

A close-up photograph of a man with a beard and safety glasses, focused on working on a cable assembly. He is holding a green braided cable with multiple connectors. The background is dark and blurred, with some yellow lights visible. The overall tone is professional and technical.

smiths

SUSTAINABILITY & IMPACT REPORT FY2026

175 YEARS OF
SMITHS

ENGINEERING A BETTER FUTURE

For 175 years, Smiths has pushed the boundaries of engineering capability, constantly evolving, innovating and helping customers perform when it matters most.

From the company’s origins in precision timekeeping to the advanced components supporting the historic Artemis II moon mission, Smiths products have shaped the future of transport, energy, industrial processes and other human endeavour.

Today, we are a focused, premium industrial engineering business specialising in high-performance technologies in flow control, construction, thermal solutions and aerospace. We continue to pioneer progress through innovation, engineering excellence and the skills of our people.

Engineering a better future is our purpose. It unites our people, shapes the way we think and act, and drives us to create lasting value and sustain growth in the future.



ABOUT THIS REPORT

This is the Smiths Group plc Sustainability & Impact report FY2026.

Data presented in this report is for the 12 months to 31 July 2026 unless otherwise stated.



Read more about sustainability and impact at Smiths on our website www.smiths.com

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KINI PATHMANATHAN
Chief People, Sustainability
& Excellence Officer

At Smiths, sustainability is not a separate workstream: it is integral to how we run the business, deliver our strategy and create long-term value. Our approach is deliberately holistic, bringing together the issues that matter most to our people, customers and wider stakeholders, and embedding them into our culture, governance and decision-making.

Introduction

This year's sustainability & impact report shows the breadth of our agenda. Safety remains our first priority, supported by strong leadership, local ownership and a continued focus on prevention. We are investing in talent, wellbeing and engagement to strengthen the capabilities and culture that underpin performance and growth. We are advancing ethical and responsible business practices, increasing transparency across our supply chain, and using our innovation and engineering expertise to build and deliver more sustainable solutions, including adopting eco-design principles. We are using Smiths Excellence across all disciplines to sharpen execution and deliver high-impact initiatives.

We are also making progress on our environmental priorities. In FY2026, we remained on track against our three-year environmental targets, published new policies to guide sustainable product development and fleet transition, and continued to build our approach to nature and resource use. The expansion of the Smiths Foundation, including its focus on STEM education, safety and connectedness, and biodiversity and the environment, reinforces the link between our purpose, our communities and our long-term strategic priorities.

The sustainability matters covered in this report are therefore both important in their own right and central to the resilience and future success of Smiths. By integrating them systematically into the way we work, we are better placed to manage risk, improve performance and support our growth strategy.

My personal highlights of the year include:

- Exceptional results in our My Say employee engagement survey – with meaningful progress on all measures
- The Smiths Foundation agreement with Aston University to provide scholarships to 45 STEM students from low-income families – enabled by funds allocated from the divestments of Smiths Interconnect and Smiths Detection
- Work completed with the UK Manufacturing Technology Centre supporting our business priorities, skills and capabilities
- The increase in the number of colleagues with Yellow Belt certifications under Smiths Excellence – now more than 800 – as we build Excellence skills right at the grassroots
- Success for John Crane products in reducing the water consumption of customer infrastructure – including a seal retrofit project that will save more than 100 million litres of water annually
- 5% reduction in energy use and 6% reduction in Scope 1 & 2 emissions driven by our continued focus on projects, and our partnerships with the World Land Trust and Treeapp to reforest more than 200,000m² of land
- The progression of our work with EcoVadis to transform supplier due diligence and align our supply chain behind our sustainability goals

Read on to find out more.

Kini Pathmanathan

Chief People, Sustainability & Excellence Officer



Third party ratings



FTSE4Good

MSCI: AAA

CDP Climate: B

ISS QualityScore:

- Environment: 1
- Social: 2
- Governance: 4

ISS Corporate: Prime

Sustainalytics: 29.2

S&P Global ESG Score: 53

LGIM ESG Score: 69

EcoVadis: Bronze 73/100

CULTURE AND SUSTAINABILITY

We take a disciplined, commercially grounded approach to sustainability, focused on the issues that matter most to our business, stakeholders and wider value chain. Our culture is a natural driver of sustainability action and embedding responsible practices, both of which make the organisation more resilient and able to create lasting value. Investment in our people and sustainability enables the success of our strategy.

Our sustainability disclosures are informed by current and emerging reporting frameworks including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), Taskforce on Nature-related Financial Disclosures (TNFD), the Corporate Sustainability Reporting Directive (CSRD), and the expectations of our stakeholders. We continue to evolve our approach as regulatory requirements and market practice develop.

The topics described in this report are the most material for Smiths and its value chain.

Safety

[Read more on Page 8](#)

Talent

[Read more on Page 10](#)

Behaving ethically and legally

[Read more on Page 12](#)

Sustainability solutions and eco-design

[Read more on Page 15](#)

Climate change and Net Zero

[Read more on Page 16](#)

Natural resources and biodiversity

[Read more on Page 18](#)

Unless otherwise described, the data and targets presented are for the continuing operations of Smiths.

FY2026 highlights

- Improved MSCI rating to AAA
- Increased Smiths Foundation fund to c.£25m and developed STEM education scholarship partnerships
- More than 800 colleagues now certified Yellow Belt under Smiths Excellence, 29 Black Belt and 212 Green Belt
- Publication of Sustainable Product Policy and Global Fleet and EV Policy
- On track to achieve our three-year environmental targets

Sustainability in our supply chain

Our global supplier network provides the materials, components and finished goods that support both our and our customers' supply chains. Greater transparency and stronger influence across these networks help us manage risk, work with suppliers who share our Values and commitments and progress our sustainability goals. We use the EcoVadis supplier management platform to manage supplier due diligence and explicitly align suppliers with our ambitions.

United Nations Sustainable Development Goals (UN SDGs)



Our business activities and our sustainability priorities enable us to contribute in a meaningful and practical way to seven of the UN SDGs.

BUILDING OUR CULTURE

The Board has ultimate responsibility for ensuring that our culture is healthy and drives the long-term success of the company. We have governance processes in place to enable the Board to monitor culture and cultural metrics.

Our culture is founded on our Values and the key drivers of success – innovation and Excellence.

To strengthen our culture, we focus on engagement, communication and activities that promote our culture through our shared purpose and Values. The sustainability topics described in this report also contribute to the strength of our culture – Smiths colleagues care deeply about safety, equal opportunities, ethical behaviour, the environment and our communities.



Smiths Foundation

Launched in FY2024 with an initial £10m commitment, the Smiths Foundation has supported our culture by engaging colleagues and intensifying the social impact of our charitable giving. To date, it has awarded c.£3m to 32 colleague-nominated charities across 16 countries, supporting projects aligned to three impact pillars:

- Expanding access to quality STEM education and skills for underrepresented groups
- Strengthening safety and connectedness through engineering and technology-led solutions
- Advancing environmental sustainability through engineering, technology and biodiversity restoration

Data provided by the Foundation's partner, Charities Aid Foundation (CAF), found that more than 16,500 individuals had directly benefited from grants made in FY2024 and FY2025.

In FY2026, to mark our 175th anniversary and our founding in 1851, we expanded the Foundation's programme and specified three strategic funding streams: scholarships and education, colleague-nominated charities as previously, and biodiversity and environment. The Board approved the retention of £18.51m (reflecting our founding year) from the Smiths Interconnect and Smiths Detection sale proceeds, creating an ongoing combined invested fund of c.£25m, providing a strong platform for long-term, purpose-led impact aligned with our strategy, with annual funding of £2-3m.

In scholarships and education, the focus will be on scholarships for disadvantaged students pursuing STEM-related degrees, delivered through long-term partnerships with educational institutions and aligned to priority skills needs. An initial partnership has been formed with Aston University, UK. This will support 45 students a year with £225k committed per year for three years, with each student offered mentoring from Smiths. Our first cohort for the three-year programme is being recruited for the 2026/27 academic year. Similar partnerships are being discussed with further education providers in the US and Mexico.

In biodiversity and environment, £200k funding has been committed on an annual basis to support charities focused on environmental protection, restoration and biodiversity. We are a corporate supporter of the World Land Trust (WLT) which protects land in key biodiversity areas, and for the past two years have funded the protection and conservation of land equivalent to our global operational footprint +20%, to create wildlife corridors in Uganda and Kenya. We have also partnered with Treeapp, a global reforestation organisation, to plant 15,000 coastal mangroves in a vulnerable region in Brazil. A further 17,000 native trees will be planted in autumn 2026 as part of a UK rewilding programme, one tree for every Smiths colleague. Across the two geographies, this is equivalent to reforesting an estimated 213,440 m² of land.

