

STERIS | Sustainability

OUR STORY



SUSTAINABILITY | We have a great story

We and many of our Customers care about sustainability. Our Customers appreciate our mission to help them create a healthier and safer world, but many of them want to learn more about what we are doing.

We have a good story to tell – STERIS has focused on sustainable practices for years – with much good work being done across our operations around the world. We have not told the story in a comprehensive way to broad audiences.

To address this need, we put together a small project team, led by our COO, Dan Carestio, to determine what additional sustainability practices we should consider and communicate what we have done.

The team developed new external content on steris.com, communicating our sustainability efforts, goals, and accomplishments. The content represents a review of our sustainability achievements. This includes Ethical Business Practices, Energy and Conservation, People and Community, and Environmental Health and Safety. This is our story.

— **Walt Rosebrough, STERIS President & CEO**



Mission, Vision and Values

Our Sustainability Efforts are driven by our Mission, Vision and Values. At STERIS, we are committed to continuous innovation that allows us to reduce our environmental footprint and the footprint left by our Customers. Our efforts go beyond simple product and service solutions, as we recognize our role to help create a healthier and safer world.

Our MISSION

At STERIS, WE HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD by providing innovative healthcare and life science product and service solutions around the globe.

Our VISION

INSPIRED BY OUR CUSTOMERS' EFFORTS TO CREATE A HEALTHIER AND SAFER WORLD, and guided by our legacy of leadership and innovation, strive to be a GREAT COMPANY. To STERIS, this means we will make a difference by providing WORLD-CLASS PRODUCT AND SERVICE solutions for our Customers, SAFE AND REWARDING WORK for our People, and SUPERIOR RETURNS for our Shareholders.

Our VALUES

CUSTOMERS FIRST – ALWAYS
INNOVATION – THE BEST
ACCOUNTABILITY – RIGHT NOW

PEOPLE – THE FOUNDATION
TEAMWORK – WINNING TOGETHER
INTEGRITY – STEWARDSHIP COMMITMENT

Four Areas of Focus

We support our Mission by manufacturing products that minimize their impact on the environment and by pursuing sustainable strategies throughout our organization.

Our Sustainability Program focuses on four primary areas:



Ethical Business Practices

At STERIS we carry out our work in an ethical, professional and legal manner. As a good corporate citizen, we do what is right.



People & Community

We care about our people, our Customers and the communities in which we operate.



Energy & Conservation

STERIS's Lean concepts and culture help us drive the efficiency of our global facilities while delivering products and services that help our Customers reduce their environmental footprint.



Environmental Health & Safety

Our mission is to help our Customers create a healthier and safer world. As such, the safety of our people and the protection of the environment are the basis upon which we conduct our day-to-day operations globally.



Ethical Business Practices



At STERIS we carry out our work in an ethical, professional and legal manner. As a good corporate citizen, we do what is right.

STERIS holds a seat and actively participates on the Boards of **AdvaMed** and **MDMA**.



AdvaMed has roughly 300 member companies and promotes policies that foster the highest ethical standards, timely patient access to safe and effective products, and economic policies that reward value creation.

The AdvaMed Code of Ethics on Interactions with Health Care Professionals (“AdvaMed Code”) facilitates ethical interactions between MedTech companies and health care professionals to ensure that medical decisions are based on the best interests of the patient.

Our CEO is a long-term member of, and currently chairs, the AdvaMed Ethics Committee, which is responsible for the Code of Ethics.



MDMA is the leading voice representing the interests of innovative and entrepreneurial medical technology companies. MDMA's goal is to provide patients and clinicians with timely access to safe and effective medical technologies that improve the quality of life.

STERIS's Code of Business Conduct sets the standard

for legal and ethical behavior, addressing things like bribery and corruption, supply chain transparency, proper behavior in the workplace, and avoiding conflicts of interest.

To STERIS, this means we will make a difference by providing world-class product and service solutions for our Customers, safe and rewarding work for our People, and superior returns for our Shareholders.

STERIS opposes all forms of slavery, servitude, forced labor, and human trafficking.

STERIS is committed to upholding human and workplace rights in all STERIS operations globally and respects human rights as recognized by the principles of the United Nations Global Compact. This commitment is woven into the fabric of our core Values and is further described in our Code of Business Conduct, our business and operating policies, our health and safety governance, and our management systems.

Using the STERIS Integrity Helpline or Webl ine, employees can anonymously report potential Code of Conduct concerns.



Energy & Conservation

STERIS's Lean concepts and culture help us drive the efficiency of our global facilities while delivering products and services that help our Customers reduce their environmental footprint.



STERIS has implemented interior and exterior LED lighting at factories, offices and distribution centers to reduce our overall energy consumption.



