



Life Unlimited

Smith+Nephew

Sustainability Report 2024

Welcome to our annual Sustainability Report. We are pleased to provide an update on the actions taken to deliver our Environmental, Social and Governance (ESG) strategy and a detailed update for each of our focus areas: People, Planet and Products. This report is supplemented by our website, which provides more detail on ESG policies and progress:

» [For more details see our sustainability webpages](#)

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Welcome

Our purpose


+ Together we are delivering Life Unlimited

Physical health is never just about our body. It's our mind, feelings and ambitions. When something holds us back, it's our whole life on hold.

We're here to change that, to use technology to take the limits off living, and help other medical professionals do the same.

So that patients can stare down fear, see that anything is possible, then go on stronger. Inspired by a simple promise. Two words that bring together all we do... **Life Unlimited**



 To learn more about our purpose in this video, click here

Our ESG strategy in action

Celebrating the positive impact of our work

Smith+Nephew’s purpose of Life Unlimited drives all that we do and provides the framework within which we conduct our business. It reflects our commitment not only to restoring patients’ bodies and self-belief through innovation that takes the limits off living, but also our commitment to operating in a sustainable and ethical way that enables us to have a positive impact on our global community.

Our ESG strategy in action

This report features ‘Our ESG strategy in action’ stories that showcase how our actions have had a positive impact across the three pillars of our ESG strategy.



People
Creating a lasting positive impact on our employees and communities.
See pages 13–22



Planet
Working to reduce our impact on the environment.
See pages 23–31



Products
Innovating sustainably across the value chain.
See pages 32–39

A culture of Care, Courage and Collaboration.

We’ve been improving health around the world for nearly 170 years. Although we have come a long way from our beginnings as a small family pharmacy in Hull, UK, helping patients has remained our priority.

Our culture – Care, Courage and Collaboration – defines who we are and creates an environment that sets us up for success. We seek to engage and motivate employees, help them understand our purpose, and their contributions to it. We strive to deliver our ESG strategy through the application of our corporate values:

- » We demonstrate Care by respecting our global resources and striving to protect the safety and wellbeing of our employees.
- » We demonstrate Courage by supporting employee volunteering, reducing waste and greenhouse gas (GHG) emissions, and by operating responsibly and sustainably.
- » We demonstrate Collaboration by working together with our partners who share our commitment to protecting the planet and contributing to our communities.



2024 highlights

Smith+Nephew's purpose of Life Unlimited reflects our commitment to operating in a sustainable and ethical way that enables us to have a positive impact on our global community. We are proud of the progress we've made across all three pillars of our Environmental, Social and Governance (ESG) programme.

People

Creating a lasting positive impact on our employees and communities

- » More than 380,000 patients supported globally through humanitarian donations of Smith+Nephew products
- » More than 150 inclusion and belonging engagements across an Employee Inclusion Group (EIG) network of 4,500+ individuals
- » 68 impactful Smith+Nephew volunteer engagements organised and more than 11,000 individual employee volunteer hours logged

Planet

Working to reduce our impact on the environment

- » 95% of manufacturing waste kept out of landfills
- » Increased energy efficiency and renewable energy use, driving a 63% reduction in our Scope 1 and Scope 2 greenhouse gas emissions since 2019, the equivalent climate benefit of planting more than 700,000 trees¹
- » Enabled water conservation through on-site rainwater reuse and focus our manufacturing in low water risk geographies

Products

Innovating sustainably across the value chain

- » Integrated New Product Development sustainability review into new product design processes, addressing eight areas of ESG, including product energy use and carbon footprint, water use, waste, and patient-friendly design supporting social benefits
- » In our inaugural year of portfolio-wide packaging sustainability measurement, 78% of in-scope packaging systems incorporated at least one recyclable component, helping address packaging sustainability challenges in healthcare
- » Supported PICO[®] Negative Pressure Wound Therapy product recycling by developing component recyclability information for users globally

Key Stakeholder Recognitions

Named to the FTSE4Good Index and Dow Jones Best-in-Class Europe Index, which are indices that include companies that meet high global ESG standards



FTSE4Good

Rated ISS Prime by Institutional Shareholder Services (ISS) for first decile Health Care Equipment & Supplies sector leadership in sustainable practices and responsible business conduct



A-level rating from Morgan Stanley Capital International (MSCI) in managing financially relevant ESG risks and opportunities²



Awarded a Commitment badge by EcoVadis, a leading ESG assessment organisation, for our sustainability achievements globally



Awarded EcoVadis Silver medals in Switzerland and Germany for performing within the top 15% of all companies assessed on ESG



2024 Gallup Exceptional Workplace Award winner recognised for embedding employee engagement into our culture



1 Equivalencies estimated per US EPA Greenhouse Gas equivalencies calculator, which notes that 42,378 tonnes of carbon emissions reduced is equivalent to the carbon sequestered by 700,724 tree seedlings grown for 10 years.

2 The use by Smith+Nephew of any MSCI ESG Research LLC or its affiliates ('MSCI') data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Smith+Nephew by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

A message from our Chief Executive Officer

Partnering for a better future



Since 1856, Smith+Nephew has worked to bring healthcare to patients around the world. We are proud of our positive impact on society, and even prouder that today, our positive impact to deliver Life Unlimited encompasses both people and our planet.

In 2024, we made good progress delivering Environmental, Social and Governance (ESG) excellence to meet the needs of different stakeholders:

Investors

For the 23rd consecutive year, Smith+Nephew has been named as a constituent of the FTSE4Good Index for performance on ESG metrics important to the investment community. We were also included in the New York Stock Exchange (NYSE) 2024 Global Giving Campaign and 101st annual tree lighting, which highlighted our decades-long partnership with International Health Partners (IHP) to donate medical products to vulnerable communities worldwide.

Customers and suppliers

We took a leading role as Chair of the third annual ESG in Life Sciences Summit in Boston, US, where we had the privilege of facilitating dialogues with medical technology, pharmaceutical and other organisations across the supply chain on what it takes to shape an environmentally sustainable and socially responsible future in life sciences.

Employees

Our focus on employees continues to drive positive impact. As a 2024 Gallup Exceptional Workplace Award winner, we were recognised as a leading company embedding employee engagement into our culture. Our Employee Inclusion Groups (ELGs) supported inclusion and belonging, and other community ESG needs with programmes on neurodiversity, support systems for working parents and caregivers, and efforts to improve local biodiversity. These are just a few of our employee-led volunteering and engagement events around the world.

Environment and community

As a manufacturing organisation, we seek to drive efficiency in all we do, which also drives environmental benefits. Waste minimisation and energy efficiency efforts this year have improved our waste diversion away from landfill, and we have further reduced our greenhouse gas emissions in support of our net zero carbon journey – all while driving business growth.