Our biodiversity and environmental protection partners:



BUILDING OUR CULTURE CONTINUED

John Crane apprentices drive forward opportunities for young people

John Crane's apprentices are directly supporting the Drive Forward Foundation, one of the Smiths Foundation's latest charity partners. Drive Forward helps care-experienced young people develop employability skills and access sustainable employment in STEM. The apprentices have created and delivered initiatives including a career discovery day, where participants had the opportunity to explore engineering and manufacturing topics, learn about apprenticeships and gain practical careers support from colleagues and current apprentices. Apprentices at John Crane and Smiths are increasingly becoming involved in volunteering and outreach, including two recently joining the Smiths Foundation Committee to represent our early careers employees. Our work with Drive Forward is both improving opportunities for young people interested in STEM careers and strengthening Smiths culture of community involvement.



SMITHS FOUNDATION
CONTRIBUTING TO OUR COMMUNITIES

CAF
Charities Aid Foundation

Supported by the
Charities Aid Foundation

c.£3m funded to date

Grants made to 32 different charities across
16 countries worldwide in 3 years



Read more about the organisations supported by the Smiths Foundation on our website

BUILDING OUR CULTURE CONTINUED

THE SMITHS FOUNDATION OUR THREE PILLARS OF IMPACT

OUR GOAL: CREATE LASTING, MEASURABLE IMPACT ACROSS COMMUNITIES
AND THE PLANET – TODAY AND FOR FUTURE GENERATIONS

To mark Smiths 175th
anniversary an additional

£18.51m

was added to the
Foundation fund

**SMITHS FOUNDATION
NOW SUPERCHARGED**
invested fund increased to

c.£25m

enabling greater impact
and long-term change

The Foundation
Committee allocates
funding across the
three pillars, guided
by agreed criteria
and priorities

INDICATIVE SPLIT OF ANNUAL FUNDING

**SCHOLARSHIPS AND
EDUCATION**

c.50%
of annual funding

**EMPLOYEE-LED
GIVING**

c.40%
of annual funding

**BIODIVERSITY AND
ENVIRONMENT**

c.10%
of annual funding

Scholarships to broaden access to STEM careers

The Smiths Scholarship Programme funded by the Smiths Foundation will commit an annual sum to broaden access to university-level STEM education for students from disadvantaged or under-represented groups. In the UK, Aston University, Birmingham is our first selected university partner, with the £225,000 programme supporting 45 new STEM students each year. Further university partnerships in the US and Mexico will be announced in the coming months, extending the programme across our global footprint. By removing barriers to STEM education, the scholarship programme aims to advance social mobility and develop a diverse pipeline of engineers, scientists and technical specialists for our industry.



BUILDING OUR CULTURE CONTINUED**Engaging our people**

We work hard to engage our workforce at all levels with our purpose and strategy. Key communication materials are translated into fourteen core languages. We run a global news platform, hold regular virtual and in-person Town Halls, provide training on culturally important matters, and our intranet web portal acts as an online hub for information and resources.

My Say engagement survey

Our My Say survey helps us to understand what we are doing well and where we need to focus attention, both at a high level and in individual teams. There was strong participation (85%) in the FY2026 survey and results point to a positive employee experience despite many recent changes.

Employees continued to rate safety, respectful treatment, development opportunities and environmental commitment highly. Safety remained the highest-scoring area at 85, while the largest year-on-year gains were in development opportunities (+13) and mental wellbeing (+10), demonstrating meaningful progress in areas central to culture, retention and the overall experience. FY2025 comparative data includes Smiths Detection and Smiths Interconnect.

Results from the survey and recommendations are reported to, and discussed by, the Executive Committee and the Board to ensure that they are reflected in our planning. The outcome supports our continued investment in leadership effectiveness, organisational communication, employee wellbeing and workload management.

Building Smiths culture in FY2026

A healthy culture needs continuous care and attention. Here are some of the additional ways we built our culture in FY2026:

- Undertook a comprehensive culture review to ensure we have a high performing culture that supports the strategy. The assessment involved the Executive Committee, Board and our extended leadership team to determine strengths, challenges, desired culture and the work needed to prioritise the drivers of success
- Our Business Presidents spent more time visiting each other's sites to better understand operating models and opportunities for collaboration.
- Board mentoring programme for the Executive Committee
- Celebrated 175 years and Smiths Day at our sites
- Held two global leadership summits for our extended leadership team
- Expanded Learning & Development Week to Learning & Development Month comprising more than 100 sessions across four culturally important areas: safety and wellbeing; Excellence and people; learning and development; and business specific
- Defined an innovation framework aligned to our Excellence framework for application across the product lifecycle
- Celebrated colleague achievements on our Engage social platform



SAFETY

Safety comes first for everyone at Smiths. We are focused on achieving excellence in health and safety through strong leadership, grassroots ownership and a culture of care. By leveraging Excellence methodologies and data-driven insights we aim to continuously improve safety performance and build a strong foundation of confident and aware safety cultures at our sites and injury-free environments.

Managing safety

We embed our safety priority through clear policies, robust standards and annual improvement plans at each business and site. These plans support our target to keep Smiths recordable incident rate (RIR) under 0.4, below the industry benchmark, and our overall aim to achieve an injury-free workplace. Day-to-day safety and compliance are led locally by our HSE specialists, with site and business leaders accountable for safety culture and performance. Operational sites with more than 100 colleagues must be certified, or working towards certification, under ISO 45001.

Our primary focus is on sustainable preventative action. This starts with data analysis to identify patterns, common themes, trends and anomalies that reveal potential hazards and interrogate the effectiveness of what we are doing.

Using this data we adopt proactive safety management actions to educate and empower our teams, including:

- Targeted safety stand downs in high-risk work areas to reinforce fundamental control measures, refresh frontline awareness and communicate recent incident learnings
- Focused hazard-specific sessions, such as equipment interaction safety clinics, sharp-object handling refreshers and slips/trips/falls walkabouts
- Localised task-specific risk reviews, particularly in machining, assembly and maintenance environments where repeat events have emerged

John Crane undertook a global safety standdown in January 2026 comprising 50 in person town halls and over 40 online events to reinforce safety as a leadership priority and the expected behaviours of all colleagues. Both John Crane and Flex-Tek have completed safety-specific Yellow Belt Excellence projects to improve the efficiency of safety processes and compliance.

In FY2027 we will implement a new federated health and safety software tool which will integrate standardised ways of working, reporting, compliance, AI-enabled analytics and a simple user experience for improved capture, understanding and action on safety. The tool will also support faster roll out of the Smiths safety culture to new acquisitions.

Health, mental health and wellbeing

Supporting colleague wellbeing and mental and physical health helps keep us performing at our best. We strive to create a fair, inclusive and respectful workplace where colleagues feel they belong and are valued. This culture of care improves quality of life and strengthens our business.

We are taking a more holistic health, safety and wellbeing approach that brings together physical safety, psychological safety and overall wellbeing. We have enhanced leadership capability through bespoke people leader wellbeing training and practical tools such as the See, Explore, Encourage (SEE) framework (800 attendees in FY2026). In addition, the enterprise wide rollout of Safety & Wellbeing Fundamentals training, now completed by 87% of colleagues, and the safety week in Learning & Development Month have established a consistent baseline of safety and wellbeing knowledge at the grassroots.

All Smiths colleagues and their immediate families have access to an Employee Assistance Programme (EAP) which offers practical support on health, wellbeing and financial matters to support individuals through difficult situations in their work or personal lives. Our EAP providers also accommodate Smiths corporate and site needs – for example by providing bespoke training sessions and materials, crisis response teams and onsite counsellors should they be required. Colleagues based in markets where the local health system is not of acceptable quality or where health insurance is the norm benefit from private healthcare and other support through private health insurance. We have mental health first aiders at some of our sites.



Target:

- Continuous improvement towards a zero-harm workplace. RIR <0.4

UN SDGs:



SAFETY CONTINUED

Safety performance

While our FY2026 RIR has not shown the improvement we targeted, the long-term trend is positive and we consistently average lower than the Industrial Manufacturing & Services benchmark. We were extremely pleased to see a continuing strong score for safety in our FY2026 engagement survey and a significantly improved score for mental wellbeing.

	FY2026	FY2025	FY2024
Recordable injuries	53	35	42
Recordable incident rate per 100 employees	0.52	0.35	0.41
Lost time incident rate per 100 employees	0.28	0.10	0.21

Site security and travel safety

The challenging geopolitical environment requires constant focus to protect our sites and anyone travelling. Security plans, risk assessments, business continuity planning and crisis management reviews are applied across our locations to protect our people, assets, data and intellectual property. In FY2026 we ‘geofenced’ our key global locations to enable real-time, high quality security analysis and communication from our external security partners to enhance protection. We also deployed a standard security incident reporting template to drive consistency in method, data and preventative action. We recorded only one serious site security incident in the year caused by an external perpetrator.

