

smiths detection

TOWN HALL - INDIA

Nov 2021

AGENDA

▶ ABSOLUTES

Safety Moment

Speak Out

▶ BUSINESS UPDATES

FY22 Summary

▶ PEOPLE

New Team Members

▶ RECOGNITIONS

Star Awards, Special Award Employee of the Quarter & Year, Long Service Awards

▶ Q&A

Your questions (Please use the chat box)

MY SAFETY MOMENT

MY WELLNESS MOMENT

TIME MANAGEMENT



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SAFETY RECOGNITIONS

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SMITHS INDIA

HSE AWARD

Md. Yeanur Mallick

IN RECOGNITION OF AN OUTSTANDING
CONTRIBUTION TO HEALTH, SAFETY
AND ENVIRONMENT

Peter Taylor
Director Health Safety Environmental
and Security
Smiths Detection

SPEAK OUT

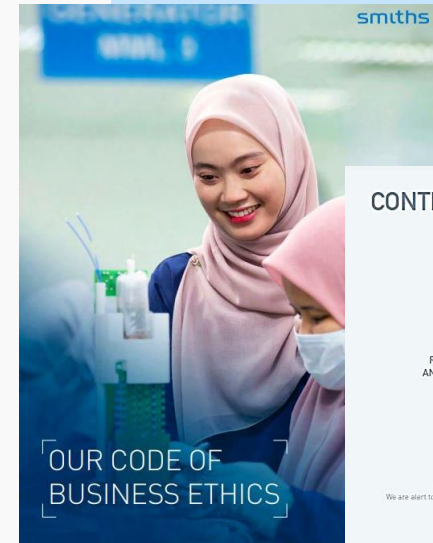
Our Code of Business Ethics

Smiths has a Code of Business Ethics to guide our decision making. It won't answer every specific challenge, but it **provides a foundation to what 'doing the right thing' means at Smiths.**

It is easily located on Smiths Intranet site.

[Paul's recent statement on COBE](#)

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ETHICS &
COMPLIANCE



CONTENTS

CEO MESSAGE 01

02 OUR VALUES

REPORTING CONCERNS
AND ASKING QUESTIONS 03

04 WE ENCOURAGE
EVERYONE TO SPEAK OUT

INTEGRITY
We follow our Code, our
policies, & the law
We all have an important role
We are alert to potential conflicts of interest
We compete fairly
We do not bribe 05

06 RESPECT
We treat each other with respect
We value diversity and inclusion
We do not tolerate bullying or harassment
We respect human rights
We respect privacy
We respect our partners' property

OWNERSHIP
We work safely
We protect Smiths assets
We do not trade on inside information
We keep accurate records
We take the obligation to
pay taxes very seriously 07

08 CUSTOMER FOCUS
We exceed customer expectations
We hold our business partners to
our standards and treat them fairly
We give and receive gifts, meals,
and hospitality responsibly
We follow trade laws and restrictions
We comply with government
procurement regulations

PASSION
We protect our environment
We engage in political activity appropriately
We support our communities
We do our job with passion
We respect Smiths reputation 09



ABOUT The Speak Out Hotline

At Smiths, we want everyone to feel comfortable speaking out if they see something at work that they feel isn't right – by reporting to their line manager, HR representative, or to the Speak Out Hotline. These slides discuss how our hotline works, the protections in place for colleagues who report concerns, and tips for managers who receive reports from colleagues.

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What is the **Speak Out Hotline?**

A confidential **helpline** for Smiths' colleagues and business partners to confidentially report concerns about **business integrity** (e.g., bribery, fraud, theft, more). It can also be used to help with questions or disagreements when a colleague does not feel comfortable asking their line manager or Human Resources.

The **Speak Out Hotline is managed independently** by Smiths Group Ethics & Compliance team.

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It's **easy** to use the **Speak Out Hotline:**



ONLINE
speakout.smiths.com



EMAIL
speakout@smiths.com



MOBILE APP
[SmithsNow main menu](#)



SMITHS COMPUTER DESKTOPS
[Desktop icon](#)



PHONE HOTLINE
[Numbers on local posters](#)



Is it **confidential**?

Yes. Speak Out hotline reports are received in a highly **confidential, password protected third-party software** system – not a Smiths database. The only people with access are the Ethics & Compliance team. And colleagues may report **anonymously** (subject to local laws).

Sometimes the Ethics & Compliance team needs support from others to investigate. In these situations, the investigator will ask for the colleague's consent before involving others. Investigators take these steps to ensure the process is protected and colleagues are comfortable.

Retaliation for reporting will never be tolerated. Colleagues who speak out are protected by **Smiths Speak Out Policy 2.5**.