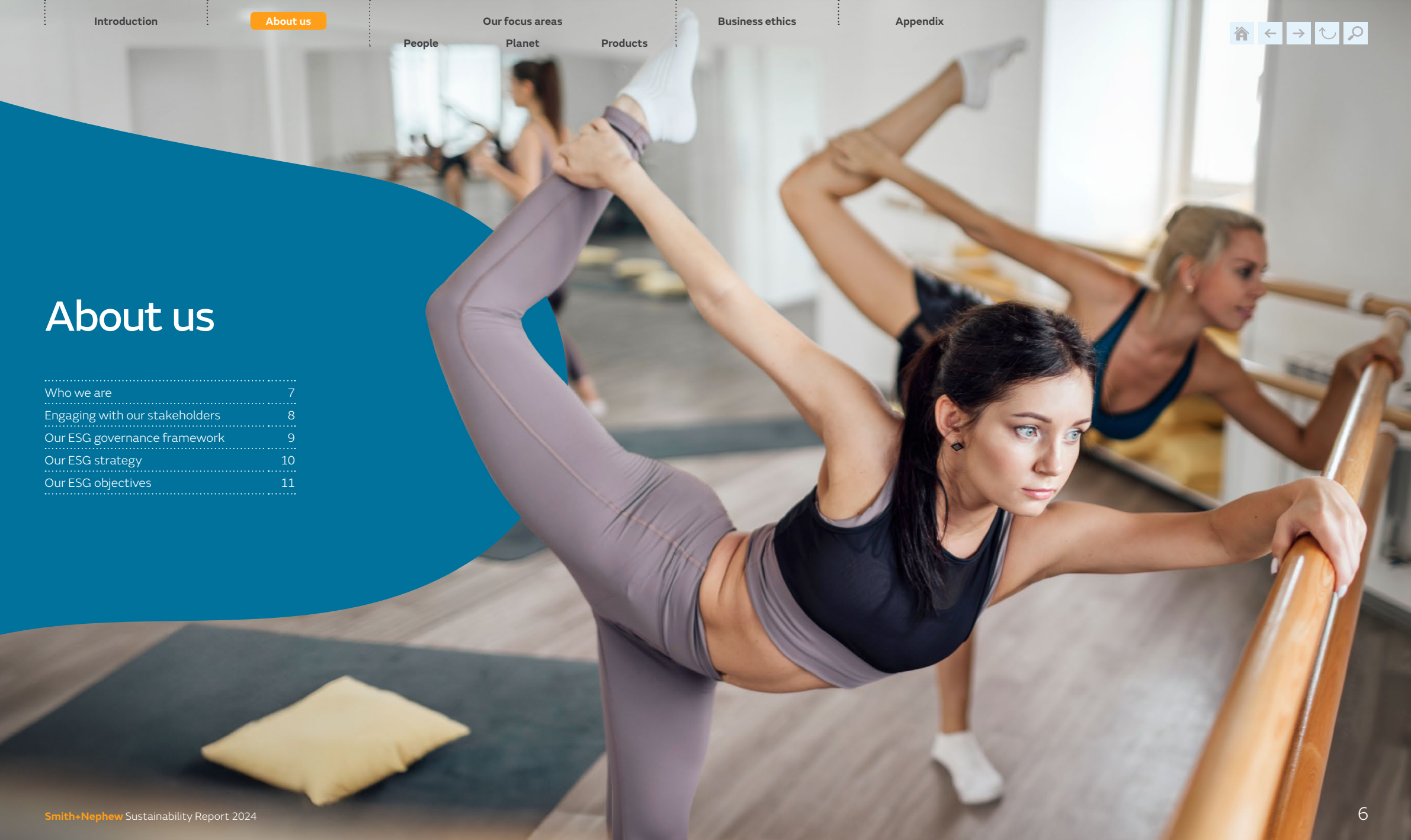
Our ESG Steering Committee expanded in 2024 to include representatives from product safety and quality and commercial functions, further embedding ESG governance across the organisation. The Executive Committee continues to drive our ESG strategy with quarterly reviews and oversight from our Board and its Committees.

This report reflects our annual highlights and progress on ESG objectives. I am grateful for the continuing efforts of teams to further our positive impact and align our ESG programme with the priorities of our shareholders, customers, and the communities where we live, work, and serve through our product portfolio.

Deepak Nath, PhD
Chief Executive Officer

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Who we are

We are a leading portfolio medical technology company. We exist to restore people's bodies and their self-belief.

Key facts

169 year history

14m+ patients treated with our products

~100 around 100 countries served

17,349 employees

\$289m R&D investment

16 new products

We hold leading positions in growing markets...

Smith+Nephew operates in global markets valued at approximately \$45 billion annually, growing at around 4% per annum. These markets are shaped by strong long-term growth drivers and technology advancements as well as the increasing decentralisation of care and stretched healthcare budgets.

with a compelling Strategy for Growth

Through our Strategy for Growth we are transforming to a sustainably higher growth company with innovation at our core, underpinned by improving productivity and commercial execution.

Transform Through innovation and acquisition

Accelerate Profitable growth through prioritisation and customer focus

Strengthen The foundation to serve customers sustainably and simply

Together we are focused on:

Elevating the standard of care

We enhance healthcare quality through investments in advanced technologies, medical education, clinical evidence programmes, and efficient manufacturing and distribution.

Putting customers first

We bring innovation to market through three global business units: Orthopaedics, Sports Medicine & ENT, and Advanced Wound Management. Each have responsibility for strategy, marketing, and specialist sales teams serving the specific needs of healthcare professionals.

Creating a culture to win

We foster a culture of belonging where employees bring their full selves, driving innovation, success, and engagement, guided by our values of Care, Courage, and Collaboration.

» See page 3

Protecting the future

In this report we focus on our ESG strategy, which is built on our purpose 'Life Unlimited' and is supported by three strategic pillars: People, Planet and Products.

» Read more on pages 13–39

Research & Development

Developing new technology through our Research & Development (R&D) programme, and acquiring exciting technologies where we can add value.

Smith+Nephew Academy

The Smith+Nephew Academy network supports the safe and effective use of our products and provides opportunities to learn innovative clinical techniques.

Global Operations

Building resilient manufacturing and supply chains to ensure quality and competitiveness and support new product development.

» Read more in the 2024 Annual Report

Orthopaedics

Orthopaedics includes an innovative range of hip, knee and shoulder replacement systems, robotic-assisted and digital enabling solutions that empower surgeons, and Trauma & Extremities products used to stabilise severe fractures and correct hard tissue deformities.

40% of Group revenue



Sports Medicine & ENT

Our Sports Medicine & Ear, Nose and Throat (ENT) businesses offer advanced products and instruments used to repair or remove soft tissue. They serve growing markets where unmet clinical needs provide opportunities for procedural and technological innovation.

31% of Group revenue



Advanced Wound Management

Our Advanced Wound Management portfolio provides a comprehensive set of products and services to meet broad and complex clinical needs across hard-to-heal wounds, delivering on our mission to shape what is possible in wound care.