Travel safety is also closely managed, with high and extreme risk trips monitored and requiring senior approval. Our external partners provide advisory, emergency and medical support, including evacuation if necessary, directly to company travellers. Conflict in the Middle East during the year has led to additional safety and security measures for colleagues travelling and working in the region, including extra layers of approval for a period of time. We always put our people first in such circumstances.

FY2027 priorities

- Implement and deploy new safety software tool, including standard safety incident reporting template
- Continued focus on targeted improvements to controls around higher-risk tasks, and on reducing severe and higher-frequency incidents
- Continue to raise the profile of safety responsibility and prevention at the grass roots through accessibility of data and insights, training and awareness activities, and the opportunity to participate in Excellence projects
- Speedy implementation of Smiths safety culture at acquired businesses

Smiths Excellence continuously improving safety culture

Following the integration of Duc-Pac Corporation into Flex-Tek, the business is using Smiths Excellence tools to build a stronger safety-first culture. Ten Yellow Belt safety projects were completed in FY2026 as the company adopted the Smiths approach to operational excellence and colleague ownership of safety. The Safety Vest Program introduced clear visual identification of site roles using coloured vests to increase awareness, help employees support new colleagues, and reinforce ownership and accountability across the facility. Colleagues quickly embraced the programme, helping shift perceptions of safety from a requirement to a shared responsibility and part of a caring culture. Going beyond identification, the Safety Vest Program has served as a visible symbol of Duc-Pac’s cultural transformation and commitment to Flex-Tek’s vision of zero incidents.



TALENT

The passion and expertise of Smiths colleagues have driven our business forward for 175 years. Their talent and leadership are critical for our future.

Our talent strategy is focused on building the capabilities and bench strength required to deliver our strategic plan. We are prioritising the skills and leadership qualities that matter most to future performance, including innovation, technical expertise, strategy, programme management, enterprise IT and Excellence. This capability agenda is supported by structured skills roadmaps that identify needs and direct investment and resource to have the most impact.

We are strengthening capability by better equipping our leaders to coach, develop and sustain improvement across their teams and by building knowledge and skills at the grassroots, including through our Excellence programme. Learning paths will be increasingly aligned to job architecture, creating clearer routes for colleagues to upskill and progress into future roles. This will also enhance opportunities for collaboration and internal mobility, creating the right balance between individual growth and business needs. Our technical capability programmes will be embedded into business as usual, owned by our businesses, so that development becomes part of how we operate, not a separate activity.

A key imperative is to establish deeper succession pipelines for leadership and critical skills to create pools of talent for future resilience and an understanding of the gaps we need to fill. We will supplement internal development with targeted external recruitment in priority capability areas and early careers.

To support delivery we are investing in the Workday system to manage and support talent holistically across the organisation. Workday will improve our people data, insights, workforce planning, and co-ordinate and systematise our processes. It will also empower our people, giving direct access to mentoring matches and self-directed LinkedIn Learning development modules, and managers access to data.

We have also established a new office in Birmingham to strengthen long-term operational resilience and diversification. Birmingham was selected for its access to a broader and more diverse talent pool, its strong UK connectivity and significant engineering and industrial expertise. The office will support the development of functional centres of excellence in IT, procurement, data and analytics, project management and more, while enhancing recruitment and capability building, including in early careers.

Talent initiatives during FY2026 include:

- Completed roadmaps for product, technology, manufacturing, process and materials. These map our business priorities over five years and identify capability gaps
- Established a Technology Steering Group for business collaboration, knowledge sharing and external engagement
- Completed four technology projects and two discovery visits with the UK Manufacturing Technology Centre (MTC)
- Learning & Development Month
- A deliberate shift of the Excellence programme from project-led Six Sigma to Lean-first daily value creation with broad-based problem-solving capability at the grassroots. This is supported by our business-wide Lean Academy alongside role-based learning pathways for Excellence roles hosted in our learning management system. Nearly 400 Yellow Belt projects were registered during the year,

with more than 800 colleagues now qualified Yellow Belts. 84% of colleagues have completed Excellence Fundamentals training

- Redesigned the talent cycle to enable a more strategic, enterprise-wide discussion on leadership capability, succession and future organisation needs and adopted a model of potential that assesses and discusses aspiration, future ability and engagement
- Piloting of a new 12 month high-potential programme focused on innovation and strategic insights to elevate the senior leaders of the future
- Continued support for individual professional development including through Henley Business School and Exeter University
- Continuation of early careers programmes and expansion of UK apprenticeships and learning opportunities funded by the Apprenticeship Levy. We currently have 83 colleagues enrolled in graduate and apprenticeship programmes globally

Recent efforts have led to a significant increase in our engagement survey score for opportunities for personal development and growth, now scoring 81 (+13 on FY2025). Respectful treatment also scored 81 (+4 on FY2025).

FY2027 priorities

- Implement Workday people management system
- Broaden bespoke support for senior leadership in Executive Committee succession pipeline
- Roll out operational coaching training for leaders to support empowerment, accountability, people development and sustained improvement
- Relaunch Green and Black Belt Excellence training to continue to grow belted population and mature capability



UN SDGs:



TALENT CONTINUED

Reward and recognition

Fair, open and meaningful reward and recognition help us attract and retain talent. We are committed to fair pay, rewarding colleagues equitably for their work and performance, and enabling them to share in our success. Benefits are aligned across Smiths and include parental leave, the option to request part-time or job-share working, and a paid volunteering day. More than 2,800 colleagues participate in our Annual Incentive Plan (AIP). We have been an accredited Living Wage employer in the UK since 2018, and our UK all-colleague Sharesave Scheme enables colleagues to buy Smiths shares at a discount.

Equal opportunities

We provide equal employment opportunities, recruiting, supporting and promoting people based on qualifications, skills, aptitude and attitude. We comply with applicable anti-discrimination requirements and have zero tolerance for discrimination, harassment or retaliation. Our procedures and training reinforce fair treatment for all, supported by gender-neutral job descriptions. People with disabilities are given full consideration for employment and subsequent training (including retraining, if needed, for people who have become disabled), career development and promotion based on their aptitude and ability. We endeavour to find roles for those who are unable to continue in their existing job because of disability.

Parker Review disclosure

Smiths has sought ethnic diversity data from its UK senior management group as defined by the Parker Review and set an FY2027 target. 77% of the population responded to the FY2026 request, with 13% of respondents identifying as ethnically diverse. Our definition of ethnically diverse covers groups with lower representation in the organisation including Asian, Black and mixed multiple ethnic backgrounds.

Gender disclosures

As at 31 July 2026

	Male # of employees		Female # of employees		Definition
Board of Directors	6	75%	2	25%	
Executive Committee	6	86%	1	14%	
Senior Leadership Team	31	60%	21	40%	Senior Leadership Team is the metric used to track gender diversity at Smiths. It is defined as all colleagues on permanent and fixed-term contracts in senior leadership roles. These colleagues are able to influence and drive business results.
Total colleagues	7,593	73%	2,842	27%	Employees on permanent and fixed-term contracts.
Senior managers (Companies Act)	106	82%	24	18%	Executive Committee plus directors of subsidiary undertakings as defined by the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.
Senior managers (UK Code)	35	63%	21	38%	Executive Committee, including the Company Secretary, and their direct reports as defined by the UK Corporate Governance Code 2024.
Women in Leadership	35	63%	21	38%	Executive Committee and their direct reports as defined by FTSE Women Leaders.

Percentages have been rounded and may not add up to 100%.

BEHAVING ETHICALLY AND LEGALLY

Our Values drive ethical behaviour across Smiths. Operating globally across different product markets demands rigorous compliance with local and international requirements. This is supported by specialist teams who use data and intelligence to anticipate risk and strengthen our procedures. Our policies and controls evolve with the external environment, our strategic priorities and the insights we gather.

Governance and implementation

The Smiths Code of Business Ethics sets the standard for how we behave and what we expect from our partners. It is supported by targeted policies, procedures and training across ethics, compliance and people matters. Our central Ethics & Compliance team oversees the programme and focuses effort where risk is highest, while business teams own day-to-day delivery. Our Business Ethics Council, made up of senior leaders from across Smiths, provides a forum to surface emerging issues, share insights and shape policy.

Our ethics training operates in two tiers – online modules delivered in all our core languages, and group training activities covering specific subjects for relevant cohorts. We also run regional ethics workshops as appropriate for middle and senior leaders to embed deeper understanding and discuss challenges specific to our markets and geographies. In FY2026 we ran an ethics workshop for our John Crane operations in Southeast Asia and a Smiths-wide workshop focused on China. As part of our assurance programme, our

external partner Control Risks conducted an anti-bribery and corruption and fraud risk review of our businesses in Japan and identified no material risks.

