



POLICY STATEMENT

Smiths Medical ASD, Inc., (hereinafter Smiths) shall abide by the requirements of 41CFR 60-300.5(a) and 41 CFR 60-741.5(a). These regulations prohibit discrimination against qualified protected veterans and qualified individuals on the basis of disability, and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and qualified individuals with disabilities.

JehanZeb Noor, CEO, supports this program and has assigned overall responsibility for implementation of the Equal Employment Opportunity (EEO) and affirmative action policies at this establishment to Karen Phang, Senior Manager, Global Talent Acquisition. This individual has been designated EEO Coordinator and assigned the day-to-day responsibility for auditing and implementing the policy regarding individuals with disabilities and protected veterans.

Smiths will recruit, hire, train and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to disability or protected veteran status; and ensure that all employment decisions are based only on valid job requirements.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of section 503 of the Rehabilitation Act of 1973, as amended (section 503), the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act or practice made unlawful by section 503 or VEVRAA and their implementing regulations, or any other federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans, or (4) exercising any other right protected by section 503 or VEVRAA or their implementing regulations.

In carrying out this affirmative action program, Smiths shall make reasonable accommodation to the known physical or mental limitations of any qualified individual with a disability or protected disabled veteran employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

Employees and applicants may inspect the Company's Affirmative Action Program documentation upon request and during normal working hours in the Human Resources office.

JehanZeb Noor
CEO
August 1st, 2019