

STERIS Supplier Code of Conduct

STERIS is a leading global provider of products and services that support patient care with an emphasis on infection prevention. Our Mission is to **HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD** by providing innovative healthcare and life science products and services around the globe.

STERIS plc (“STERIS”) believes in conducting business with integrity and honesty and in accordance with all applicable laws and regulations of the countries in which it operates.

Suppliers are imperative to STERIS business and in helping STERIS achieve its Mission.

STERIS expects its suppliers to comply with the laws of the countries in which they operate, including but not limited to the European Union Customs Code, the EU Restriction of Hazardous Substances Directive, the UK Modern Slavery Act, Uygher Forced Labor Prevention Act (UFLPA), the US Foreign Corrupt Practices Act, the UK Bribery Act, the US Dodd-Frank Conflict Minerals Rules, Data Privacy, and all applicable local labor and employment laws. STERIS values worker health and safety and holds as a priority preserving its standing as a socially responsible entity. The STERIS Supplier Code of Conduct defines the minimum requirements and expectations for the ethical behavior of STERIS suppliers (“Suppliers”). STERIS expects its Suppliers to strive to exceed both these minimum requirements and industry best practices.

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Scope

The Supplier Code of Conduct applies to all Suppliers of goods and services to any STERIS business.

STERIS expects Suppliers to ensure that this Supplier Code of Conduct is communicated to their employees, parent, subsidiaries and affiliated entities as well as any subcontractors and to require their next tier suppliers to acknowledge and implement this Supplier Code of Conduct. This communication should be in the local language of the Supplier and provided in a manner understood by all.

Responsible Sourcing

Suppliers must not incorporate materials or parts in materials, parts or services supplied to STERIS that would violate any law or regulation because of the origin of the material, part or service.

Transparency

Suppliers will remain transparent about their business activities, structure, financial situation, performance, and business as required by any applicable laws and industry standards.

Business Continuity

Suppliers shall be prepared for disruptions of its business (e.g. natural disasters, terrorism, software viruses, cyber security and ransomware attacks, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect employees, the environment and its operations as far as possible from the effects of possible disasters that arise within the Supplier's domain of operations. Suppliers must promptly report any disruptions to STERIS as soon as the potential is identified.

Conflict Minerals

Suppliers must have a policy ensuring that the tantalum, tin, tungsten, and gold used in their products do not directly or indirectly fund or support armed groups responsible for serious human rights abuses.

Commitment to Diversity

STERIS is committed to fostering an inclusive supply chain that reflects the diversity of STERIS Customers and communities. We believe that a diverse supplier base enhances our ability to innovate and deliver superior products and services.

Continuous Improvement

STERIS is dedicated to a culture of continuous improvement, focusing on enhancing safety, quality, cost efficiency, and innovation across all aspects of its operations. This commitment to continuous improvement not only drives operational excellence but also supports sustainable business practices and environmental stewardship.

STERIS expects from its Suppliers a commitment to achieve continuous improvement of its business processes and the competitiveness, performance and price of the goods and services it supplies to STERIS.

Responsibility to Report

Suppliers shall promptly report to STERIS any known breach of this Supplier Code of Conduct and implement a corrective action plan to cure the non-compliance (furnished to STERIS in writing). If a Supplier fails to meet the corrective action plan commitment, STERIS may terminate the business relationship, including suspending placement of future orders and potentially terminating current production. STERIS reserves the right to hold Suppliers responsible for reasonable costs of investigating non-compliance. STERIS also reserves the right to terminate the relationship, regardless of mitigation.

Animal Welfare

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals.

Human Rights and Labor

Working Hours and Wages

Suppliers' employees shall not work more than the maximum hours permitted under applicable law. Wages paid to employees must be at least equal to the applicable minimum wage and any other applicable statutory benefits. Any overtime hours must be paid at the legally mandated pay rates. The Supplier shall not support, promote or use compulsory labor, slavery, forced or involuntary labor, or human trafficking of any kind.

No Child Labor

Supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, no work is permitted under any circumstances if it would hinder a minor from the completion of schooling, training, or any employment harmful to their health or development.