Data and insights

Colleagues and business partners are expected to report any activity or behaviour that may breach our Code of Business Ethics, policies or Values. They can do this through internal channels or our confidential Speak Out hotline, available to colleagues and third parties 24/7. We also run a regular global Ethics Pulse survey, with results and Speak Out data reported to the Audit & Risk Committee.

There were 198 Speak Out reports in FY2026. 37% of reports relating to ethics and compliance matters were substantiated or partially substantiated and recommendations were passed back to the business area to address. Reporting appears generally stable, with a slightly lower-than-average number of HR/culture reports following the announcement of the sale of Smiths Detection and Smiths Interconnect. Commitment to ethical behaviour scored strongly in the FY2026 engagement survey.

We are developing an AI-enabled early warning indicator that analyses data from our compliance ecosystem to flag trends and potential risks. We see further opportunities to integrate datasets from Internal Audit and the new systems planned in HR and safety.

Responsible procurement

Our Supplier Code of Conduct sets clear expectations for suppliers and sub-suppliers on ethical behaviour, legal compliance, treatment of personnel and responsible sourcing. Suppliers must adhere to the code, with new suppliers subject to due diligence and onboarding checks to assess risk and confirm they can meet our standards. Risk reviews and regular audits provide ongoing assurance.

EcoVadis gives us a consistent platform to assess suppliers across four sustainability pillars: environment, labour and human rights, ethics and compliance, and sustainable procurement, while reflecting industry and country risk. Through the platform we collect, validate and report supplier data, and set corrective action plans aligned to our priorities. By the end of FY2026, 35% of supplier spend had been evaluated on EcoVadis. We intend for all supplier onboarding to take place using EcoVadis. Smiths own score on the EcoVadis platform is currently bronze (73/100).

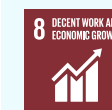
We have developed an AI-enabled ESG FAQs model covering our policies and performance to better enable our teams to provide accurate and efficient responses to the growing number of ESG questionnaires from our customers.



Target:

- 40% of supplier spend evaluated on EcoVadis by end of FY2027

UN SDGs:



BEHAVING ETHICALLY AND LEGALLY CONTINUED

Conflict minerals

Our Responsible Minerals Sourcing Policy addresses our commitment to the sourcing of minerals in an ethical and sustainable manner that safeguards human rights. It also ensures that tin, tungsten, tantalum, gold and cobalt are sourced with due respect for human rights and in a manner that does not finance armed groups. To achieve this objective, we take guidance from the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Human rights and modern slavery

Human rights violations are unacceptable and wholly inconsistent with our Values and policies. We do not tolerate conduct that exploits workers or denies them their legal rights and benefits. We recognise our responsibility to help uphold decent work and universal human rights across our operations and supply chains.

All online colleagues receive training on modern slavery risks. We have not identified any serious human rights issues in our operations or in those of our suppliers in FY2026.

Our Human Rights Policy is grounded in international principles, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We comply with local laws in the markets where we operate and, where national laws conflict with internationally recognised human rights, seek ways to honour those principles.

Everyone working for, or on behalf of, Smiths must follow our policy which covers:

- Elimination of forced/involuntary labour and child labour
- Humane treatment in the workplace
- Workplace equality/elimination of bias
- Right to a living wage, reasonable working hours and vacation
- Freedom of association
- Safe and healthy workplace and safe and healthy accommodation if accommodation is provided for employees

We expect suppliers to share our commitment and operate free from practices linked to human rights violations. We take any allegation seriously and remain vigilant across our global supply chains. Our standard supplier contracts require commitments on human rights and fair labour standards, including equivalent expectations for suppliers' own supply chains and notification of any breach. During onboarding, we review working and, where relevant, housing conditions, employment terms and labour practices. For migrant workers, we ask about employment terms, movement restrictions and financial arrangements. Recruitment agencies are also subject to due diligence and must commit to our standards.

In FY2026 we conducted a strategic assessment to define the most effective, risk-based, and proportionate approach for evaluating compliance among Tier 2 suppliers based on their assessment in EcoVadis and undertook deep-dives on compliance in Mexico. Two of our own sites in the region were assessed as part of the deep-dive based on Speak Out reporting rates but no major issues were found.

Anti-bribery and anti-corruption

Our Code of Business Ethics sets the foundation for preventing bribery and corruption across Smiths. This is reinforced by targeted policies and procedures for higher-risk activities, together with an overarching Anti-Bribery and Corruption Policy that brings our approach together in one clear framework. Our controls cover gifts, meals and hospitality; interactions with government officials; facilitation payments; and the appointment of distributors and agents, customs brokers and freight forwarders. In FY2026 we added anti-fraud training for all online colleagues.

Data protection and privacy

Smiths does not collect consumer information or market to consumers, thus reducing these risks; however, we do process colleague data and information on business contacts. Common principles and processes ensure our teams understand their personal data responsibilities, with privacy matters overseen by the Ethics & Compliance team. Our Privacy Champions monitor evolving regulation and emerging issues, while Internal Audit assesses our data privacy controls. With ever increasing data, systems and the integration of AI, data protection is evolving into more formal frameworks for data management, system security and behaviour under our IT, business continuity and Ethics & Compliance teams.

FY2027 priorities

- Based on our risk review, identify suppliers for anti-modern slavery compliance audits
- Conduct a review of our anti-fraud controls
- Conduct regional ethics workshops for businesses recently acquired and for colleagues in Czechia

ENVIRONMENT

Conserving water through innovative engineering

John Crane is helping customers reduce water consumption through targeted equipment upgrades to infrastructure. A recent mechanical seal retrofit at a major copper mine is saving approximately 288,000 litres per day, or more than 100 million litres annually. Additionally, at a German sugar producer, John Crane's solution reduced water use by approximately 80%, saving more than 6.2 million litres during a six-month campaign, and at a major LNG facility John Crane's upstream pumping dual cartridge seal technology has cut seal water consumption by up to 99.8%, from approximately 2,000 gallons per day to three or four gallons. Together, these projects demonstrate how embedding sustainability into engineering and product innovation can conserve scarce resources, while improving efficiency and building more resilient operations.

80%

approximate water saving through John Crane technologies saving more than

6.2 million

litres during a six-month campaign



Changshu solar project takes Smiths closer to 80% renewable electricity

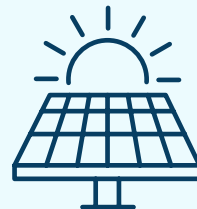
In February 2026, Flex-Tek completed its first solar installation at its Changshu site in China. The 0.4MW solar array comprises 180 solar panels set on unused factory rooftops. The project was supported by a government subsidy that covered construction costs and increases the site's access to clean energy as well as cost savings on grid electricity. The array is expected to generate 500MWh per annum and the project experience gained will be used to inform future Flex-Tek investment in renewable electricity expansion, supporting Smiths goal of 80% by FY2027.

180

Solar panels set on unused factory rooftops are expected to generate

500MWh

per annum



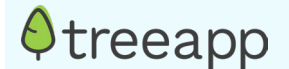
Protecting and restoring nature with the Smiths Forest and WLT

The Smiths Foundation has funded the launch of the Smiths Forest, a long-term initiative with Treeapp that will establish rotating tree-planting sites near Smiths locations worldwide. The first projects have planted 17,000 native trees in the UK and 15,000 mangroves in Brazil, supporting biodiversity, ecosystem restoration and community engagement. This relationship builds on our partnership with the World Land Trust (WLT), through whom financial support for land protection and conservation of 500 acres in key biodiversity areas has been equivalent to delivering a biodiversity net gain of more than 20% over two years. We are proud to be allocating resources and time to protect and restore nature.



Mangrove planting in Brazil

Our biodiversity and environmental protection partners:



SUSTAINABILITY SOLUTIONS AND ECO-DESIGN

Our markets are being reshaped by demand for cleaner, more efficient technologies that enhance process resilience and sustainability. Our businesses meet this need with high-performance solutions that cut emissions and pollution, enable electrification, reduce waste and support infrastructure to stay reliably in service for longer.

John Crane

John Crane mechanical seals and couplings prevent pollution and greenhouse gases, including methane, from leaking into the environment during the transportation and refining of fossil fuels, making infrastructure systems more efficient, and reducing environmental impact, including water consumption. The same technology is deployed in hydrogen and carbon capture projects where performance demands are even higher. In both new and core energy systems, our technology is supported by service teams that keep our seals and the infrastructure they protect, operating efficiently and reliably, extending equipment life.

John Crane is currently pursuing a pipeline of project opportunities in energy transition markets as those markets grow. Recent examples include the supply of dry gas seals for use in centrifugal compressors at a new carbon dioxide compression facility in north Wales to transport carbon dioxide captured from industrial plants in the region to permanent storage in depleted offshore fields. In the US, John Crane was selected to supply a comprehensive suite of sealing technologies for turbomachinery at a next generation geothermal power generation project, ensuring operational reliability and safety in a technically demanding environment.

