



Diversity, Equity & Inclusion Commitment

Purpose

At STERIS, people are the key to our success. Our goal is to build and foster a global culture that reflects our commitment to Diversity, Equity and Inclusion (DE&I) where there is a deep sense of purpose, pride, camaraderie and belonging among our Associates. We are unified by our shared commitment to our MISSION TO HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD and by our Vision and Values.

WE STRIVE TO BE A GREAT COMPANY. We provide world-class products and services for our Customers, safe and rewarding work for our People, and superior returns for our Shareholders. To fulfil that commitment to our People, we aim to build a workforce that represents and reflects the diversity of the communities where we operate and the Customers we serve. We believe that the different ideas, experiences, perspectives, and backgrounds of our global Associates create a stronger and more innovative organization that allows us to better serve our Customers.

Our Commitment

TEAMWORK – We believe unity of purpose and teamwork enables us to do far more than we could individually. We draw strength from each other and find value in the diversity of perspectives, experiences and ideas of our global Associates. We communicate with fairness, candor, respect and courage.

DIVERSITY – We build and grow diverse teams through recruiting, developing and retaining talented individuals with diverse backgrounds and experiences. Our path to success includes the understanding that internal representation should be reflective of the communities in which we operate.

BIAS – We recognize that unconscious bias exists and look to identify opportunities at the individual, team and organizational level to mitigate or reduce bias.

CULTURE – We strive to create and sustain an inclusive environment where employees feel safe and empowered to share their thoughts, perspectives and ideas. In doing so, we demonstrate respect and appreciation of individual, cultural, and other identity-based differences while valuing and acknowledging unique skills, experiences, and backgrounds.

STERIS offers the following definitions to clarify our organizational intent and provide a common language for discussing DE&I.

Diversity includes recognition of all the ways in which individuals differ. This encompasses all the different characteristics, both seen and unseen, that make one individual or group different from another. Our definition includes not only gender, race and ethnicity, but also age, religion, gender identity, sexual orientation, disability, socioeconomic status, education, marital status, language and physical appearance. It also considers full inclusion attributes such as different ideas, perspectives, skills, professional and life experiences and values.

Inclusion is the act of leveraging differences and creating environments in which individuals are seen, heard, valued and respected for their unique perspectives and contributions. It also involves including individuals in processes, activities, discussions, and decision-making in a way that appropriately balances and shares power.

Equity is the process of ensuring that organizational programs, practices, and leadership behaviors are impartial, fair and provide equal possible outcomes for every individual.

Belonging is the feeling of connectedness, trust and acceptance, where we feel safe being our authentic selves and capable of doing our best work.

