

ESG data – metrics, targets and disclosures

Our full set of ESG disclosures are provided in the following tables. They are also available in spreadsheet format on www.smiths.com

**ESG disclosures**

→ Page 39

**Basis of preparation and methodologies**

→ Page 45



ESG data is for the global operations of Smiths Group. Data is for the 12 months ending 31 July 2024 and the 12 months prior.

Environment

	Data point	Unit	FY2024	FY2023	Target	Assured in 2024	Group KPI	Linked to remuneration
Total energy								
Total	Total energy consumption	MWh	215,027	218,094	2% reduction by FY2025	Δ	–	–
Total	Total non-renewable energy consumption	MWh (%)	27%	30%	–	–	–	–
Total	Total energy consumption used for electricity	MWh	125,535	125,950	–	–	–	–
Total	Total renewable energy consumption used for electricity	MWh (%)	73%	70%	80% by FY2027	–	–	–
Total	Total % of energy derived from renewable sources	%	41%	43%	–	–	–	–
Total	Energy Efficiency	MWh/£m adjusted revenue ¹	71	75	–	Δ ¹	☑	☑
Total	Energy Efficiency	MWh/£m revenue	69	72	–	–	–	–
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Natural gas	MWh	51,764	58,342	–	–	–	–
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – LPG or Propane	MWh	2,729	2,686	–	–	–	–
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Petrol	MWh	558	538	–	–	–	–
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Gasoline	MWh	33,512	30,578	–	–	–	–
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Other	MWh	929	0	–	–	–	–
Energy by business								
Total electrical power use by business	John Crane	MWh	44,167	46,778	–	–	–	–
Total electrical power use by business	Smiths Detection	MWh	12,323	11,997	–	–	–	–
Total electrical power use by business	Flex-Tek	MWh	52,993	50,884	–	–	–	–
Total electrical power use by business	Interconnect	MWh	15,673	15,948	–	–	–	–
Total electrical power use by business	Group/Corporate	MWh	289	344	–	–	–	–
Total energy use by region or business (MWh)	John Crane	MWh	85,589	93,425	–	–	–	–
Total energy use by region or business (MWh)	Smiths Detection	MWh	21,385	21,462	–	–	–	–
Total energy use by region or business (MWh)	Flex-Tek	MWh	88,373	83,519	–	–	–	–
Total energy use by region or business (MWh)	Interconnect	MWh	19,289	19,139	–	–	–	–
Total energy use by region or business (MWh)	Group/Corporate	MWh	392	549	–	–	–	–
Total energy use by region or business (MWh)	Total Energy (UK)	MWh	17,906	11,394	–	–	–	–
Renewable energy percentage by business								
Total renewable energy percentage by business	John Crane	%	72%	71%	–	–	–	–
Total renewable energy percentage by business	Smiths Detection	%	99%	98%	–	–	–	–
Total renewable energy percentage by business	Flex-Tek	%	73%	66%	–	–	–	–



Footnotes

Δ The FY2024 figures for total Scope 1, 2 and 3 GHG emissions, total MWh, and energy efficiency by adjusted revenue, are assured by KPMG.

¹ Revenue adjusted for pricing impact.