Flex-Tek

Flex-Tek industrial electric heating technology enables the heating of industrial gases for applications that need high pressure or high temperatures or both, with the potential to facilitate the decarbonisation of industries currently reliant on fossil fuels, like steel. Our lower range heating technology is used in applications in emerging markets for dehumidification, pollution control and energy storage. Flex-Tek products are also transforming residential and commercial building efficiency and emissions through off the peg solutions for the construction industry supporting HVAC systems and electrical heating.

Flex-Tek is well placed for further energy-efficient industrial heating and cooling projects following the acquisitions of Wattco and DRC including the provision of electric heating and cooling for ultra-low emission electro-fuel and data centre projects.

Circularity and eco-design

Our products and services score strongly on the key pillars driving new EU regulations on sustainable product design – particularly durability, reusability and repairability. Our significant aftermarket services revenue at John Crane derives from keeping our products operating efficiently in service for longer thus limiting unnecessary waste. We are pursuing similar aftermarket expansion projects at Flex-Tek's Thermal Solutions and Aerospace businesses.

In preparation for new EU regulatory frameworks – Ecodesign for Sustainable Products Regulation (ESPR), Packaging and Packaging Waste Regulation (PPWR) and the Corporate Sustainability Reporting Directive (CSRD) – and to meet customer needs, we are on a journey to formally embed eco-design compliance requirements into our new product development process. Lifecycle sustainability questions and data gathering covering materials, durability, energy efficiency, packaging, repairability, recyclability and end of life are being built into appropriate gates in the process. We have also launched a Sustainable Product Policy. This work is led by our manufacturing Excellence team alongside technical teams at our businesses and the Smiths sustainability team.

EU Taxonomy

We have completed work with PwC to assess the eligibility of our CapEx, OpEx and Revenue in preparation for EU Taxonomy reporting. We are now in the process of systematising our reporting processes and embedding EU Taxonomy reporting into our financial reporting system. This work supports our decision to voluntarily align with investor requests for green revenue reporting and helps prepare the business for future reporting requirements under CSRD.

FY2027 priorities

- Implement training for NPD compliance with Sustainable Product Policy



UN SDGs:



CLIMATE CHANGE AND NET ZERO

We are committed to Net Zero and mitigating climate change by changing how we operate and power our businesses. We are targeting Net Zero Scope 1 & 2 emissions by 2040 and Net Zero Scope 3 emissions by 2050.

Our targets and transition plan were validated by the Science Based Targets initiative (SBTi) in FY2024. We plan to resubmit to the SBTi for the current Smiths portfolio in FY2027, retaining the same targets.

We continued to score highly for commitment to the environment in our engagement survey, now at 81 (+5 on FY2025).

The Watershed sustainability platform strengthens our energy, GHG, water and waste reporting and audit practices, and supports effective modelling and targeted action. The data in this report uses Watershed's global standard methodology.

Scope 1 & 2 emissions

We have consistently reduced operational emissions through energy efficiency, green electricity tariffs, solar self-supply and electric vehicles. Each business has a bespoke emissions reduction plan, supported since FY2023 by a demanding energy reduction metric linked to our Annual Incentive Plan. We have had emissions reduction targets linked to our Long-term Incentive Plan (LTIP) since FY2022.

Scope 1 & 2 emissions fell 6% in the year.

Journey to Net Zero

Energy reduction

Energy use under our energy reduction metric fell by 5% in FY2026. All sites work to reduce day-to-day energy use. Flex-Tek completed many projects during the year, ranging from door and lighting upgrades to a major Thermaflex oven insulation project in which the pilot cut exterior oven temperatures by more than 30°C. This will improve safety, reduce HVAC load and deliver meaningful energy savings when implemented across the oven fleet.

Renewable electricity

75% of our operational electricity now comes from renewable sources through green tariffs and solar self-supply. We have four solar installations, including a 500MWh project completed at Flex-Tek Changshu during the year. To increase our renewable electricity share and strengthen the quality of our GHG reduction pathway, we are looking to close Virtual Power Purchase Agreement (VPPA) contracts in both Europe and the US.

Vehicle fleets

In FY2026 we launched a Smiths-wide Global Fleet and EV Policy to reduce emissions and improve efficiency. Over the next five years we will:

- Transition away from diesel vehicles where market conditions allow
- Prioritise electric and low-emission vehicles with 50% of our global fleet electric or hybrid
- Simplify fleet operations, standardise vehicle models and consolidate suppliers for cost and environmental efficiency
- Ensure 50% of our employees have access to an on-site EV charging point

John Crane has completed a detailed review of its global vehicle fleet of more than 800 vehicles and set a regional roadmap to align with the new policy. Some petrol and diesel vehicles will remain necessary for customer sites where electric or hybrid vehicles cannot operate.

Scope 3 emissions

Our Scope 3 path to Net Zero is based on supplier engagement and reporting, supplier science-based targets and grid decarbonisation.

EcoVadis helps us engage more deeply with suppliers, including upstream and downstream logistics providers, and target reductions in Categories 1, 4 and 9. We aim to have 25% of supplier spend with suppliers committed to SBTi targets by FY2027 (9% in FY2026). We are also using Watershed hotspot analysis to target Scope 3 improvements, alongside Excellence projects that reduce scrap and waste. The circularity and eco-design work described on page 15 will support longer-term reductions in Category 11 emissions.

Scope 3 emissions increased slightly year-on-year, reflecting continued business growth and the acquisition of DRC in Flex-Tek. The increase was also driven by greater spend across operating expenditure categories.

FY2027 priorities

- Deep-dive on Scope 3 emissions and reduction priorities for current portfolio
- Re-submit to the SBTi including re-baselining and defining a clear Transition Plan Taskforce-aligned transition plan for Scopes 1, 2 and 3
- Revisit climate-related scenario analysis
- Implement Global Fleet and EV Policy



Targets:

- Net Zero Scope 1 & 2 emissions by 2040
- Net Zero Scope 3 emissions by 2050
- 2% reduction in energy use FY2026 vs FY2025
- 80% renewable electricity by FY2027
- Scope 1 & 2 emissions SBTi trajectory
- 25% of supplier spend committed to SBTi targets by FY2027

UN SDGs:



CLIMATE CHANGE AND NET ZERO CONTINUED

Performance and short-term targets

	FY2026	FY2025	Change	Target	Target Achieved
Energy use (MWh)	171,831¹	181,242	-5%	2% reduction in absolute MWh FY2026 vs FY2025	✓
Renewable electricity	75%	75%		80% by FY2027	
Scope 1 & 2 emissions (market-based) (tCO ₂ e)	25,121	26,663	-6%	SBTi trajectory	
Scope 3 emissions (tCO ₂ e)	600,371	580,953	3%	SBTi trajectory	
Supplier engagement	35%	28%		40% of supplier spend evaluated on EcoVadis by FY2027	
Supplier engagement Scope 3	9%	9%		25% of supplier spend committed to SBTi targets by FY2027	

1 FY2026 energy use adjusted to include Flex-Tek divestments' energy consumption, exclude the DRC acquisition and remove dual running impact associated with Acceleration plan site closures.

SECR global energy use and emissions disclosure

Reported numbers for the Group.

		FY2026 Total	FY2026 Continuing operations	FY2026 Discontinued operations	FY2025 Total	FY2025 Continuing operations ¹	FY2025 Discontinued operations ¹	FY2024 Total	Change FY2026 vs FY2025 Continuing operations
Global energy use – absolute values	MWh	Δ 207,316	162,305	45,011	213,519	157,555	55,964	218,344	3.01%
UK energy use – absolute values	MWh	8,969	3,614	5,355	9,385	3,678	5,707	9,661	
Global emissions – absolute values									
Scope 1 (direct emissions)	t CO ₂ e	Δ 17,561	15,037	2,524	17,422	14,541	2,881	18,758	
Scope 2 (market-based emissions)	t CO ₂ e	Δ 15,840	10,084	5,756	20,286	12,122	8,164	23,820	
Scope 2 (location-based emissions)	t CO ₂ e	42,553	30,961	11,592	46,732	32,361	14,371	47,150	
Scope 3 (value chain emissions)	t CO ₂ e	Δ 1,073,894	600,371	473,523	1,188,057	580,953	607,104	1,151,467	
Total Scope 1 & 2 emissions (market-based)	t CO ₂ e	Δ 33,401	25,121	8,280	37,708	26,663	11,045	42,578	[5.79]%
Total Scope 1 & 2 emissions (location-based)	t CO ₂ e	60,114	45,999	14,115	64,154	46,890	17,264	65,908	
UK Scope 1 & 2 emissions (market-based)	t CO ₂ e	1,029	179	850	1,228	257	971	1,341	
Global emissions – normalised values									
Scope 1 (direct emissions)	t CO ₂ e/£m revenue	5.6	7.8	2.1	5.2	7.7	2.0	6.0	
Scope 2 (indirect emissions)	t CO ₂ e/£m revenue	5.0	5.2	4.7	6.1	6.4	5.7	7.6	
Scope 3 (value chain emissions)	t CO ₂ e/£m revenue	340.2	309.9	388.1	356.1	306.1	422.2	367.6	
Total Scope 1 & 2 emissions	t CO ₂ e/£m revenue	10.6	13.0	6.8	11.3	14.0	7.7	13.6	[7.64]%

1 Results for the year ended 31 July 2025 have been represented to reflect the reclassification of the Smiths Detection and certain Flex-Tek general industrial businesses as discontinued operations.

