

Statement on Human Trafficking and

This Statement sets out the actions that STERIS plc and its subsidiaries (the "Company" or "STERIS"), has taken to prevent human trafficking and slavery in its businesses and supply chain in fiscal 2023. The Company opposes and prohibits all forms of slavery, servitude, forced labor, child labor and human trafficking in its operations, supply chain

The Company recognizes that human trafficking and slavery can occur in many forms. References in this Statement to "human trafficking and slavery" are intended to encompass any form of coerced labor.

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other obligations, to act lawfully, ethically, and responsibly in their business practices, and to comply with applicable laws. Associates are trained in the Code and are required to acknowledge their understanding of the Code and must commit to adhering to the Code's policies. The Company requires all Associates to attest to their understanding of, and adherence to, the Code at the time of hire and on a regular basis thereafter.

The Company also maintains a [Supplier Code of Conduct](#) ("Supplier Code") defining requirements and expectations for ethical behavior by the Company's suppliers and business partners, and requiring compliance with applicable laws, including human rights and slavery laws. The Supplier Code appears prominently on the Company's website.

[REDACTED]

available to suppliers in conjunction with the surveys. Those suppliers whose responses to the survey indicated a higher risk of human trafficking and slavery were notified of their risk rating and were investigated further.

The Company assessed its internal labor practices in 2023 by surveying Human Resources

[REDACTED]

received from Human Resources indicated no issues or cause of concern. As described in our Human Rights and Labor Rights Policy, STERIS is committed to upholding human rights. We oppose and prohibit all forms of slavery, forced labor, child labor or any other form of coerced labor in our own operations, our supply chain and by our business partners.

In December 2021, the United States passed the Uyghur Forced Labor Prevention Act ("UFLPA") which imposes a rebuttable presumption that goods produced or

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The Company expects direct Suppliers to comply with our Supplier Code. In addition, Suppliers must contractually require their own suppliers to comply with standards of conduct at least equivalent to the Supplier Code.

Accountability

The Company will not work with any organization it finds to be knowingly involved with human trafficking or slavery. The Company encourages everyone, including Associates, contractors, and suppliers, to report in good faith any issues or concerns regarding human trafficking or slavery.

The Company Code sets forth communication channels to address questions or concerns that may arise or report violations. To further encourage compliance and the reporting of violations, the Company maintains an Integrity Helpline (reporting system) and website, available to Associates, Customers, suppliers, and all other business partners of STERIS. A strict anti-retaliation policy is followed, and reports may be made anonymously, where allowed by local law. All reports are promptly investigated.

Violations of the Company's Code, Supplier Code, laws, and regulations governing the

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Company's business, or Company policy may result in disciplinary action, including and
[REDACTED] The Company may, if warranted, institute legal proceedings for