29% of Group revenue



» Read about our markets, strategy and business units in the 2024 Annual Report

Engaging with our stakeholders

Being a force for positive change

Our ESG strategy addresses the needs and expectations of our stakeholders. In line with our purpose of Life Unlimited, Smith+Nephew is well placed to support the provision of better care for individuals and better health outcomes for populations with new technologies that we have both developed and acquired.

Customers and suppliers

We work in partnership with customers, suppliers and stakeholders to meet challenges that range from packaging, logistics and net zero GHG emissions to end-of-life disposal.

Our Third Party Guide to Working with Smith+Nephew requires our suppliers to conduct business in a way which fits with the values and ethics of Smith+Nephew.

As a member of the CDP Supply Chain Programme and the Sustainable Healthcare Coalition, we engage across the value chain on topics such as climate change and water use that are key to transitioning global health systems to sustainability.



Employees

We strive to create a culture of belonging where employees can bring their full selves and best ideas to work. This fosters innovation, delivers business success and strengthens engagement and personal fulfilment. Our culture is based on our values of Care, Courage and Collaboration.



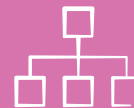
Environment and communities, (including governments and regulators)

We aim to create a positive impact on our communities and the planet that sustains them. We engage with non-profits to meet global healthcare needs – and in the communities where we operate, we work with local non-profits to address key priorities such as climate change mitigation and resilience, education and training. To focus on compliance with sustainability regulation, our senior leaders engage with industry bodies such as AdvaMed and MedTech Europe on ESG matters that potentially impact our organisation.



Investors

The Board seeks to engage and understand investors' perspectives on performance, value, risk and governance. Our teams implement our ESG strategy in ways that drive our Strategy for Growth and generate value for investors.



» To learn more about how we engage with stakeholders, and the results of our activities, see our [2024 Annual Report](#).

Our ESG governance framework

The way in which we evaluate, manage and embed sustainability within our business and culture is directly linked to our Strategy for Growth through a focus on People, Planet and Products.

Oversight of our ESG strategy is one of the Matters Reserved to the Board. The Board reviews the ESG strategy, key risks and opportunities and progress on a regular basis. Three Board Committees – the Audit Committee, Compliance & Culture Committee, and Remuneration Committee – are closely involved in reviewing the elements of sustainability which impact the key areas of our business they have oversight of.

Our Chief Executive Officer Deepak Nath owns our ESG strategy, and our President Global Operations, together with our Vice President of ESG who reports to the President, have executive responsibility for its implementation. They regularly report on our progress to the Board, its Committees and our Executive Committee.

The ESG Steering Committee reports into the Executive Committee, advising on stakeholder ESG needs and governing multiple ESG Working Groups that execute on ESG Key Performance Indicators (KPIs) and projects across the business.

» Further details of the Company's governance framework may be found in our 2024 Annual Report on page 110.

Board	Audit Committee	Compliance & Culture Committee	Remuneration Committee	Executive Committee	ESG Steering Committee	ESG Working Groups
<ul style="list-style-type: none"> – Oversight of ESG strategy and risk management programme. 	<ul style="list-style-type: none"> – Oversight of the risk management process and reviewing its operating effectiveness. – Receives regular updates on sustainability and climate-related financial risks and opportunities. – Assesses whether climate change has a material impact on our financial statements. – Ensures the Company reports in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework and other applicable reporting obligations. 	<ul style="list-style-type: none"> – Oversight of implementation of ESG policy and tracking of performance against objectives, KPIs and metrics. – Receives regular updates on sustainability and climate-related risks and opportunities, people and culture objectives including inclusion and belonging, ethics, compliance, quality and regulatory matters. 	<ul style="list-style-type: none"> – Review and approval of ESG metrics within Remuneration Policy and compensation plans for Executive Directors and Executive Officers. – Approval of ESG percentage and measures within short-term and long-term incentive plans. In 2024, 5% of the Annual Bonus Plan and 10% of the Performance Share Plan for Executive Directors and Executive Officers was dependent on the achievement of ESG objectives. 	<ul style="list-style-type: none"> – Driven by the Chief Executive Officer, determination and management of ESG strategy, with the President Global Operations and Vice President ESG accountable for leading on implementation. – Ensures that ESG risks and opportunities are included in decision making as part of each project, initiative and the 12-Point Plan. 	<ul style="list-style-type: none"> – Develops and implements our ESG strategy. – Responsibility for setting, implementing and achieving operational objectives, KPIs and targets. – Cross-functional membership and regular meeting attendees include Global Operations, ESG, Research & Development, Commercial, Regulatory Affairs & Product Quality, Global Procurement, Public Policy & Government Affairs, Finance, Investor Relations, Communications, and Human Resources. 	<ul style="list-style-type: none"> – Develop and execute projects supporting People, Planet and Product KPIs, ESG disclosures and regulations, and business stakeholder ESG needs. – Track organisational progress via internal scorecards and provide regular updates to the ESG Steering Committee.

Our ESG strategy

Creating a lasting positive impact

Our ESG strategy is built on our purpose, 'Life Unlimited', and our culture of Care, Courage and Collaboration.

Designed to meet the needs of our stakeholders, our strategy reflects the fact that ESG and our business performance are closely linked. ESG recognitions from organisations such as ISS, MSCI, EcoVadis and Gallup reflect our focus and positive impact on the ESG priorities of our shareholders, customers and suppliers, employees and communities worldwide.

Our ESG strategy is supported by three strategic pillars: People, Planet and Products.

This report summarises progress on ESG topics aligned to the pillars. Our three pillars are built on a foundation of good governance that drives long-term value and is aligned with our corporate governance structure and processes.

Smith+Nephew ESG strategy alignment to the UN Sustainable Development Goals

The United Nations' 2030 Agenda for Sustainable Development sets out 17 Sustainable Development Goals (SDGs) that aim to end poverty, protect the planet and ensure prosperity for all.

We believe our ESG pillars can make the most significant contribution to eight SDGs. More detail on our ESG programme's alignment with specific UN SDGs and metrics is included in the Appendix (see page 44).



Our ESG objectives

Delivering on our sustainability ambitions

People

[» Read more](#)

Our objectives

Our progress in 2024

Inclusion and belonging



Empower and promote the inclusion of all.

4,500+ supporters across our seven global Employee Inclusion Groups and sub-groups

150+ impactful employee engagements supporting inclusion and belonging

Volunteering



We are committed to living our culture in our communities by providing eight hours of paid volunteer time to all employees and enabling at least 50 impactful community/charity engagements across our sites each year from 2023 to 2030.

68 volunteering events across our sites

Giving



Improve patients' lives through product donations to underserved communities.

380,000+ patients supported through product donations

Health, safety and wellbeing



Support health, safety and wellbeing by maintaining an annual Total Incident Rate (TIR) of less than 0.5 and Lost Time Injury Frequency Rate (LTIFR) of less than 0.1.