In order to reduce waste, the STERIS Monterrey, Mexico facility recycles raw material packaging for future use in their own product packaging.



At an average of 9.4 cycles per day, one Vision Single Chamber Washer may save up to 535,800 liters of water per year versus previous models.



STERIS is improving the fuel efficiency of its fleet of nearly 2,000 vehicles. Over time, 900 older vans will be replaced with crossover vehicles resulting in a fuel efficiency increase from 8.37 kilometers per liter (kpl) to 9.35 kpl.

The remainder of the STERIS fleet will be evaluated for market availability of more sustainable vehicles including hybrids and electric cars and light trucks.

People & Community

STERIS cares deeply about its people, Customers, and the communities in which we operate. Through continuous improvement, we have made significant strides in reducing waste, increasing conservation efforts and improving workflow and efficiencies at our facilities. **Our people are the source of these ideas.**

STERIS provides meaningful jobs with market-competitive wages and benefits and strives to protect our people's jobs whenever possible. We abhor layoffs, and even the smallest of layoffs must proceed through our normal chain of command, including final approval by executive management.

Every 12-18 months, STERIS encourages all associates to participate in our Employee Engagement Survey. We work to take their input and continually improve. In the most recent survey, more than 80% of our people completed the survey.

STERIS associates benefit from the Company's web-based learning management system, through STERIS University. In addition to the Code of Business Conduct training that is required, nearly 45% of all employees completed at least one of the many course offerings. This coming year, STERIS will broaden the curriculum and increase employee participation.

STERIS University also offers Customers the opportunity to obtain ongoing Continuing Education credits (CEs) to help healthcare professionals stay abreast of current standards and research in the fields in which they practice.



STERIS is committed to educating and developing our people. This dedication to developing and retaining the best talent in the industry allows STERIS to have a positive global impact on the healthcare and life science industries and the communities we serve.

STERIS does not discriminate on the basis of an individual's race, color, national origin, religion, sex, age, disability, sexual orientation, gender identity, or genetic information.

STERIS funds the STERIS Foundation, which contributes support to health and health education activities.

The STERIS Founders Memorial Scholarship program has provided over \$1.5 million in post-high school education scholarship funds to children of STERIS employees.

STERIS has a history of providing assistance to communities adversely affected by natural disasters.



Environmental Health & Safety

Our mission is to help our Customers create a healthier and safer world. As such, the safety of our people and the protection of the environment are the basis upon which we conduct our day-to-day operations globally.

At STERIS, most widely-attended Company meetings begin with a safety message, and we provide weekly safety tips to help employees stay safe both while on and off the job.

A driver safety program is in place for all STERIS North American fleet drivers, and will be expanded to encompass all STERIS fleet drivers around the world.



STERIS operations met or exceeded OSHA world-class rates. STERIS has programs in place to ensure ALL facilities, including those associated with recent acquisitions, work toward OSHA world-class standards for Incidents and Lost Work Days. Current year to date, the Lost Work Day Incident Rate (LWDI) was .27 (excluding Synergy) which is favorable to the world class rate of .41 (LWDI is calculated by multiplying the total # of recordable injuries and illnesses involving lost work days by 200,000 divided by total hours worked). STERIS has programs in place to ensure ALL facilities, including recent acquisitions, achieve STERIS safety standards.



STERIS operates 13 sites which have earned VPP Star certification. The balance of STERIS locations continue to work toward this achievement.

The VPP (Voluntary Protection Program) Star Program is designed for exemplary worksites with comprehensive, successful safety and health management systems. Companies in the Star Program have achieved injury and illness rates at or below the national average of their respective industries.



STERIS has made great progress in the area of Environmental Health and Safety, including:

Ethylene Oxide (EO) processing is widely used for sterilization at STERIS Applied Sterilization Technologies (AST) facilities. Ethylene glycol is the predominant derivative of EO and can be recovered from processing. In 2019, STERIS will recover in excess of 1.2 million kg of ethylene glycol, which can then be used as an ingredient in automotive antifreeze, airplane deicing materials, and the manufacturing of plastic film and bottles.

STERIS AST launched the Sustainable EO[®] Services Program, which aims to reduce the use of ethylene oxide gas per cubic meter of product processed by 50% over the next 5 years, leading to lower product residuals and emissions.

AST's E-Beam Radiation expansion has diversified our radiation-based sterilization capabilities, resulting in a significant reduction in waste.

Prolystica[®] Ultra Concentrate Cleaning Chemistries offer 10x the uses per container. That means 5 and 10-liter containers of concentrate replace 114-liter drums, creating benefits from safer lifting to less frequent deliveries with smaller trucks.



www.steris.com/sustainability



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