	Data point	Unit	FY2024	FY2023	Target	Assured in 2024	Group KPI	Linked to remuneration
Total renewable energy percentage by business	Interconnect	%	59%	59%	–	–	–	–
Total renewable energy percentage by business	Corporate	%	Not tracked	Not tracked	–	–	–	–
GHG emissions by business								
Total Scope 1 & 2 GHG emissions by business	John Crane	tCO ₂ e	17,295	21,044	–	–	–	–
Total Scope 1 & 2 GHG emissions by business	Smiths Detection	tCO ₂ e	2,526	2,621	–	–	–	–
Total Scope 1 & 2 GHG emissions by business	Flex-Tek	tCO ₂ e	15,625	16,988	–	–	–	–
Total Scope 1 & 2 GHG emissions by business	Interconnect	tCO ₂ e	5,119	4,818	–	–	–	–
Total Scope 1 & 2 GHG emissions by business	Group/Corporate	tCO ₂ e	193	178	–	–	–	–
Non-Greenhouse Gas Emissions								
Volatile Organic Compounds (VOCs)	Emitted Volatile Organic Compounds (VOCs)	kg	44,641	51,146	–	–	–	–
Global road fleet								
Road fleet	Total vehicles ²	Number	1,167	1,025	–	–	–	–
Road fleet	Percentage of hybrid vehicles	%	4%	4%	–	–	–	–
Road fleet	Number of battery electric vehicles (BEVs)	Number	112	17	–	–	–	–
Road fleet	Percentage of vehicles that are BEVs	%	10%	2%	–	–	–	–
Road fleet	Vehicle GHG intensity	tCO ₂ e	5,376	5,390	–	–	–	–
Global greenhouse gas emissions								
Total GHG emissions	Total Scope 1 ³	tCO ₂ e	19,687	19,694	–	Δ	–	–
Total GHG emissions	Total Scope 2 (market-based) ⁴	tCO ₂ e	21,072	25,955	–	Δ	–	–
Total GHG emissions	Total Scope 2 (location-based) ⁴	tCO ₂ e	48,989	47,111	–	–	–	–
Total GHG emissions	Total Scope 3 ⁵	tCO ₂ e	1,170,000	1,380,000	–	Δ	–	–
Total GHG emissions	Total Scope 1 & 2 (market-based)	tCO ₂ e	40,759	45,649	–	Δ	☑	☑
Total GHG emissions	Total Scope 1 & 2 (location-based)	tCO ₂ e	68,676	66,805	–	–	–	–
Total GHG emissions	Total Scope 1, 2 & 3	tCO ₂ e	1,210,759	1,430,058	–	–	–	–
UK GHG emissions	Total Scope 1 & 2	tCO ₂ e	1,290	1,779	–	–	–	–
GHG emissions intensity	Scope 1 – Intensity	tCO ₂ e/£m revenue	6	6	–	–	–	–
GHG emissions intensity	Scope 2 – Intensity (market-based)	tCO ₂ e/£m revenue	7	9	–	–	–	–
GHG emissions intensity	Scope 1 & 2 – Intensity (market-based)	tCO ₂ e/£m revenue	13	15	–	–	–	–
GHG emissions intensity	Scope 3 – Intensity	tCO ₂ e/£m revenue	374	454	–	–	–	–
Scope 1	Scope 1 – Road fleet ⁶	tCO ₂ e	5,376	5,390	–	–	–	–
Scope 1	Scope 1 – Site energy ⁷	tCO ₂ e	14,311	14,304	–	–	–	–
Scope 1	Scope 1 – Site non-energy ⁸	tCO ₂ e	241	241	–	–	–	–
Scope 2	Scope 2 – Purchased electricity and gas	tCO ₂ e	21,072	25,955	–	–	–	–
Scope 3	Scope 3 Category 1 – Purchased goods and services	tCO ₂ e	728,000	782,000	–	–	–	–
Scope 3	Scope 3 Category 2 – Capital goods	tCO ₂ e	9,410	6,990	–	–	–	–

**Footnotes**

- Δ The FY2024 figures for total Scope 1, 2 and 3 GHG emissions, total MWh, and energy efficiency by adjusted revenue, are assured by KPMG.
- 2 Total vehicles leased or owned by Smiths.
- 3 Emissions arising from stationary and mobile fuel combustion, from sources owned or controlled by Smiths Group. Includes fugitive emissions.
- 4 Indirect emissions from acquiring electricity or heating consumed by sources owned or controlled by Smiths.
- 5 Total value chain emissions from upstream and downstream sources.
- 6 Emissions arising from mobile fuel combustion, e.g. owned or leased vehicles to Smiths Group, such as cars, vans and trucks. There were improvements to data quality and methodology changes between FY2023 and FY2024 which had an immaterial impact.
- 7 Direct emissions arising from stationary fuel combustion, e.g. sources using combustion units such as bulk power generation.
- 8 Emissions attributed to fugitive emissions, e.g. sources that use refrigerant gases or fire suppressants.