TIR = 0.12
LTIFR = 0.05

Planet

[» Read more](#)

Our objectives

Our progress in 2024

Climate change



Achieve net zero Scope 1 and Scope 2 GHG emissions by 2040 and Scope 3 GHG emissions by 2045, beginning by achieving a 70% reduction in Scope 1 and Scope 2 GHG emissions by 2025.

Scopes 1 and 2 (total) CO₂e emitted (market-based).
63% reduction from 2019 baseline.¹

Scope 3
59% reduction from 2021 baseline.

Waste



Achieve zero waste to landfill² at our manufacturing facilities in Memphis and Malaysia by 2025 and at all our manufacturing facilities by 2030.

95% of total manufacturing waste diverted from landfill

Malaysia 2025 zero waste to landfill objective achieved, based on monthly diversion rate throughout 2024.

Memphis 2025 zero waste to landfill objective achieved, based on monthly diversion rate as at end of 2024.

Water



Conserve water throughout our business processes.

670,000m³ used vs 672,000m³ during in 2023

Products

[» Read more](#)

Our objectives

Our progress in 2024

Product design



Include a sustainability review in New Product Development (NPD) for all new products and product acquisitions.

PICO[®] Negative Pressure Wound Therapy product component recyclability information available globally.

Sustainable packaging



We are committed to reducing our packaging, and designing with reusable, recyclable and/or renewable resources that are sustainably sourced.

78% of in-scope packaging systems incorporate at least one recyclable component.

Supplier engagement



Complete a focused Corporate Social Responsibility (CSR) risk-based due diligence of our Tier 1 suppliers annually, including risk-based analysis of sub-tier suppliers, to assure compliance with our sustainability requirements.

100% of due diligence and assessments of Tier 1 suppliers according to our risk-based procedure have been completed. We have continued our on-site audit programme for suppliers identified through risk-based analysis.

¹ Data independently assured by ERM CVS. The full assurance report is included in this report on pages 46–47.

² We define zero waste to landfill as a landfill diversion rate of 90% or greater.



Our focus areas

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People

Creating a lasting positive impact on our employees and communities

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People are at the heart of our purpose – Life Unlimited. Putting people first will help us to achieve our vision of a world where healthcare professionals are able to help restore health to patients, wherever they are.

“

Every employee has a role to play in delivering our People ESG pillar and greater purpose of Life Unlimited – as part of our employee community, and the communities in which we live and work.”

Elga Lohler
Chief Human Resources Officer



Our objectives



Inclusion and belonging

Empower and promote the inclusion of all.



Volunteering

We are committed to living our culture in our communities by providing eight hours of paid volunteer time to all employees and enabling at least 50 impactful community/charity engagements across our sites each year from 2023 to 2030.



Giving¹

Improve patients' lives through product donations to underserved communities.



Health, safety and wellbeing

Support our health, safety and wellbeing ambition by maintaining an annual Total Incident Rate (TIR) of less than 0.5 and Lost Time Injury Frequency Rate (LTIFR) of less than 0.1.

¹ In 2024, we re-evaluated our historical giving objective of donating \$125 million in products to underserved communities between 2020 and 2030. Based on our stakeholders' ESG priorities and benchmarking against other companies across the healthcare sector, we have revised this objective to focus on the impact of our product donations, for example, tracking the number of patients' lives improved via our non-profit partners.

People – Creating a lasting positive impact on our communities
Our People strategy in action

Enabling access to healthcare



For over 20 years, Smith+Nephew has partnered with International Health Partners (IHP), a global health non-government organisation supporting people in disaster-hit and vulnerable communities with vital medical support. In 2024, we donated products from our Advanced Wound Management portfolio to support more than 380,000 patients in Malawi, Ethiopia, North Macedonia and the Middle East.

Over the course of our longstanding partnership, we have donated products to help treat people in need in over 30 countries worldwide, helping more than 500,000 people. In recognition of our impact with IHP across the world, Smith+Nephew and IHP were recognised by the New York Stock Exchange (NYSE) as part of its 2024 Global Giving Campaign for positive impact on lives through product donations.



500,000

people helped over the course of our longstanding partnership with IHP

People – Creating a lasting positive impact on our communities

Making a positive impact on society

Our philanthropic giving, product donation, and employee engagement programmes help us live our culture pillars of Care, Courage and Collaboration. We work to foster a culture of inclusion and belonging, and to be an ‘employer of choice’ by empowering our employees to operate safely, supporting health and wellness, and making a difference in our communities.

Our social responsibility programmes are designed to have positive impacts on our employees and in the communities where we operate. They include:

Inclusion and belonging

Our programmes focus on belonging, and provide inclusive support systems. Our 2024 theme of ‘allyship’ was supported by employee education and engagement events around the world.

Employee volunteering

We encourage volunteering to build teamwork, support personal development and give back to local communities. Every employee has eight hours of paid volunteer time per year to use individually, or as part of community service engagements facilitated by local Smith+Nephew Life Councils.

Product donations and grants

We provide grants and donations to charitable or not-for-profit organisations, medical institutions, accredited educational programme vendors, medical foundations and professional societies. They support education that aims to improve care standards and provide access to beneficial healthcare procedures. This activity is governed by our Global Policy and Procedure on Grants and Donations.

Matching gifts

We match employees’ eligible charitable donations by up to \$500 per employee on an annual basis.

Employee health, safety and wellbeing

Our occupational health and employee wellness programmes promote safe and healthy behaviours and empower individuals to actively participate in their overall health.

Key areas of focus

Our ESG pillars of People, Planet and Products lead us to focus our charitable and volunteering activities on the following key areas:

Health and human services

As a leading medical technology company, we apply our contributions in support of healthcare and human services in locations where they will benefit those in greatest need.



Education

Education gives people better access to a ‘Life Unlimited’. We support educational programmes, particularly those focused on science, technology, engineering and mathematics (STEM). Education for both current and future generations provides broader, more diverse employee potential and contributes to increased employee opportunities.



Environmental stewardship

We encourage participation in programmes that protect and provide wider access to local natural resources, promote ecosystem health and biodiversity, and support other local environmental stewardship objectives.



People – Creating a lasting positive impact on our communities



Inclusion and belonging

At Smith+Nephew, we are committed to cultivating a high-performing, inclusive workplace where everyone is valued and respected, and feels a true sense of belonging. We prioritise creating a psychologically safe environment that drives innovation, fuels business success, and enhances engagement and personal fulfilment.

Our objectives

Empower and promote the inclusion of all.

Our progress in 2024

4,500+ supporters across our seven global Employee Inclusion Groups and sub-groups, increasing employee participation 7% since 2023

150+ impactful employee engagements supporting inclusion and belonging

We are purposeful in ensuring our culture provides access and allows everyone to feel they can be themselves in our work environment. As part of our overarching people strategy, we aim to attract, develop, accelerate and retain the growth of diverse talent. [Read more about life at Smith+Nephew here.](#)

We drive inclusion and belonging throughout our organisation with the aid of a number of internal groups.