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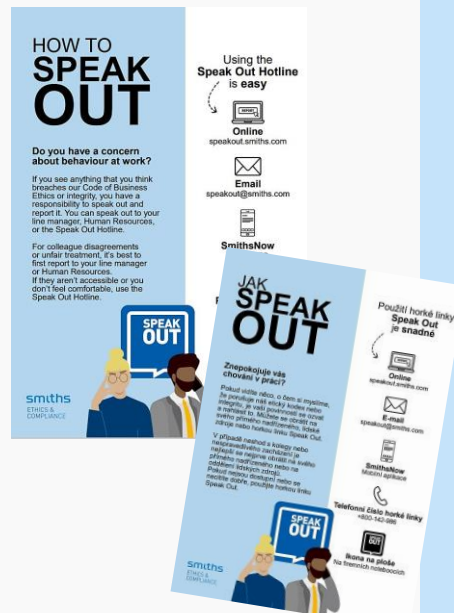


New **posters** for the **Speak Out hotline** are being locally displayed

Please encourage your teams to familiarize with the posters when they are displayed.

Ethics & Compliance is underway in a project to hang translated posters at all Smiths facilities globally. The project is about 40% complete with new posters hanged at approximately 140 facilities (est. completion 350+ facilities early 2022).

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PHONE HOTLINE

Numbers on local posters

CONFIDENTIALITY IN WORKPLACE

Confidentiality in the workplace is **rule number one in the book of business etiquette**. Confidential information includes any information which is not publicly known. It can concern technology, business, finance, transaction or other affairs of a company. It includes information which is commercially valuable such as trade secrets or business information, as well as personal information.

Examples of confidential information include but are not limited to:

- Any document, discovery, invention, improvement, patent specification, formulations, plans, ideas, books, accounts, data, reports, drafts of documents of all kinds
- Correspondence, client information, lists and files, decisions, information about employees salary, strategies, drawings, recommendations, designs, office precedents, policies and procedures, budget and financial information in any form, i.e. physical, electronic, electromagnetic or otherwise

Maintenance of Confidential Information

- Control access. ...
- Use confidential waste bins and shredders. ...
- Lockable document storage cabinets. ...
- Secure delivery of confidential documents. ...



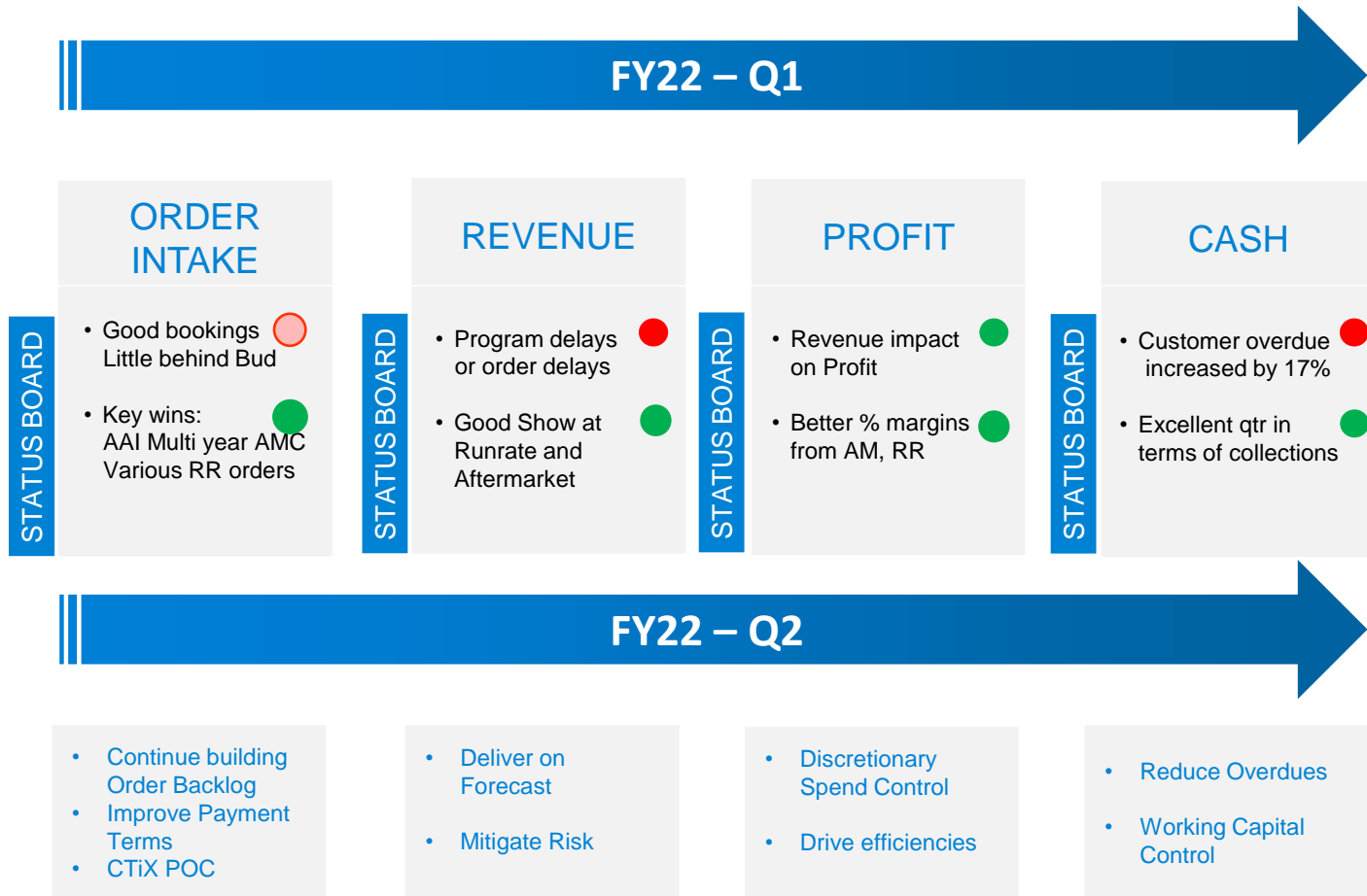
GLINT – MY SAY SURVEY NOV 2021



Your Feedback is very Important to Us !