	Data point	Unit	FY2024	FY2023	Target	Assured in 2024	Group KPI	Linked to remuneration
Scope 3	Scope 3 Category 3 – Fuel and energy-related activities	tCO ₂ e	14,600	20,300	–	–	–	–
Scope 3	Scope 3 Category 4 – Upstream transportation and distribution	tCO ₂ e	75,200	114,000	–	–	–	–
Scope 3	Scope 3 Category 5 – Waste generated in operations	tCO ₂ e	5,066	4,700	–	–	–	–
Scope 3	Scope 3 Category 6 – Business travel	tCO ₂ e	12,200	12,500	–	–	–	–
Scope 3	Scope 3 Category 7 – Employee commuting	tCO ₂ e	23,000	27,500	–	–	–	–
Scope 3	Scope 3 Category 8 – Upstream leased assets. Excluded from inventory due to immateriality.	tCO ₂ e	–	–	–	–	–	–
Scope 3	Scope 3 Category 9 – Downstream transportation and distribution	tCO ₂ e	29,300	50,100	–	–	–	–
Scope 3	Scope 3 Category 10 – Processing of sold products. Excluded from inventory due to immateriality.	tCO ₂ e	–	–	–	–	–	–
Scope 3	Scope 3 Category 11 – Use of sold products ⁹	tCO ₂ e	240,000	326,000	–	–	–	–
Scope 3	Scope 3 Category 12 – End of life treatment of sold products	tCO ₂ e	8,120	8,820	–	–	–	–
Scope 3	Scope 3 Category 13 – Downstream leased assets. Excluded from inventory due to immateriality	tCO ₂ e	–	–	–	–	–	–
Scope 3	Scope 3 Category 14 – Franchises. Excluded from inventory due to immateriality	tCO ₂ e	–	–	–	–	–	–
Scope 3	Scope 3 Category 15 – Investments	tCO ₂ e	23,150	31,500	–	–	–	–
Responsible supply chain								
Percentage of supplier spend with verified SBTs – Category 1 (within top 50% of spend)	Group total	%	10%	–	25% of supplier spend SBTi aligned by FY2027	–	–	–
Percentage of supplier spend assessed by EcoVadis (achieving a score over 45)	Group total	%	12%	–	40% of supplier spend evaluated by FY2027	–	–	–
Water-stressed sites – total water usage								
Water usage by source for water-stressed sites	Ground water used	m ³	7,785	7,225	–	–	–	–
Water usage by source for water-stressed sites	Public system water used	m ³	15,767	16,693	–	–	–	–
Water usage by source for water-stressed sites	Reservoir water used	m ³	0	0	–	–	–	–
Water usage by source for water-stressed sites	Water used – other supply	m ³	14,320	12,664	–	–	–	–
Water usage by source for water-stressed sites	Normalised water in water-stressed areas	m ³ /£m revenue	12	12	5% reduction by FY2027	–	–	–

**Footnotes**

* FY2024 figures for total hazardous, total non-hazardous and total water consumption, were assured by Ramboll.

⁹ Year-on-year decrease due to a methodology update of internal product data between FY2023 and FY2024. This had an immaterial impact.