Our Inclusion Council delivers enterprise-wide strategic initiatives to accelerate the growth of our organisation and be the catalyst to help everyone feel they belong. Its goals include improving employee wellbeing, engagement, retention and culture.

Life Councils create a friendly, inviting workplace environment while promoting teamwork across functions, and fostering employee engagement and support for local communities. In 2024, Life Councils organised nearly 300 employee engagement events across Asia Pacific, Europe, Middle East and Africa, and the Americas. Events addressed key community needs and moments of cultural significance, including International Women's Day, World Arthritis Day Walk, and Breast Cancer Awareness to promote healthcare.

Employee Inclusion Groups (EIGs) are voluntary, employee-led groups whose purpose is to create an inclusive culture that supports diversity of thought, background and perspective. EIGs cover a broad spectrum and provide a network for employees to engage and collaborate. EIGs and their sub-groups cover gender, race and ethnicity, veterans, mental health and physical wellbeing, generations, LGBTQ+, disability, as well as life developments and challenges.

Our EIG 2024 'Belonging Award' winners

The third annual Smith+Nephew Belonging Awards celebrated employees around the world in seven categories, including fostering community and teamwork, people leaders championing inclusion and belonging, exceptional external outreach efforts and site-specific best-in-class performance.

Individual Winners Categories



Ahead of the Curve
Recognising outstanding performance from an individual EIG Leader



Dare to Dream
Recognising excellent partnership from an individual within an EIG



IDE Champion
Recognising a people leader in the business for being an outstanding champion, ally or advocate

Small Group Winners Categories



Deep Impact
Recognising outstanding performance by a group



Reaching Out
Recognising exceptional external outreach efforts made by a group



Best in Class
Recognising outstanding performance by an EIG site location or small local group



Better Together
Recognising exceptional partnership between two EIGs

People – Creating a lasting positive impact on our communities

Inclusion and belonging continued

Our Employee Inclusion Groups

EIG	Mission + Goals	2024 highlights
+ CARE Mental Health + Physical Wellbeing	To create an environment to promote a state of health and wellbeing contentment.	In collaboration with EMPOWER, CARE supported a 2024 focus on men's health through employee information fairs and health screenings. CARE's Working Parent group developed working parent resources addressing multiple life stages, from preparing for parental leave for the birth of a new child to transitioning adult children to financial independence.
+ EMPOWER Support, Advocate, Educate	Open to all, this group aims to champion and foster an inclusive workplace, challenge perceptions of disability and chronic illness, and educate the business on the needs of differently abled employees and the vast wealth of talent and experience they offer.	EMPOWER membership grew approximately 25% across three affiliate groups in the UK & Ireland, Americas, and Poland. Events addressed topics such as neurodiversity and supporting caregivers.
+ GLOBAL SNYP Engage, Develop, Grow, Excel	To engage, develop and accelerate the personal and professional development of emerging talent.	Smith+Nephew's young professional network launched two new affiliate groups this year in Wrocław, Poland and Denver, US, and now engages more than 800 members globally.
+ PRIDE LGBTQ + Community + Allies	Smith+Nephew Pride strives towards a fully inclusive workplace where LGBTQ+ employees are free to be themselves.	PRIDE Month 2024 focused on allyship and featured inspiring keynotes from UK-based sporting champions Keegan Hirst, professional rugby league player, and Helen Richardson-Walsh, professional field hockey player.
+ UNITY Race + Ethnicity	To encourage the ethnic diversity at all levels and unlock the potential of each employee.	UNITY launched two new affiliate groups this year in Columbia, US and Coyoil, Costa Rica, helping drive a 50% increase in membership globally.
+ VETERANS+UNLIMITED Veterans of Military Service and Active Reservists	To educate, train to, and inspire a culture of understanding and inclusion for military veterans.	The Veterans Unlimited EIG hosted several webinars on mental health and on-site events for Veterans Day in the US.
+ WOMEN'S NETWORK Amplifying Women's Inclusion	Reinforcing our company's commitment to advancing women's inclusion with a unified, global purpose. Smith+Nephew is committed to amplifying the inclusion, influence, and achievements of women employees by fostering professional development, advocacy, and networking.	Smith+Nephew's Orthopaedics for All Surgeon Advisory Board, comprising 22 distinguished female orthopaedic surgeons from around the world, took time to discuss building a more inclusive future for orthopaedic surgery. In honour of National Manufacturing Day on 4 October 2024, Smith+Nephew's Women in Manufacturing hosted a STEM career event in Memphis.

People – Creating a lasting positive impact on our communities

Volunteering



We encourage volunteering to build teamwork, support personal development and give back to local communities.

Our objectives

We are committed to living our culture in our communities by providing eight hours of paid volunteer time to all employees and enabling at least 50 impactful community/charity engagements across our sites each year from 2023 to 2030.

Our progress in 2024

68

volunteering events across our sites

Our volunteer projects address local needs through organised, impactful activities that we track and report internally. Each employee has eight hours of annual paid volunteer time off, which can be used for individual initiatives or as part of a Smith+Nephew-organised group activity. In 2024, our employees logged over 11,000 volunteer hours in our systems.

Each Smith+Nephew Site Leadership Council and Life Council run local volunteering programmes that best engage their employees and support locally relevant social and environmental topics. Life Councils create a friendly, inviting workplace environment while promoting teamwork and employee engagement, and supporting local communities. We promote a 'skills-based' volunteering approach so our employees can use their unique talents to benefit environment and community projects.

We support charities and other not-for-profit organisations inline with criteria and ethical standards set out in our Sustainability and Corporate Social Responsibility policy. Download the [Global Policy document](#) for more detail.

Volunteering Event Spotlight – Health and human services

Supporting Ronald McDonald House Charities, in Ft. Worth, Texas (US)

Ronald McDonald House Charities' mission is to provide essential services that remove barriers, strengthen families and promote healing when children need healthcare. As part of our health and human services philanthropic focus area, Smith+Nephew employees – including members of our Executive Committee – participated in several volunteer events at the Ronald McDonald House Charities in Ft. Worth (RMHFW). Our employees partnered with the executive chef and prepared a dinner for families staying at RMHFW. Employees also donated Christmas presents for families, spent time wrapping Christmas presents and helped children pick out presents for their parents.



People – Creating a lasting positive impact on our communities

Volunteering continued

Volunteering Event Spotlight – Education

Methodist Healthcare Foundation backpack distribution in Memphis, Tennessee (US)

Over 30% of children in the Memphis metropolitan area live in poverty, limiting their ability to purchase materials to help further their education.¹ The Methodist Healthcare Foundation has identified access to education as a social determinant of health. As part of the city's largest annual backpack drive, the Smith+Nephew team in Memphis joined the Methodist Healthcare Foundation and employees at Methodist Le Bonheur Healthcare Hospital to fill backpacks with school supplies – from glue sticks to pencils and notebooks – providing local elementary students with classroom essentials. As a result, 2,000 elementary school students in Memphis and surrounding Shelby County received backpacks with school supplies to start the 2024–2025 school year.

