



# Supplier Diversity



Strengthening the  
value we deliver to  
our **CUSTOMERS**

A leading provider of infection prevention and other procedural products and services, STERIS is focused primarily on healthcare, pharmaceutical and medical device Customers.

At STERIS, more than 13,000 Associates work every day in support of our **MISSION: TO HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD** by providing innovative healthcare and life science product and service solutions around the globe.

*“Diversity—of our people and our suppliers—is built into the fabric of our organization in our efforts to fulfill that ambition. Doing so strengthens our ability to achieve our Mission and also benefits the communities in which we do business.”*

– Dan Carestio, Chief Operating Officer, STERIS

The STERIS Supplier Code of Conduct outlines STERIS's expectations and requirements of suppliers relating to workplace standards and ethical business practices. Wherever we operate, we are committed to respecting workers and abiding by commonly recognized human rights while adhering to applicable local laws and regulations. Globally, our operations are guided by these principles and we expect our suppliers to do the same.



STERIS is committed to developing and maintaining a more inclusive supply base, focusing on:



Diversity strengthens the value we provide to our Customers and we have made it an integral part of our Supply Chain Management (SCM) policy. In addition, our SCM policy ensures strict compliance with all regulatory agency requirements as well as with federal, state and local procurement regulations and programs.

We practice nondiscrimination and equal opportunity in all areas of our business, giving fair consideration to all suppliers of goods and services, contractors and subcontractors.

We seek to increase diversity in our supply base in ways consistent with STERIS's SCM objectives of quality, surety of supply, cost, value, service and continuous improvement.

No potential supplier will be precluded from consideration on the basis of color, religious creed, age, sex, national origin or disability.

**MBE, SDVO, HUBZone and VO businesses must have documented certification of their status by the certifying authority. WBE and SB businesses can be self-certified.**



We welcome suppliers with new ideas and always look forward to developing relationships for mutual success.

It is our policy to request bids from companies that have documentation of their quality, manufacturing and business practices.

It is contrary to STERIS's policy for suppliers to offer gratuities, premiums, or other incentives to any Associate under any circumstances. We prefer incentives to be expressed in terms of quality, service, and cost savings in supplier quotations.

## Product & Service Evaluation

- For each product and service, we seek a high level of quality in performance, as well as a product's impact on the environment, safety features, and compliance to government regulations.
- We strive for flawless service from our suppliers. We want to do business with companies as committed to their Customers as we are to ours.
- Service extends from inquiries before sales, through acquisition of the product or service, to installation, training and ongoing product support.
- Evaluation, which can vary from item to item, is based on input from users who know the application of the product or service.
- We evaluate each product and service by its total value, including quality, surety of supply, cost, and service. In addition, life cycle costs including training, maintenance and disposal are considered.
- We continue to integrate our suppliers into our business operations, including our ordering and delivery processes.
- Our manufacturing facilities and the suppliers who support them are also driving our progress to become a more sustainable company, with changes such as reducing materials used and wasted material and recycling raw material packaging for future use in product packaging.



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## Resources | Links

For more information about diverse business organizations and certification, please visit the respective agencies:

- Small Business Administration: [sba.gov](https://www.sba.gov)
- VetBiz Portal of the Department of Veterans Affairs (VA), Office of Small & Disadvantaged Business Utilization (OSDBU): [vetbiz.va.gov](https://vetbiz.va.gov)
- National Minority Supplier Development Council: [nmsdc.org](https://www.nmsdc.org)
- Women's Business Enterprise National Council: [wbenc.org](https://www.wbenc.org)
- HUBZone Council: [hubzonecouncil.org](https://www.hubzonecouncil.org)

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- VetBiz Portal of the Department of Veterans Affairs (VA), Office of Small & Disadvantaged Business Utilization (OSDBU): [vetbiz.va.gov](https://www.vetbiz.va.gov)
- National Minority Supplier Development Council: [nmsdc.org](https://www.nmsdc.org)
- Women's Business Enterprise National Council: [wbenc.org](https://www.wbenc.org)
- HUBZone Council: [hubzonecouncil.org](https://www.hubzonecouncil.org)



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