A Global Commitment to Care
At Smiths Medical, we care deeply about our employees, our customers, our communities and the environment. Our business continues to grow and is supported by highly talented employees who are committed to producing and delivering high quality, environmentally protective products that help improve the quality of people’s lives around the world.

As a division of Smiths Group, plc, we are guided by a powerful Code of Business Ethics that is the foundation for all of our employees and our operations worldwide. Operating within this Code enables us to meet our obligations to our stakeholders, deliver real benefits to global health, maintain productive relationships in the communities we do business in, and build a sustainable business for the future.

I am proud of this report which demonstrates:

• Our commitment to the safety and well being of our employees.

• The work we have done to reduce our footprint on the environment and build sustainable operations.

• The strong engagement we have in working with local communities to help people around the world.

We have set high goals for ourselves and I am proud to say that we have, thus far, achieved them and will continue to do so.

You have my commitment that we will strive to further reduce our impact on the environment, continue to improve our life-enhancing products, stay absolutely committed to the safety and well being of our employees and be highly engaged members of the local communities around the world where we live and work.

Srini Seshadri
President, Smiths Medical
Smiths Medical helps strengthen communities around the globe through its charitable work and by fostering a spirit of volunteerism in its employees.

When a catastrophic disaster occurs, Smiths Medical helps however it can. If medical supplies are desperately needed, we donate them. When small local charities need a hand, we pitch in, committing the time and energy needed to raise funds and make a difference. Whether it’s supplies, funding, or good old-fashioned muscle and teamwork, we’re proud of our commitment to serve the greater community, clear across the globe or just next door. Here are just a few examples that illustrate how our employees exemplify Smith Medical’s commitment to caring.

**St. Paul, Minnesota**
More than 50 St. Paul employees raised $3,500 for the American Red Cross 2012 Run for Blood event. Some opted for the Couch to 5k program, which encouraged them to “get off the couch and get active.”

**Dublin, Ohio**
Smiths Medical staff donated over 500 pounds of food to local pantries, and more than 100 toys to Toys for Tots. They also donate blood to the Red Cross each quarter, run a book fair to support St. Jude’s Children’s Hospital, and collect supplies for U.S. troops stationed overseas.

**Japan**
Across Japan our employees kept the spirit of giving alive year-round by donating blood, vending machine cash and Christmas sweets.

**Tijuana, Mexico**
Smiths’ employees and their families clean local beaches each spring and fall to maintain cleanliness and promote environmental awareness. Each Christmas, employees visit two Tijuana orphanages, sharing pizza and spaghetti, breaking piñatas, and giving gifts to the children.

**United Kingdom**
Employees sold raffle tickets, baked cakes, and held competitions to raise money for the Ella Stringer Fund, which supports a local girl with a rare form of cancer. Employees also donated used toner cartridges and sold candy to raise money for the Keech Cottage Children’s Hospital, a Luton-based charity.

**Australia / New Zealand**
Our employees Down Under brightened the days of some local youths by assembling and donating new bicycles.

**South Africa**
Employees voluntarily withdrew funds from their salaries to help their Japanese colleagues after a crippling 9.0 magnitude earthquake and subsequent tsunami struck the northeast coast. By pooling their resources, Smiths employees raised $26,722.92. When coupled with the company match, this amount grew to $53,445.84, a significant amount of aid for Japanese families in need.
Smiths Medical cares deeply about its 7,500 employees worldwide.

We seek to attract and retain highly motivated people who share our values of caring and commitment. Our employees work on six continents and enjoy competitive salaries and benefits relative to local businesses. Smiths encourages career growth and advancement from within our ranks by offering incentives such as skills and leadership training, and employee recognition programs. In addition, paid time-off benefits include holidays and sick time, as well as medical and assistance programs to help employees and their families through difficult times.

Smiths Medical is committed to ensuring the safety of each employee, and continuously seeks opportunities to build upon that foundation.

In 1998, Smiths Medical adopted a comprehensive environmental, health and safety (EHS) policy. We are committed to maintaining compliance, achieving excellence in EHS performance, and meeting Smiths Groups’ EHS Policies. We expect each employee and business partner to work responsibly to support our goal.