Watch the project video [here](#).



¹ 2023 Memphis Poverty Fact Sheet

Volunteering Event Spotlight – Environmental stewardship

Supporting nature and biodiversity in Costa Rica and the United Kingdom

Employee volunteering to support environmental causes is an extension of our ESG strategy's Planet pillar. Local volunteering projects supporting nature and biodiversity complement other Smith+Nephew work in this area, such as biodiversity and ecosystem impact assessments when designing and planning new sites.

6,000

trees planted using

788

volunteer hours

Queen's Green Canopy project, Hull

The Smith+Nephew team in Hull has collaborated with the Plant a Tree Today Foundation since 2022, with the aim of planting 6,000 trees on 10 acres (four hectares) of disused land in Cottingham, a short drive from the Hull site. Smith+Nephew works with local non-profit and landowner the Mike Kirby Trust to maintain the land whilst keeping it open for the benefit of the local community. During this partnership, Smith+Nephew employees have spent around 788 volunteer hours planting 6,000 native trees including oak, ash, rowan, elm and dogwood. The trees form part of the 'Queen's Green Canopy', an initiative set up by the late Queen Elizabeth to encourage tree planting in the UK as part of the Platinum Jubilee celebrations. In 2024, volunteers carried out vital maintenance works to clear the site of brambles, long grass, weeds and ant infestations to allow the young trees to thrive.



Forest improvement in Costa Rica

In celebration of Earth Day, more than 90 employees from the Costa Rica manufacturing site volunteered their time in April 2024 to help improve the Forest Reserve Bosque del Niño in Santa Gertrudis Norte, Grecia, Costa Rica. The reserve spans more than 2,600 hectares (10 square miles) and is important for water and soil conservation around Poás Volcano National Park, one of Costa Rica's most important natural areas and home to the Poás volcano, the largest active crater in the world.

The team was tasked with helping the forest reserve staff maintain biological paths, and clean and paint structures. As part of the multi-day volunteer event, Smith+Nephew employees also received an environmental talk and took part in games to learn more about the area in terms of legislation, protection and different species.



People – Creating a lasting positive impact on our communities



Giving

We provide grants and donations to charitable or not-for-profit organisations, medical institutions, accredited educational programme vendors, medical foundations and professional societies.

Our objectives

Improve patients' lives through product donations to underserved communities.

Our progress in 2024

380,000+ patients supported through product donations

\$6.9 million in product donations supporting access to healthcare

In 2024, our giving activities totalled approximately \$7 million comprised of \$6.9 million in product donations, and donated approximately \$105,000 as part of employee gift-matching.

We also provided \$10.4 million in educational grants and sponsorships across the world. This supports education that aims to improve care standards and provides access to beneficial healthcare procedures. This funding is intended to help surgeons learn the safe and effective use of our products and technologies, and ultimately to make world-class healthcare solutions more accessible. Grants and donations are subject to approvals under our Global Policy on Grants and Donations.

\$10.4m
provided in educational grants and sponsorships

Enabling life-changing surgery in Ecuador

Smith+Nephew teamed up with Operation Walk Canada (OWC) to improve access to healthcare in Ecuador. We donated hip implants to a team of 32 surgeons, nurses, and other supporting health professionals travelling to Ecuador to deliver life-changing hip replacement surgery to 25 people.

This support has been life-changing for Piedad Palo Zeugo (pictured right), a 58-year-old man from Guanazán, Zaruma Canton in south central Ecuador. He was one of 25 people to receive a hip replacement during the 2024 missions to his country. "I'm very happy you have given me a chance to live better and follow my dreams," he wrote. "It's been very nice finding such nice people with pure hearts."



“ We can't thank our sponsors, donors and volunteers enough for the gift they have given to those who received surgery. We are also extremely grateful to our industry supplier Smith+Nephew. This mission would not have been possible without the generosity and continued support of all those involved.”

Janet Tufts
OWC Executive Director

People – Creating a lasting positive impact on our communities

Health, safety and wellbeing



Every day we help each other ensure that the safety and wellbeing of our employees and those who work with us is given the highest priority – across all our offices and manufacturing sites, and when we visit or interact with customers.

Our objectives

Support health, safety and wellbeing by maintaining an annual Total Incident Rate (TIR¹) of less than 0.5 and Lost Time Injury Frequency Rate (LTIFR²) of less than 0.1.

Our progress in 2024

TIR = 0.12
LTIFR = 0.05

- TIR = Total Incident Rate, calculated per industry standards as the number of OSHA recordable incidents per hours worked, multiplied by 200,000. Internal 0.5 TIR target is informed by Bureau of Labor Statistics data and the National Safety Council for top performance. TIR includes injuries and non-injury incidents.
- LTIFR = Lost Time Injury Frequency Rate, calculated per industry standards as the number of lost time injuries per hours worked, multiplied by 200,000. The LTIFR metric reflects severity, as it considers number of injuries associated with lost shifts/days. The internal 0.1 LTIFR target is informed by internal and industry trends.

Smith+Nephew is committed to carrying out business in a way which is sustainable and socially responsible in relation to the health, safety, and wellbeing of our employees. We ensure that all activities are conducted safely, and apply comprehensive risk mitigation practices to protect the health of employees, contractors, visitors, customers, and the public. Please see our [Health, Safety and Environment \(HSE\) Policy](#) for more details.

We have adopted the industry-standard US Occupational Safety and Health Administration (OSHA) system to record incidents of occupational injury and ill health.

Lost-time incidents are defined as those that result in a person not being able to report for work on the day or shift following the incident. Performance is expressed as the number of incidents per 200,000 hours worked. There were no fatalities in 2024 among our employees and contractors. Our headline safety performance includes all employees and supervised contractors, and excludes unsupervised contractors.

We drive strong safety performance through the following elements:

» HSE management and performance systems

To improve workplace safety, we continually develop and apply our sustainability management system, run an active health, safety and wellbeing programme, carry out behaviour-based safety campaigns, and use robust incident reporting and investigation systems across the Group.

We have certification for our health and safety management systems in place (ISO 45001) at our manufacturing facilities in Costa Rica and Malaysia, and at our commercial location in Italy. More sites are working to achieve this accreditation.

» HSE training

We improve HSE performance through training and by setting and maintaining high standards with the engagement of all employees.

We hold all employees, and those who work with Smith+Nephew, responsible and accountable for working safely.

US behaviour-based safety engagements aligned with UN World Day for Safety and Health at Work

To help support occupational safety and health, the UN International Labour Organization designated 28 April as World Day for Safety and Health at Work, a day to promote safe, healthy and decent work environments around the world. In support of the HSE team's ongoing efforts to minimise environmental impacts and risks of occupational injury and illness in the workplace, the team introduced 'Mr. Safety,' a larger-than-life safety character in 2022 as part of a larger safety engagement campaign launched in 2014 at our US manufacturing sites. Mr. Safety shows up at townhalls and site events to help remind employees about guarding against at-risk behaviours and unsafe conditions.