Limited assurance

KPMG has provided limited assurance under ISAE (UK) 3000 and 3410 over selected information marked with Δ. See www.smiths.com for full assurance reports.

NATURAL RESOURCES AND BIODIVERSITY

Natural resources are finite, and how we use them matters. We are focused on sourcing responsibly, reducing consumption, preventing pollution and limiting biodiversity impacts across our operations and value chain. This builds on our longstanding commitment to non-GHG resource targets, strong environmental standards and responsible stewardship.

Environmental management

Our environmental and safety standards ensure we manage sites responsibly and mitigate pollution and safety risks from our activities and use of controlled substances. Performance is monitored through internal audit and an external environmental compliance audit programme. All operational sites with more than 100 colleagues must be certified, or working towards certification, under ISO 14001.

Our businesses also share best practice through regular forums to support compliance with global restricted and controlled substance regulations

including WEEE, RoHS, Prop65, REACH, TSCA and Responsible Minerals. We had no spills and one environmental compliance penalty in FY2026.

Water, waste and packaging

We continue to reduce unrecycled waste, water use and unnecessary packaging across our operations. Our three-year targets cover waste reduction, water use in water-stressed areas, and waste/circularity and biodiversity/water projects. A project tracker records site-level actions and helps maintain momentum, with many projects delivered using Smiths Excellence tools. Our water-stressed site list is updated dynamically.

Recent projects include:

- John Crane’s Czechia site replaced the 17kg wooden crate used for shipments to Australia with a paper based carton solution weighing only 7kg, reducing packaging material consumption and waste as well as freight costs
- Flex-Tek Aerospace’s Kreisler site installed a water distillation process that cut monthly water spend from \$10k to \$600

To prepare for the EU Packaging and Packaging Waste Regulation (PPWR), we are collecting packaging data across all EU sites to support conformity declarations.

In FY2026, normalised water use in water-stressed locations fell 2.2% and normalised waste disposal fell 16.8%. We recorded five water projects and 17 waste/circularity projects during the year.

Nature and biodiversity

We are committed to understanding and addressing the biodiversity-related impact of our products, our operations and our supply chains in a proactive manner.

Since 2024, all sites under operational control have been evaluated annually for biodiversity-related impacts and their proximity to critical or high biodiversity value habitats using the WWF Biodiversity Risk Filter Suite Tool and other complementary tools. This analysis is refreshed each year. To date we have never operated in a key biodiversity hotspot area. Biodiversity and nature considerations are also factored into business decision-making such as the due diligence process for selecting new sites and EcoVadis supplier questions.

We recorded ten biodiversity improvement projects during the year.

As described on page 4 biodiversity and environmental improvement are one of the three funding routes chosen for the Smiths Foundation. We are a corporate supporter of the World Land Trust (WLT) to protect land in biodiversity-sensitive areas, and we will have planted 32,000 trees with Treeapp in Brazil and the UK by the end of 2026.

FY2027 priorities

- Deep-dive water-stress analysis at each of our sites
- Publish water stress policy and mitigation for sites in water-stressed regions
- Install more water meters to improve data and visibility of water use



Targets:

- 5% reduction in water use in water-stressed areas normalised to revenue FY2025 to FY2027
- 5% reduction in waste disposal normalised to revenue FY2025 to FY2027

UN SDGs:



FY2026 vs FY2024	
Normalised water use in stressed areas (7 locations ¹)	(6.9)%
Normalised waste disposal	(10.0)%
FY2025 – FY2026	
Waste/circularity projects	31
Biodiversity – water projects	14

¹ Updated annually based on the World Resources Institute (WRI) Aqueduct tool.

SUSTAINABILITY DATA DISCLOSURES

Data is for the continuing operations of Smiths Group for the 12 months ending 31 July 2026 and the two preceeding years unless otherwise indicated.

KPMG has provided limited assurance under ISAE (UK) 3000 and 3410 over selected information in respect of FY2026 marked in the column Assured in FY2026. See www.smiths.com for full assurance reports.

Environment – Group Data

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
GREENHOUSE GAS							
GREENHOUSE GAS EMISSIONS							
Scope 1	Scope 1 – Road fleet	tCO ₂ e	3,337	3,704	4,634		
Scope 1	Scope 1 – Site energy	tCO ₂ e	11,700	10,837	11,036		
Scope 1	Scope 1 – Site non-energy	tCO ₂ e	149	243	241		
Scope 1	Scope 1 – Total	tCO ₂ e	15,037	14,541	15,670		
Scope 2	Scope 2 – Purchased electricity and gas	tCO ₂ e	10,084	12,122	15,901		
Scope 2	Scope 2 – Total (market-based)	tCO ₂ e	10,084	12,122	15,901		
Scope 2	Scope 2 – Total (location-based)	tCO ₂ e	30,961	32,361	32,822		
Scope 3	Scope 3 Category 1 – Purchased goods and services	tCO ₂ e	25,121	438,684	443,980		
Scope 3	Scope 3 Category 2 – Capital goods	tCO ₂ e	45,999	11,159	9,579		
Scope 3	Scope 3 Category 3 – Fuel and energy-related activities	tCO ₂ e	8,638	10,542	11,007		
Scope 3	Scope 3 Category 4 – Upstream transportation and distribution	tCO ₂ e	53,819	50,007	54,328		
Scope 3	Scope 3 Category 5 – Waste generated in operations	tCO ₂ e	1,702	2,905	2,565		
Scope 3	Scope 3 Category 6 – Business travel	tCO ₂ e	3,523	3,402	4,631		
Scope 3	Scope 3 Category 7 – Employee commuting	tCO ₂ e	19,085	17,657	19,304		
Scope 3	Scope 3 Category 8 – Upstream leased assets. Excluded from inventory as immaterial	tCO ₂ e	–	–	–		
Scope 3	Scope 3 Category 9 – Downstream transportation and distribution	tCO ₂ e	29,360.3	16,567	18,538		
Scope 3	Scope 3 Category 10 – Processing of sold products. Excluded from inventory as immaterial	tCO ₂ e	–	–	–		
Scope 3	Scope 3 Category 11 – Use of sold products	tCO ₂ e	22,195	29,365	58,847		
Scope 3	Scope 3 Category 12 – End of life treatment of sold products	tCO ₂ e	216.9	207	1,821		
Scope 3	Scope 3 Category 13 – Downstream leased assets. Excluded from inventory as immaterial	tCO ₂ e	–	–	–		
Scope 3	Scope 3 Category 14 – Franchises. Excluded from inventory as immaterial	tCO ₂ e	–	–	–		

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
Scope 3	Scope 3 Category 15 – Investments	tCO ₂ e	–	458	44,464		
Total	Total Scope 1 & 2 (market-based)	tCO ₂ e	25,121	26,663	31,571	17.5% reduction by FY2027	
Total	Total Scope 1 & 2 (location-based)	tCO ₂ e	45,999	46,890	48,492		
Total	Total Scope 3	tCO ₂ e	600,371	580,953	669,064	Net-Zero by 2050	
Total	Total Scope 1, 2, 3 GHG (market-based)	tCO ₂ e	625,492	607,616	700,635		
Total	Total Scope 1, 2, 3 GHG (location-based)	tCO ₂ e	646,370	627,855	717,556		
GREENHOUSE GAS EMISSIONS (INTENSITY)							
GHG emissions intensity	Scope 1 – Intensity	tCO ₂ e/£m revenue	8	8	8		
GHG emissions intensity	Scope 2 – Intensity (market-based)	tCO ₂ e/£m revenue	5	6	8		
GHG emissions intensity	Scope 1 & 2 – Intensity (market-based)	tCO ₂ e/£m revenue	13	14	17		
GHG emissions intensity	Scope 3 – Intensity	tCO ₂ e/£m revenue	310	306	349		
GHG emissions intensity	Scope 1, 2 & 3 GHG emissions intensity, location-based	tCO ₂ e/£m revenue	334	331	374		
GHG emissions intensity	Scope 1, 2 & 3 GHG emissions intensity, market-based	tCO ₂ e/£m revenue	323	320	365		
UK GREENHOUSE GAS EMISSIONS							
UK GHG emissions	Total Scope 1 & 2 GHG	tCO ₂ e	178	257	693		
NON-GREENHOUSE GAS EMISSIONS							
Volatile Organic Compounds (VOCs)	Consumed volatile organic compounds (VOCs)	kg	103,990	40,124	44,641		
ENERGY							
RENEWABLE ENERGY							
Total	Total energy consumption from renewable resources	MWh	70,289	69,957	59,406		
Total	Total renewable energy consumption used for electricity	MWh	70,289	69,957	59,406	80% by FY2027	
Total	Total % of energy derived from renewable sources	%	43%	44%	37%		
Total	Total renewable energy produced on-site	MWh	1,209	809	23		
Solar: No. of manufacturing sites of over 10,000sq ft with solar/%	No. of manufacturing sites of over 10,000sq ft with solar/%	Number	4	3	1		
ENERGY (RENEWABLE AND NON-RENEWABLE)							
Total	Total energy consumption	MWh	162,305	157,555	161,893	2% reduction FY2026 vs FY2025	
Total	Total non-renewable energy consumption	MWh	92,014	87,598	102,487		
Total	Total energy consumption used for electricity (renewable and non-renewable)	MWh	86,850	86,950	86,954		
TOTAL ENERGY BY SOURCE (NON-RENEWABLE)							
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Natural gas	MWh	49,059	40,232	41,520		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – LPG or Propane	MWh	2,810	2,398	2,616		