	Data point	Unit	FY2024	FY2023	Target	Assured in 2024	Group KPI	Linked to remuneration
Global water data – total water usage								
Water usage by source for all monitored sites	Total water consumption	m ³	239,603	263,024	–	*	–	–
Water usage by source for all monitored sites	Ground water used	m ³	9,889	10,651	–	–	–	–
Water usage by source for all monitored sites	Public system water used	m ³	191,530	215,030	–	–	–	–
Water usage by source for all monitored sites	Reservoir water used	m ³	146	0	–	–	–	–
Water usage by source for all monitored sites	Water used – other supply	m ³	38,038	37,343	–	–	–	–
Water scarcity rating for large sites								
Water consumption	Total water consumption in water-stressed areas	m ³	37,872	36,582	–	–	–	–
High water stress	Number of sites with a high water stress rating	No. of sites	10	10	–	–	–	–
Water reduction projects	Number of water reduction projects	No. of projects	30	22	30 water saving projects by FY2027	–	–	–
Waste management								
Waste by type	Total hazardous	Tonnes	1,333	1,165	–	*	–	–
Waste by type	Total non-hazardous	Tonnes	12,459	11,957	–	*	–	–
Waste by type	Total recycled waste	Tonnes	9,606	9,015	–	–	–	–
Waste by type	Total incinerated waste	Tonnes	156	205	–	–	–	–
Waste by type	Total non-recycled waste	Tonnes	4,158	4,029	–	–	–	–
Waste by type	Total waste	Tonnes	13,792	13,121	30 waste/circularity projects by FY2027	–	–	–
Waste by type	Non-hazardous waste recycled	Tonnes	8,577	8,296	–	–	–	–
Waste by type	Non-hazardous waste incinerated	Tonnes	129	129	–	–	–	–
Normalised waste	Normalised waste	Tonnes/£m revenue	1.3	1.3	5% reduction by FY2027	–	–	–
Packaging projects	Number of packaging projects	Number	29	11	–	–	–	–
Sites with ISO 14001 certification								
Total sites certified to ISO 14001	John Crane	Total sites	41	41	–	–	–	–
Total sites certified to ISO 14001	Detection	Total sites	5	5	–	–	–	–
Total sites certified to ISO 14001	Interconnect	Total sites	14	14	–	–	–	–
Total sites certified to ISO 14001	Flex-Tek	Total sites	8	8	–	–	–	–
R&D and vitality								
Gross vitality (revenue contribution of products launched in the last 5 years)	Group total	%	28.5%	31%	–	–	☑	–
R&D spend	Group total	million £	109	113	–	–	–	–
R&D spend as a percentage of sales	Group total	%	3.5%	3.7%	–	–	–	–

**Footnotes**

* FY2024 figures for total hazardous, total non-hazardous and total water consumption, were assured by Ramboll.



Social

Data point	Unit	FY2024	FY2023	Target	Assured	Group KPI	Linked to remuneration
Employee							
Number of employees – John Crane	Number	6,229	6,109	–	–	–	–
Number of employees – Smiths Detection	Number	3,267	3,123	–	–	–	–
Number of employees – Flex-Tek	Number	3,655	3,327	–	–	–	–
Number of employees – Smiths Interconnect	Number	2,016	2,052	–	–	–	–
Number of employees – Group	Number	566	545	–	–	–	–
Women percentage of Smiths employees ¹⁰	%	29%	29%	–	–	–	–
Men percentage of Smiths employees ¹⁰	%	71%	71%	–	–	–	–
Management diversity							
Women percentage of Smiths Executive Committee	%	36%	25%	–	–	–	–
Men percentage of Smiths Executive Committee	%	64%	75%	–	–	–	–
Women percentage of Smiths Senior Leadership Team	%	27%	25%	30% by FY2025	–	☺	–
Men percentage of Smiths Senior Leadership Team	%	73%	75%	–	–	–	–
Women percentage of senior management (Companies Act definition) ¹¹	%	17%	17%	–	–	–	–
Men percentage of senior management (Companies Act definition) ¹¹	%	83%	83%	–	–	–	–
Women percentage of senior management (UK Code definition) ¹²	%	38%	36%	–	–	–	–
Men percentage of senior management (UK Code definition) ¹²	%	62%	64%	–	–	–	–
Women percentage of senior management (FTSE Women Leaders definition) ¹³	%	35%	36%	–	–	–	–
Men percentage of senior management (FTSE Women Leaders definition) ¹³	%	65%	64%	–	–	–	–
Women percentage of Smiths management	%	24%	23%	–	–	–	–
Men percentage of Smiths management	%	76%	77%	–	–	–	–
Ethnic diversity percentage of senior management (Parker Review definition) ¹⁴	%	32%	27%	35% by FY2027	–	–	–
Number in executive management – Men	Number	8	10	–	–	–	–
Number in executive management – Women	Number	4	3	–	–	–	–
Number in executive management – White British or Other White (including minority White groups)	Number	10	12	–	–	–	–
Number in executive management – Asian/Asian British	Number	2	1	–	–	–	–
Board diversity							
Number of Board members – Men	Number	6	6	–	–	–	–
Number of Board members – Women	Number	4	4	–	–	–	–
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Men	Number	3	3	–	–	–	–
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Women	Number	1	1	–	–	–	–
Number of Board members – White British or Other White (including minority White groups)	Number	8	8	–	–	–	–
Number of Board members – Asian/Asian British	Number	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	–	–	–	–
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Asian/Asian British	Number	0	0	–	–	–	–