To enhance Mr. Safety's message, in April 2024 the team announced his partner, 'Safety Defender.' The 'Safety Defender' is a unique safety awareness technique to assist with driving a positive safety culture. The defender will be walking the plants, coaching colleagues to spot unsafe acts and conditions.



People – Creating a lasting positive impact on our communities

Health, safety and wellbeing continued

» HSE assessments and audits

Many of our largest manufacturing sites, including those in Costa Rica, Hull (UK), Suzhou (China), Penang (Malaysia) and Memphis (US), all successfully achieved certification, recertification or passed surveillance audits in line with the ISO 14001 environmental standard. Our commercial sites in Barcelona (Spain) and Milan (Italy) also maintain certification to ISO 14001.

We carry out a wide-ranging HSE internal audit programme across both manufacturing and commercial areas. These audits aim to improve safety awareness and instil a strong safety culture at each location. Safety learnings from audits or incidents are shared across Smith+Nephew.

» Behaviour-based safety programmes

To support our Care and Collaboration pillars and to improve our HSE culture, we have implemented various employee engagement programmes, which include improving participation and recognition. Under the communications banner ‘Target Zero’, we have continued to develop our behaviour-based safety programmes worldwide, tailored to local cultures. The success of these programmes is reflected in our incident rates.



Health, Safety, Environment

Target Zero: No incidents, No injuries, No harm.

Mental health and physical wellbeing

Our wellness programme empowers employees to actively participate in their overall health and promote healthy behaviours in the communities in which we live and work.

We are dedicated to raising awareness and support around mental health and wellbeing, to ensure all employees in need of help and support can seek it with confidence. We drive our mental and physical wellbeing agenda through global HSE programmes and EIG groups, including:

» **Employee Assistance Programme** counselling and coaching that helps employees meet their overall wellness goals, plus a library of tools, videos and exercises to support employees and their households with stress management and other wellness topics.

» **Mental health first aid** champions trained to help identify when help is needed, identify the level of support required and signpost people towards doctors, helplines or organisations that may offer counselling, professional support and treatments. Privacy is always respected, and conversations are never shared with direct managers.

» Our Imposter Syndrome First Aiders

programme features employee volunteers trained in assessing and coaching other employees looking to increase their self-confidence at work. Researchers describe ‘imposter syndrome’ as intense feelings that one’s achievements are undeserved, leading to stress and anxiety in the workplace.¹ Imposter Syndrome First Aiders educate and inform employees about Imposter Syndrome to develop talent, remove obstacles and empower individuals to have the courage to fulfil their potential, helping to create high-performance teams.

» Physical health and wellbeing assessments

and activities supported by on-site occupational health specialists support local preventative healthcare needs. Examples include 145 trained employee medical response team members across North America, and the 2024 ‘Cycle to Work’ day in Hull, UK, which offered free bicycle maintenance and employee health checks, including blood pressure screening, to employees who cycled to work.

Smith+Nephew Penang supports health and wellness with a new community garden

In 2024, Smith+Nephew’s Penang, Malaysia site, which produces Orthopaedic products, opened its Oasis Garden to foster a sustainable environment and support our sustainability goals. The Penang Agriculture Department offered valuable training to develop and maintain the garden, which grows fresh produce to incorporate into the manufacturing site restaurant menu and for employees to take home, supporting our commitment to employee health and wellness.



¹ International Journal of Behavioral Science, 2011, Vol. 6, No.1, 75-97 ISSN: 1906-4675.

Planet

Working to reduce our impact on the environment

What's in this section

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We recognise the need to protect our planet. We strive to manage energy, waste and water efficiently, reduce our greenhouse gas emissions where possible, and are mindful of the impact our decisions have on the environment.

Our ESG strategy extends upstream to our suppliers and downstream to our customers. We are working to deliver products and services that have less impact on the environment, and also are taking steps to better understand the extended footprints of our products.



Operational excellence at Smith+Nephew includes being good stewards of natural resources, and minimising our environmental impacts.”

Paul Connolly
President Global Operations



Our objectives



Climate change

Achieve net zero Scope 1 and Scope 2 GHG emissions by 2040 and Scope 3 GHG emissions by 2045, beginning by achieving a 70% reduction in Scope 1 and Scope 2 GHG emissions by 2025.



Waste

Achieve zero waste to landfill at our manufacturing facilities in Memphis and Malaysia by 2025 and at all our manufacturing facilities by 2030.



Water

Conserve water throughout our business processes.

Planet – Aiming to reduce our impact on the environment
Our Planet strategy in action



Penang, Malaysia
Smith+Nephew site



World-class energy management in Malaysia



In May 2024, our site in Penang, Malaysia was certified to have an energy management system compliant with ISO 50001:2018, demonstrating a commitment to energy management and leading by example within the industry.

ISO 50001:2018 is an international standard providing a framework for organisations to manage and reduce their energy use and costs. Benefits include better resilience to fluctuations in the cost and availability of energy, and compliance with legislation. The certified energy management system also helps improve the site's energy efficiency, reduce its environmental footprint, and set priorities for efficiency projects.

The Smith+Nephew team at the Penang site installed a power and energy system providing access to 'live' data, enabling them to manage energy in real time, charting consumption and cost, while a set of indicators measures performance and guides decisions. An energy management team has been formed and meets regularly to manage the system's performance.



Planet – Aiming to reduce our impact on the environment

Mitigating climate change



Informed by science and stakeholder needs, reaching net zero carbon emissions means reducing measurable manufacturing and value chain carbon emissions (Scopes 1, 2 and 3) to a residual amount and neutralising remaining emissions through carbon projects that are broadly supported by science and industry practice.

Our climate change strategy and objectives align with the Paris Agreement 1.5°C pathway and scientific guidelines published in the Science Based Targets Initiative (SBTi) Corporate Net Zero Standard v. 1.2 (March 2024). We review our approach as required based on stakeholder needs, changes in climate science, and evolutions in industry practice.

Like many organisations around the world, Smith+Nephew has pledged to reduce greenhouse gas emissions – and to achieve ‘net zero’.

Our objectives

Achieve net zero Scope 1 and Scope 2 GHG emissions by 2040 and Scope 3 GHG emissions by 2045, beginning by achieving a 70% reduction in Scope 1 and Scope 2 GHG emissions by 2025.

Our progress in 2024

Scopes 1 and 2
CO₂e emitted
(market-based)

63%
reduction from
2019 baseline

Scope 3
59%
reduction from
2021 baseline

Our Task Force on Climate-related Financial Disclosures (TCFD) reporting and Sustainability Accounting Standards Board (SASB) framework reporting for our sector of Medical Equipment and Supplies are in our 2024 Annual Report on pages 69–73 and 281–282 respectively. We provided updates to the Compliance & Culture Committee and the Audit Committee on TCFD and SASB reporting in 2024.