Non-Discrimination

Suppliers shall maintain a workplace that is free from discrimination and harassment based on race, religious belief, color, gender, pregnancy, childbirth or related medical conditions, age, national origin, ancestry, sexual orientation, gender identification, physical or mental disability, medical condition, illness, genetic characteristics, family care, marital status, status as a veteran or qualified disabled veteran (in the USA only), caste, socio-economic situation, political opinion, union affiliation, ethnic group, illness any other classification protected under applicable law and Supplier may not promote and support such discrimination outside of the workplace.

Modern Slavery and Human Trafficking

The STERIS Human Rights and Labor Policy prohibits modern slavery and human trafficking in its operations including its supply chain and its business partners around the globe. This policy is consistent with STERIS fundamentals of ethical values: integrity, mutual respect, responsibility, and corporate citizenship, as described in the STERIS Code of Business Conduct. STERIS employees, contractors, subcontractors, vendors and suppliers must not engage in any practice that constitutes modern slavery in any of their business activities.

There shall be no unreasonable restrictions on workers' freedom of movement, or unreasonable restrictions on entering or exiting the Supplier-provided facilities. All work must be voluntary, and workers must be free to leave work at any time or terminate their employment.

STERIS Suppliers and business partners found to be in violation of this policy are subject to disciplinary action, up to and including termination of the business relationship.

Humane Treatment

Suppliers may not engage in harsh or inhumane treatment, coercion or verbal abuse of workers or any threat of such treatment. Discipline policies and procedures must be clearly communicated to workers.

Environment, Health and Safety

Sustainability and Social Responsibility

Suppliers must adhere to all relevant environmental laws, regulations, and standards, and establish an effective system to identify and mitigate potential environmental hazards. We expect our Suppliers to adopt responsible and sustainable practices to minimize the environmental impact of their operations, with a particular emphasis on reducing carbon emissions through their products and services (e.g., by providing

relevant climate protection data) and to meet compliance requirements that enable STERIS to fulfill reporting requirements.

Additionally, we expect Suppliers to incorporate climate protection into their own operations, such as by setting and achieving climate protection goals.

Facility and Supply Chain Security

Suppliers must maintain adequate security at all facilities and implement supply chain security procedures designed to prevent the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives, biohazards or other contraband) in alignment with applicable law, including the principles of the U.S Customs and Border Protection's Customs-Trade Partnership Against Terrorist (C-TPAT) program.

Work Environment

Provide a safe and healthy working environment and comply with all applicable health and safety laws, including, where appropriate, addressing occupational injury and illness, emergency preparedness, and occupational Safety and provide a work environment that is safe and conducive to good health in order to preserve the health of employees and prevent accidents injuries and related illnesses.

Anti-Corruption and Ethics

Anti-Corruption

Suppliers shall compete for all business opportunities fairly, ethically, legally, and comply with all antitrust and fair competition laws regulating competition and trade in each jurisdiction where they conduct business. Suppliers shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of antitrust laws.

Gifts and Entertainment

Suppliers must use discretion and care to ensure that expenditures on STERIS personnel or representatives are reasonable and in the ordinary and proper course of business and could not reasonably be construed as an improper inducement or bribe, or otherwise violate applicable laws and/or regulations. In any case, gifts and entertainment cannot be offered such that they are construed as intended to influence the judgment of the recipient to secure unfair preferential treatment or gain improper advantage. All STERIS Suppliers are required to ensure that any gifts or entertainment

provided or received are appropriate, reasonable, and in line with STERIS commitment to integrity and ethical business practices.

Tax Compliance

Suppliers must follow applicable tax codes. STERIS expects its Suppliers to comply with all applicable tax requirements, including, but not limited to payroll tax, value added tax (VAT), goods and services tax, income tax, sales tax, customs and import duties, use tax and property tax. Suppliers must not illegally evade taxes through any means, including but not limited to, underreporting income, inflating deductions or expenses, laundering money, or concealing funds in offshore accounts.