Our company-wide commitment to safety makes Smiths Medical a leader in this arena with an admirable Recordable Incident Rate (RIR). [RIR tracks the number of injuries or illnesses for every 100 employees who require more than basic first aid treatment.] Smiths Medical reduced its RIR from 1.22 in fiscal year 2007, to just 0.34 in fiscal year 2013.
As a global manufacturer of medical devices, Smiths Medical works hard to contribute to a safer, healthier and more sustainable planet. We embrace environmental protocols and guidelines that have a positive effect on the planet and we seek to do business with those who share our values. Smiths Medical’s environmental programs aspire to go well beyond standard regulatory requirements.

Smiths Medical has adopted a "less is more" philosophy in our engineering practices that ensures we bring added value to our customers while using fewer materials. In what used to take six parts to build, our EpiFuse™ Catheter Connector is now manufactured with only two, and has resulted in less waste. It’s this type of mindful product design coupled with eco-conscious manufacturing conventions that enable us to continuously reduce the carbon footprint from our worldwide operations.

Additionally, we are implementing efficient high-speed vision inspection systems that not only result in a safer product for clinicians and patients, but also yield healthier production environments for our employees. Our sophisticated IV catheter system checks each product 1200 times a second. At one plant alone that accounts for \(1.6 \times 10^{11}\) inspections annually — equivalent to 23 inspections for every person on earth!

Clinicians across the globe choose Smiths Medical’s products for safe, effective and positive patient outcomes. When they choose our medical devices, they know each one is crafted by individuals who believe that human and natural resources are to be protected, just like the customers we serve. With our words, you’ll find action, and with our products you’ll find smarter design, ever-increasing quality and a level of care that extends far beyond the clinical setting.
Smiths Medical is committed to being a good steward of the earth’s limited resources.

We’ve adopted strategies to help us meet the universal challenges of sustainability, while cutting energy costs and enhancing business opportunities. We’re proud of our environmental credentials, and believe that we will succeed by “greening” our growth.

Innovative technologies reduce waste. Recycling helps with the rest.

We employ innovative technologies aimed at reducing refuse. Our Southington, CT plant uses hot runner molding technology to regrind and consume the polycarbonate scrap byproduct that’s left after making components, resulting in no resin waste!

When waste production cannot be avoided, recycling offers a green solution. We contract with various vendors to reprocess the refuse from our manufacturing plants and offices. Plastic from parts and packaging makes up much of this scrap, but paper, cardboard, glass, and metals are reprocessed, too. These efforts, in concert with improved product designs and operating efficiencies, led Smiths Medical to reduce the amount of waste sent to landfills by over 300 tons a year — a 20% reduction!

We unite with our customers in the global effort for sustainability.

Smiths Medical manufactures products across the globe and respects how each country handles its waste management issues. For instance, European countries require compliance with the Waste Electrical and Electronic Directive (WEEE) and the Restriction of Hazardous Substances Directive (RoHS). WEEE regulations stipulate how electronic waste is collected and recycled, while RoHS bans the use of hazardous substances (e.g., lead and mercury) in manufacturing. As an international manufacturer, Smiths Medical learns what each country requires and takes steps to comply accordingly, helping the globe be a greener, safer place.

Smart product design keeps the environment in mind.

**Pneupac** paraPAC plus ventilator

The paraPAC plus ventilator was designed to minimize its environmental impact during every stage of its life cycle. Made from non-toxic, readily available materials, the device features a relatively small size with fewer parts, which reduces scrap and uses less energy and packaging to ship. The device can be easily dismantled, serviced and reassembled without destroying the enclosure; and, when it is no longer needed, it can be completely dismantled and recycled.

Thoughtful packaging protects our products and the earth.

Smiths Medical abides by the stringent packaging requirements established by the medical device industry. To reduce waste, we take the minimum amount of packaging materials needed for a product, mold it precisely and test it to determine whether it can withstand the rigors of shipping. We strike a balance between minimizing the waste of disposable packaging and maintaining the integrity of our products until they are opened for use. Virtually all of the packaging we use at Smiths Medical is recyclable.

Updates to our physical plants reduce harmful greenhouse gas emissions.

Our Keene, NH plant enacted several measures to lower energy consumption and cut operating costs. They replaced aging compressors with an energy efficient model that recovers lost heat, installed air nozzles to decrease air leaks, and added motion sensors to darken empty rooms. Each year, Keene will slash its greenhouse gas emissions (CO₂) by over 3 million pounds, and its nitrogen oxide emissions (NOₓ) by more than 3,000 pounds. Reducing Keene’s carbon footprint will reap financial benefits; the motion sensors alone trim 25% off the plant’s electric bill.