Footnotes

- 10 Does not include 15 colleagues whose gender is unknown.
- 11 Companies Act definition (Executive Committee plus Directors of subsidiary undertakings)
- 12 UK Code definition (Executive Committee, including the Company Secretary, and their direct reports)
- 13 FTSE Women Leaders definition (Executive Committee and their direct reports)
- 14 Parker Review definition (Executive Committee and their direct reports who do not identify as White British or Other White (including minority White groups))



Data point	Unit	FY2024	FY2023	Target	Assured	Group KPI	Linked to remuneration
Employee satisfaction							
Overall employee engagement score ¹⁵	Number	75	73	–	–	☺	–
Survey response rate	%	85%	84%	–	–	–	–
Employee perceptions of the opportunities for personal development and growth ¹⁵	Number	69	68	–	–	–	–
Employee perceptions of respectful treatment ¹⁵	Number	80	–	–	–	–	–
Employee perceptions of commitment to mental well-being ¹⁵	Number	68	–	–	–	–	–
Employee perceptions of commitment to safety ¹⁵	Number	84	82	–	–	–	–
Employee perceptions of commitment to ethical behaviour ¹⁵	Number	72	70	–	–	–	–
Employee perceptions of commitment to environment ¹⁵	Number	77	75	–	–	–	–
Employee recruitment and retention							
Overall rate of roles taken by internal candidates ¹⁶	%	75%	70%	70%	–	–	–
Voluntary employee turnover – recent hires ¹⁷	%	16.9%	24.5%	–	–	–	–
Voluntary employee turnover – total	%	8.9%	12.5%	–	–	–	–
Employee turnover rate	%	13.7%	20.2%	–	–	–	–
Number of early careers participants ¹⁸	Number	323	278	–	–	–	–
Workplace health and safety							
Total recordable incident rate (RIR) ¹⁹	Number	0.44	0.41	<0.4	–	☺	–
Total recordable incidents	Number	71	64	–	–	–	–
Lost time incident rate (per thousand hours worked) (employees) ²⁰	Number	0.21	0.14	–	–	–	–
Fatalities (employees)	Number	0	0	–	–	–	–
Fatalities (contractors)	Number	0	0	–	–	–	–
Number of safety look out observations and leadership tours	Number	17,135	13,000	–	–	–	–
Sites with ISO 45001 certification							
John Crane	Total sites	43	–	–	–	–	–
Smiths Detection	Total sites	5	–	–	–	–	–
Smiths Interconnect	Total sites	14	–	–	–	–	–
Flex-Tek	Total sites	9	–	–	–	–	–
Community/philanthropy							
Total funds granted by Smiths Group Foundation	Million £	c.£1m	–	–	–	–	–
Number of organisations supported through Smiths Group Foundation grants	Number	11	–	–	–	–	–

Governance

Data point	Unit	FY2024	FY2023	Target	Assured	Group KPI	Linked to remuneration
Business ethics							
Concerns reported through the company Speak Out helpline	Number	283	299	–	–	–	–
Percentage substantiated	%	38%	23%	–	–	–	–
Political donations							
Contributions to political parties	£	0	0	–	–	–	–



Footnotes

- 15 Employee engagement survey score (on a 0-100 scale) reflecting the level of favourability of employee responses.
- 16 Senior individual contributors and above vacancies filled by internal candidates.
- 17 Recent hires (0-2 years).
- 18 Graduates, interns and apprentices.
- 19 Recordable incidents per 100 employees in 1 year (200,000 work hours).
- 20 Incidents involving lost days per 100 employees in 1 year (200,000 work hours).