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Petrol	MWh	–	502	558		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Gasoline	MWh	22,188	26,337	29,315		
Energy consumption by type	Breakdown by type of fuel consumption for energy purposes – Other	MWh	1,397	1,136	929		
Energy consumption by type	Total energy consumption from fossil fuels (excl. electricity)	MWh	75,454	70,605	74,939		
ENERGY EFFICIENCY							
Total	Energy efficiency	MWh/£m revenue	84	81	84		
Total energy efficiency/reduction projects	Total projects completed in FY2026	Number	69	157	–		
WATER							
WATER STRESS – CONSUMPTION							
Total water consumption	Total water consumption in water-stressed areas	m³	25,087	25,649	26,698		
WATER STRESS – BY SOURCE							
Total water withdrawal	Total water withdrawal in water-stressed areas	m³	5,157	5,272	7,785		
Total water withdrawal as a percentage	Total water withdrawal in water-stressed areas as a percentage	%	21%	21%	29%		
Water withdrawal by source	Ground water used	m³	5,157	5,272	7,785		
Water withdrawal by source	Reservoir water used	m³	–	–	–		
Water usage by source	Public system water used	m³	10,444	10,678	4,593		
Water usage by source	Water used – other supply	m³	9,486	9,698	14,320		
Water intensity ratio	Water intensity ratio – water stressed sites	m³/£m revenue	13	14	14	5% reduction FY2025-FY2027	
Water policy	Water policy	Qualitative	Yes	Yes	Yes		
Water stress risk assessment framework	Water stress risk assessment framework	Qualitative	Yes	Yes	Yes		
Water stress exposure percentage	Water stress exposure percentage	%	16%	15%	14%		
High water stress	Number of sites with a high water stress rating	No. of sites	7	7	7		
GLOBAL WATER DATA – BY SOURCE							
Total water consumption by source for all monitored sites	Total water consumption	m³	160,413	169,595	185,480		
Water usage by source for all monitored sites	Public system water used	m³	128,229	135,568	137,859		
Water usage by source for all monitored sites	Water used – other supply	m³	25,466	26,924	37,732		
Total water withdrawal from all monitored sites	Total water withdrawals	m³	6,719	7,103	9,889		
Water withdrawal by source for all monitored sites	Ground water used	m³	6,621	7,000	9,889		

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
Water withdrawal by source for all monitored sites	Reservoir water used	m³	98	103	–		
Water usage by source for all monitored sites	Water intensity ratio – global sites	m³	83	89	97		
Water usage for all other sites	Estimated water consumption for all other sites	m³	15,988	15,889	15,889		
Fresh water withdrawal	Total freshwater withdrawal	m³	6,719	7,103	9,889		
WASTE AND RECYCLING							
RECYCLING							
Recycling	Total recycled waste	Tonnes	7,519	8,977	8,547		
Recycling	Non-hazardous waste recycled	Tonnes	7,238	8,564	7,748		
HAZARDOUS WASTE							
Hazardous waste	Total hazardous waste	Tonnes	491	834	1,047		
NON-HAZARDOUS WASTE							
Waste by type	Total non-hazardous	Tonnes	10,156	11,717	10,686		
Waste by type	Non-hazardous waste recycled	Tonnes	7,238	8,564	7,748		
Waste by type	Non-hazardous waste incinerated	Tonnes	149	96	119		
TOTAL WASTE MANAGEMENT							
Waste by type	Total waste	Tonnes	10,647	12,551	11,733		
Waste by type	Total hazardous waste	Tonnes	491	834	1,047		
Waste by type	Total non-hazardous waste	Tonnes	10,156	11,717	10,686		
Waste by type	Total incinerated waste	Tonnes	258	201	145		
Waste by type	Total non-recycled waste	Tonnes	1,667	3,043	3,159		
Waste by type	Total non-recycled waste (%)	%	16%	24%	27%		
Waste by type	Non-hazardous waste recycled	Tonnes	7,238	8,564	7,748		
Waste by type	Non-hazardous waste incinerated	Tonnes	149	96	119		
Normalised waste	Normalised waste	Tonnes/£m revenue	5	7	6	5% reduction FY2025-FY2027	
Waste policy	Waste policy	Qualitative	Yes	Yes	Yes		
ENVIRONMENTAL POLICIES AND PROJECTS							
ENVIRONMENTAL POLICIES							
Environmental sustainability policy	Environmental sustainability policy	Qualitative	Yes	Yes	Yes		
ENVIRONMENTAL PROJECTS							
Total water reduction projects	Water projects completed in year	Number	9	9	15	30 water saving projects FY2025-2027	
Total waste/circularity projects	Waste/circularity projects completed in year	Number	12	7	–	30 waste/circularity projects FY2025-2027	
Total packaging projects	Packaging projects completed in year	Number	6	7	15		
Total investment into energy/sustainability projects	Total investment (CapEx) into projects	£	2,540,000	3,040,000	–		

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
Total savings from energy projects (£)	Total savings from energy projects (£)	£	159,000	191,000	–		
Total savings from energy projects (MWh)	Total savings from energy projects (MWh)	MWh	10,500	12,580	–		
Total savings from energy projects (tCO ₂ e)	Total savings from energy projects (tCO ₂ e)	tCO ₂ e	400	–	–		
Total solar panels installed	Total solar panels installed in the year	Number	180	2,347	350		
Total spend on solar projects	Total spend on solar projects in the year	£	–	168,000	78,000		
ROAD FLEET							
GLOBAL ROAD FLEET BY TYPE							
Road fleet	Total vehicles	Number	932	909	883		
Road fleet	Percentage of hybrid vehicles	%	7%	4%	1%		
Road fleet	Number of battery electric vehicles (BEVs)	Number	155	101	61		
Road fleet	Percentage of vehicles that are BEVs	%	17%	11%	7%		
GLOBAL ROAD FLEET (ENERGY)							
Road fleet	Vehicle GHG intensity	tCO ₂ e	3,337	3,704	4,634		
Road fleet	Fleet fuel consumed	gallons	365,294	391,332	520,555		
Road fleet	Fleet energy	MWh	13,649	14,862	18,216		
BIODIVERSITY							
Number of operational sites in biodiversity sensitive areas	Number of operational sites in biodiversity sensitive areas	Number	0	0	0		
Partnership with environmental conservation charity	Disclosure of a corporate partnership with an environmental conservation charity	Qualitative	Yes	Yes	No		
OTHER DATA							
EU Taxonomy							
Green Revenue	Revenue eligible with the EU Taxonomy's definition of sustainable activities	£	973,819,846	–	–		
Green CapEx	CapEx eligible with the EU Taxonomy's definition of sustainable activities	£	8,561,623	–	–		
Green OpEx	OpEx eligible with the EU Taxonomy's definition of sustainable activities	£	44,603,925	–	–		
R&D							
Group Total – R&D spend	R&D spend	million £	64	62	63		
Group Total – R&D spend as a percentage of sales	R&D spend as a percentage of sales	%	3.3%	3.3%	3.4%		
RESPONSIBLE SUPPLY CHAIN							
Percentage of supplier spend with verified SBTs	Group total	%	9%	9%	10%	25% of supplier spend SBTi aligned by FY2027	
Percentage of supplier spend assessed by EcoVadis (achieving a score over 45)	Group total	%	35%	28%	12%	40% of supplier spend evaluated by FY2027	
Ethical behaviour of suppliers policy	Ethical behaviour of suppliers policy	Qualitative	Yes	Yes	Yes		