Import/Export laws

Suppliers must comply with all applicable trade laws of the United States, the European Union, and any other nation relating to import/export matters, including the European Union Customs Code. This includes timely provision of all information necessary to comply with import requirements of the United States or other countries of destination, and not exporting any products received from STERIS to any proscribed country listed in the U.S. Export Administration Regulations. Suppliers will state the country of origin on goods, packaging and invoices as well as provide proper documentation to support available free trade agreement claims.

Management Systems

Data Privacy and Cybersecurity

Suppliers are required to handle all personal and STERIS data according to the latest best practices for data protection and compliance with privacy laws. Suppliers must respect individuals' privacy and implement strong technical and organizational measures to (i) secure personal and STERIS data, (ii) prevent unauthorized access, alteration, or loss, and (iii) detect, protect, respond, and recover from cyber-attacks. Supplier must promptly report any data breaches or cybersecurity incidents to STERIS, (iv) Supplier and STERIS will cooperate in response to a security incident involving both organizations.

Intellectual Property

STERIS does not allow the use of its name, logo, or any non-public information (like supplier relationships, products, parts, or designs) in any public materials (such as press releases, business offers, Customer lists, or websites) without written permission. As a publicly traded company, sharing STERIS's non-public information could break securities laws. Suppliers must keep all trade secrets and confidential information private.

Conflicts of Interest

Suppliers must avoid actual, and the appearance of, improprieties or conflicts of interests. Suppliers must not deal directly, including engaging in contract negotiations, with any STERIS employee that has a financial interest in the Supplier. Similarly, Suppliers must not deal directly with any STERIS employee that is a spouse, domestic partner, family member or relative of the Supplier. It is the obligation of both the Supplier employee and the STERIS employee to proactively disclose any of the relationships.

Documentation and Records

STERIS expects its Suppliers to honestly and accurately record and report all business information, and create, retain, and dispose of business records in full compliance with applicable legal and regulatory requirements.

Supplier Certification of Compliance

Supplier shall communicate the principles stated in this STERIS Code of Conduct to its subcontractors, directors, officers, employees and business partners who are involved in supplying the products and services described in the main contract. The Supplier shall motivate such parties to adhere to the same standards.

Supplier shall give STERIS clear and prompt notice of any performance issues or opportunities, identified by the Supplier relating to the supply of goods or services to STERIS.

Supplier shall be transparent about its ownership and control structure with STERIS, and it shall motivate those that direct, control, manage and influence the strategic running of the Supplier's business to adhere the standards set out in this Code of Conduct.

By its acceptance of any purchase order from STERIS or delivery of any goods and/or services to STERIS, the Supplier acknowledges its acceptance of this Supplier Code of Conduct and its intention to comply with its requirements and agree to report any information alleging a violation of this Supplier Code of Conduct to STERIS.

STERIS encourages Suppliers, their employees and subcontractors with questions regarding the STERIS Supplier Code of Conduct to contact STERIS regarding their concerns. Suppliers and their employees should work with their STERIS contact in resolving business practice or compliance concerns. Should it not be possible or appropriate to resolve a given concern directly with their STERIS contact, Suppliers should contact STERIS's Business Code of Ethics Hotline using the dialing/webline reporting instructions below.

Equal Opportunity

We expect our suppliers to provide equal opportunities, free from discrimination and harassment for all individuals, regardless of race, color, creed, religion, gender, sexual orientation, age, disability, national origin, ancestry, citizen ship armed forces service, marital or veteran status, gender identity or expression, or any other characteristic protected by law. Suppliers should actively seek to include diverse businesses.

Non-Retaliation

STERIS will not tolerate any retribution or retaliation taken against any individual who has, in good faith, reported questionable behavior or a possible violation of the Supplier Code of Conduct.

Integrity Helpline Reporting

To report unethical or compliance related issues over the phone, please use the STERIS Integrity Helpline by dialing the phone numbers and access codes for the country which you are located. The phone numbers can be found at the following weblink:

https://www.steris.com/about/business/code_of_conduct.cfm

Integrity/Help and Weblines Reporting

To report unethical or compliance related issues online, please use the STERIS Integrity Weblines at:

- Within the United States: www.reportlineweb.com/steris
- International: <https://iwf.tnwgrc.com/steris>