BUSINESS UPDATES

BUSINESS PERFORMANCE



PEOPLE

FY22 : Q1 Joiners

Digital



Hem Shankar Tripathi
DOJ :16th Aug 21
Location : Bangalore



Neelesh Kumar Barde
DOJ :18th Aug 21
Location : Bangalore



BharatKumar Hiremath
DOJ :25st Aug 21
Location : Bangalore



Sourabh Akash
DOJ : 30th Aug 21
Location : Bangalore



Varsha S
DOJ :15th Sep 21
Location : Bangalore



Mukesh Menath Nair
DOJ :13th Oct 21
Location : Bangalore



Deepu Kumar
DOJ :21st Oct 21
Location : Bangalore

FY22 : Q1 Joiners

Finance Shared Service



Prachi Panadiwal
DOJ :16th Aug 21
Location : Pune



Pratyusa Barada
DOJ : 29th Oct 21
Location : Bangalore



Omkar Rajesh Kulkarni
DOJ : 11th Oct 21
Location : Pune



Mohammed Ansari
DOJ : 15th Sep 21
Location : Bangalore

Service



Sakshi Angchekar
DOJ :17th Aug 21
Location : Mumbai



Jyoti Suresh Sharma
DOJ :7th Oct 21
Location : Mumbai



Tushar Gogia
DOJ :2nd Nov 21
Location : Gurgoan

FY22 : Q1 Joiners

BIS



Nafisa Firdaus
DOJ :16th Aug 21
Location : Bangalore



Abhishek Karmarkar
DOJ :17th Aug 21
Location : Pune



Mohammad Amzath
DOJ : 17th Aug 21
Location : Bangalore



Lokeshnaidu Chilamakuri
DOJ :24th Aug 21
Location : Bangalore



Swayam Prabha Barik
DOJ :04th Oct 21
Location : Bangalore



Jayaram V
DOJ : 27st Oct 21
Location : Bangalore

FY22 : Q1 Joiners

Sales



Malini Sharma
DOJ : 29th Oct 21
Location : Gurgaon



Pritam Chowdhury
DOJ : 02nd Nov 21
Location : Bangalore

BIS



B Pramod Kumar
DOJ : 4th Oct 21
Location : Bangalore

People Ops



Sumit Harwani
DOJ : 11th Oct 21
Location : Pune



Madhura Deshmukh
DOJ : 19th Oct 21
Location : Pune

FY22 : Q1 Joiners

Programs



Vivek Garg
DOJ : 21st Sep 21
Location : Gurgaon



Pranav Shekhar
DOJ : 18th Oct 21
Location : Gurgaon

OTI



Rohit Yadav
DOJ : 16th Aug 21
Location : Gurgaon

Procurement



Vishal Singh
DOJ : 1st Sep 21
Location : Gurgaon

Logistics



Pankaj Nagpal
DOJ : 20th Sep 21
Location : Gurgaon

Supply Chain



Aliva Das
DOJ : 01st Oct 21
Location : Gurgaon

GDG



Avinash Singh
DOJ : 27th Sep 21
Location : Bangalore



Deepu Kumar Puttaiah
DOJ : 29th Oct 21
Location : Bangalore

RECOGNITIONS

Star Awards
Special Award
Employee of the Quarter

STAR AWARD



Rahul Jain
Finance

- Operational excellence,
& Teamwork



Kamna Chaturvedi
Finance

- Operational excellence,
& Teamwork



Kanika Sabherwal
Finance

- Operational excellence,
Leadership & Teamwork

STAR AWARD



➤ Customer Focus,
Operational
excellence, Teamwork

Rahul Jain
Finance



➤ Customer Focus,
Operational excellence,
Adding value ,Teamwork

Nisha Chawla
Admin

STAR AWARD (Customer Focus, Teamwork)



Azaharul Islam
Service



Yeanur Mallick
Service



Ravikumar V
Service

STAR AWARD (Customer Focus, Teamwork & Value Engineering)



Amitava Dutta
Service Centre



Anbu Arumugam
Service



Ragavan K
Service

STAR AWARD



➤ Customer Focus

**Ananda K
Service**



➤ Customer Focus
Adding Value &
Teamwork

**Rahul Kaplesh
Digital**

EMPLOYEE OF THE QUARTER



Amit Kashyap
For
People & Technology
Excellence

EMPLOYEE OF THE QUARTER



Ravikiran N
For
Technology & Programme Excellence

Q & A