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
Supplier Code	Supplier Code	Qualitative	Yes	Yes	Yes		
ESG due diligence supply chain policy	ESG due diligence supply chain policy	Qualitative	Yes	Yes	Yes		
Human rights supply chain due diligence policy	Human rights supply chain due diligence policy	Qualitative	Yes	Yes	Yes		
Supplier assessments	Total supplier assessments via EcoVadis	Number	178	214	–		
ISO 14001 CERTIFICATION							
Total manufacturing sites certified to ISO 14001	Group total	% of sites	100%	100%	100%		
Total manufacturing sites certified to ISO 14001	Group total	Number of sites	89	82	49		
Total manufacturing sites certified to ISO 14001	John Crane	Number of sites	68	73	41		
Total manufacturing sites certified to ISO 14001	Flex-Tek	Number of sites	21	9	8		
ISO 45001 CERTIFICATION							
Total manufacturing sites certified to ISO 45001	Group total	% of sites	100%	100%	100%		
Total manufacturing sites certified to ISO 45001	Group total	Number of sites	81	76	52		
Total manufacturing sites certified to ISO 45001	John Crane	Number of sites	60	66	43		
Total manufacturing sites certified to ISO 45001	Flex-Tek	Number of sites	21	10	9		
Product							
EcoDesign Policy	EcoDesign Policy	Qualitative	Yes	No	No		

ENVIRONMENT – Business data

ENERGY

ENERGY BY BUSINESS

Total electrical power use by business	John Crane	MWh	43,711	45,365	45,806
Total electrical power use by business	Flex-Tek	MWh	42,839	40,934	40,426
Total electrical power use by business	Group/Corporate	MWh	299	652	723
Total energy use by region or business (MWh)	John Crane	MWh	81,412	83,058	88,079
Total energy use by region or business (MWh)	Flex-Tek	MWh	80,238	73,520	72,862
Total energy use by region or business (MWh)	Group/Corporate	MWh	653	977	952
Total energy use by region or business (MWh)	Total Energy (UK)	MWh	3,614	3,678	4,964

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Data point	Unit	FY2026	FY2025	FY2024	Target	Assured in FY2026
RENEWABLE ENERGY PERCENTAGE BY BUSINESS							
Total renewable energy percentage by business	John Crane	%	73%	74%	72%		
Total renewable energy percentage by business	Flex-Tek	%	77%	77%	76%		
Total renewable energy percentage by business	Smiths Group	%	75%	75%	74%		
GREENHOUSE GAS							
TOTAL GHG EMISSIONS BY BUSINESS							
Total Scope 1 & 2 GHG emissions by business	John Crane	tCO ₂ e	14,022	14,673	18,629		
Total Scope 1 & 2 GHG emissions by business	Flex-Tek	tCO ₂ e	11,016	11,608	12,530		
Total Scope 1 & 2 GHG emissions by business	Group/Corporate	tCO ₂ e	82	382	412		
Total Operations (including discontinued operations)							
Scope 1	Scope 1 – Total	tCO ₂ e	Δ 17,561	17,422	18,758		Yes
Scope 2	Scope 2 – Total (market-based)	tCO ₂ e	Δ 15,840	20,286	23,820		Yes
Total	Total Scope 1&2 (market-based)	tCO ₂ e	Δ 33,401	37,708	42,578		Yes
Scope 3	Total Scope 3	tCO ₂ e	Δ 1,073,894	1,188,057	1,151,467		Yes
Total	Total Scope 1, 2, 3 GHG (market-based)	tCO ₂ e	1,107,295	1,225,765	1,194,045		
Total	Total energy consumption	MWh	Δ 207,316	213,519	218,344		Yes

Social and Governance – Group data

	Unit	FY2026	FY2025	FY2024	Target
SOCIAL					
EMPLOYEES					
Number of employees – John Crane	Number	6,321	6,395	6229	
Number of employees – Flex-Tek	Number	3,718	3,721	3655	
Number of employees – Group	Number	396	512	566	
Total number of employees	Number	10,435	10,628	10,450	
Women percentage of Smiths employees	%	27%	28%	28%	
Men percentage of Smiths employees	%	73%	72%	72%	
MANAGEMENT DIVERSITY					
Women percentage of Smiths Executive Committee	%	14%	33%	36%	
Men percentage of Smiths Executive Committee	%	86%	67%	64%	
Women percentage of Smiths Senior Leadership Team	%	40%	37%	34%	
Men percentage of Smiths Senior Leadership Team	%	60%	63%	66%	
Women percentage of senior management (Companies Act definition)	%	18%	18%	16%	
Men percentage of senior management (Companies Act definition)	%	82%	82%	84%	



Footnotes

Δ KPMG has provided limited assurance under ISAE (UK) 3000 and 3410 over selected information marked with Δ. See www.smiths.com for full assurance reports.

See page 11 for gender disclosure definitions.

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Unit	FY2026	FY2025	FY2024	Target
Women percentage of senior management (UK Code definition)	%	38%	44%	38%	
Men percentage of senior management (UK Code definition)	%	63%	56%	62%	
Women percentage of senior management (FTSE Women Leaders definition)	%	38%	44%	37%	
Men percentage of senior management (FTSE Women Leaders definition)	%	63%	56%	63%	
Women percentage of Smiths management	%	23%	22%	22%	
Men percentage of Smiths management	%	77%	78%	78%	
Ethnic diversity percentage of senior management (Parker Review definition)	%	13.3%	17.6%	–	
Number in executive management – Men	Number	6	6	7	
Number in executive management – Women	Number	1	3	4	
Number in executive management – White British or Other White (including minority White groups)	Number	7	9	8	
Number in executive management – Asian/Asian British	Number	1	2	2	
BOARD DIVERSITY					
Number of Board members – Men	Number	6	8	6	
Number of Board members – Women	Number	2	3	4	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Men	Number	3	4	3	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Women	Number	1	0	1	
Number of Board members – White British or Other White (including minority White groups)	Number	7	9	8	
Number of Board members – Asian/Asian British	Number	1	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	4	
Number of senior positions on the Board (CEO, CFO, SID and Chair) – Asian/Asian British	Number	0	0	0	
EMPLOYEE SATISFACTION					
Overall employee engagement score	Number	78	72 ¹	75 ¹	Top quartile
Survey response rate	%	85	78 ¹	85 ¹	
Employee perceptions of the opportunities for personal development and growth	Number	81	68 ¹	69 ¹	
Employee perceptions of respectful treatment	Number	81	77 ¹	80 ¹	
Employee perceptions of commitment to mental well-being	Number	75	65 ¹	68 ¹	
Employee perceptions of commitment to safety	Number	85	82 ¹	84 ¹	
Employee perceptions of commitment to ethical behaviour	Number	77	71 ¹	72 ¹	
Employee perceptions of commitment to environment	Number	81	76 ¹	77 ¹	
EMPLOYEE RECRUITMENT AND RETENTION					
Voluntary employee turnover – recent hires	%	21.8%	24.9%	17.8%	
Voluntary employee turnover – total	%	10.0%	9.9%	8.8%	
Employee turnover rate	%	18.3%	15.5%	13.7%	
Number of Early Careers participants	Number	83	127	46	

**Footnotes**

1 Employee engagement survey data from FY2024 and FY2025 is for Total Group.

See page 11 for gender disclosure definitions

SUSTAINABILITY DATA DISCLOSURES CONTINUED

	Unit	FY2026	FY2025	FY2024	Target
WORKPLACE HEALTH AND SAFETY					
Total recordable injury rate (RIR)	Number	0.52	0.35	0.41	
Total recordable injuries	Number	53	35	42	
Lost time injury rate (LTIR)	Number	0.28	0.10	0.21	
Fatalities (employees)	Number	0	0	0	
Fatalities (contractors)	Number	0	0	0	
Health, safety and well-being policy		Yes	Yes	Yes	
HSE reporting policy		Yes	Yes	Yes	
POLICIES					
Fair employment policy		Yes	Yes	Yes	
Human rights policy		Yes	Yes	Yes	
Community/Philanthropy					
Total funds granted by Smiths Group Foundation in the year	Million £	c.£1.3m	£675k	c.£1m	
Number of organisations supported through Smiths Group Foundation Grants	Number	13	7	11	
Training					
Total mandatory training hours	Number	36,336	31,019	23,690	
Average mandatory training hours per employee	Number	3.5	2.9	2.3	

GOVERNANCE

BUSINESS ETHICS					
Ethics policy		Yes	Yes	Yes	
Speak out policy		Yes	Yes	Yes	
Agents and distributors policy		Yes	Yes	Yes	
Anti-corruption policy		Yes	Yes	Yes	
Concerns reported through company Speak Out helpline	Number	198	215	184	
Percentage substantiated or partially substantiated	%	37%	19.5%	22.3%	
POLITICAL DONATIONS					
Contributions to political parties	£	0	0	0	
Political activities policy		Yes	Yes	Yes	
Charitable donations policy		Yes	Yes	Yes	