PEOPLE & COMMUNITIES

At STERIS, people are the key to our success. Our ideal team is engaged, diverse, inclusive and talented. We create programs and policies in support of these goals and recognize that change takes time. Before we act, we commit to considering the impact of our activities on people and the planet.

We focus on giving back and support a wide range of community and non-profit organizations across the globe, ranging from grassroots efforts by our people to contributions from STERIS or our Foundation.



### HEALTH & SAFETY

STERIS has created a culture focused on continuous improvement, including the health and safety of its employees, Customers and the communities that we serve. Meaningful environmental health and safety (EHS) performance promotes sustainable business practices, and as such, STERIS considers it to be an integral part of the business decision-making process.



### ETHICAL BUSINESS PRACTICES

STERIS is committed to conducting its business fairly, honorably, with integrity, and in compliance with the law in all jurisdictions where it operates. STERIS meets this commitment through the following policies and procedures:

- STERIS Code of Business Conduct
- STERIS Supplier Code of Conduct and Supplier Diversity
- STERIS Statement on Anti-Corruption
- STERIS Human Rights and Labor Rights
- STERIS Statement on Slavery and Human Trafficking
- STERIS Anti-Bribery and Corruption
- AdvaMed Code of Ethics

The overall goal is to improve business performance while executing business practices in an ethical and responsible manner. Crucial to our success, we do not tolerate discrimination and work to create a diverse and inclusive team across the globe.