» [Read more on TCFD reporting on pages 69–73 of our 2024 Annual Report](#)

» [Our SASB framework can be found on pages 281–282 of our 2024 Annual Report](#)

Our enterprise risk management process includes a sustainability risk register and a business resilience process review across our Principal Risks. Climate change is an element of our Global Supply Chain Principal Risk. We will continue to monitor and refine our climate-related risks and use the results of our risk assessment to inform our next steps for mitigating climate change.

What are Scope 1, 2 and 3 greenhouse gas emissions?

Scope 1: Direct sources of emissions, which mainly comprise the fuels we use on-site, such as gas and heating oil, owned/leased vehicles and fugitive emissions arising mainly from the losses of refrigerant gases.

Scope 2: Indirect sources of emissions such as purchased electricity and steam we use at our sites.

Scope 3: All other emissions in the value chain, including both upstream (for example, emissions relating to raw materials) and downstream (for example, transport and distribution of products).

» [For more detailed climate risk assessment, GHG emissions and climate change mitigation data, please refer to our annual CDP disclosure available at \[www.cdp.net\]\(http://www.cdp.net\) \(registration required\).](#)

Reducing operational carbon emissions 70% by 2025 (Scope 1 and 2)

In line with our net zero objective, we have formulated a Scope 1 and Scope 2 carbon reduction roadmap to reduce emissions by 70% by 2025 compared to our 2019 baseline.

In 2024, the total market-based Scope 1 and Scope 2 GHG emissions footprint was 24,662 tonnes of CO₂e. This represents a reduction of 63% against our 2019 baseline, marking significant progress towards our objective of a 70% reduction by the end of 2025. This reduction was primarily a result of energy efficiency projects and increases in the sourcing, and on-site generation of renewable energy. We are on track to meet this objective, with initiatives underway for completion during 2025.

Smith+Nephew’s Scope 1 and 2 carbon reduction journey is supported by eco-conscious building design principles such as Leadership in Energy and Environmental Design (LEED), one of the world’s most widely used green building rating systems. Several of our manufacturing sites and corporate offices are LEED-certified to the silver or gold level.

63%

On track to achieve a 70% reduction in Scope 1 and Scope 2 GHG emissions by 2025

Planet – Aiming to reduce our impact on the environment

Mitigating climate change continued

Net zero Scope 1 and 2 carbon emissions by 2040

Our strategy to achieve net zero Scope 1 and 2 carbon emissions by 2040 includes:

Energy efficiency



During 2024, energy efficiency measures implemented at manufacturing sites resulted in a 3.4% reduction in our energy use relative to the production output, which equated to 8.1GWh, the annual energy use for 570 UK households.¹

On-site renewable energy-generation projects



During 2024, our manufacturing sites in Suzhou, China, and Penang, Malaysia, generated over 3.5GWh of renewable solar energy.

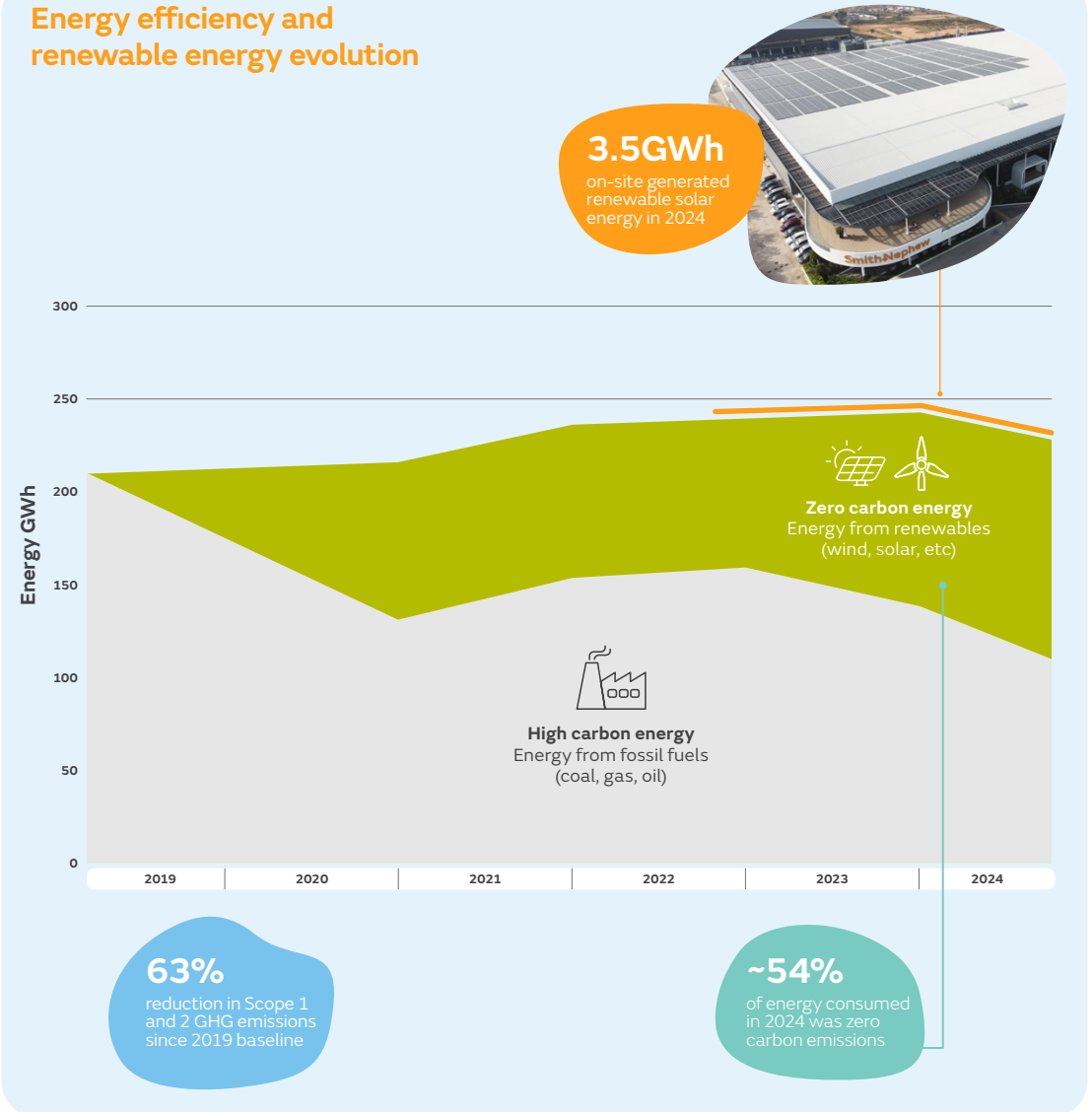
Renewable energy sourcing



We continue to procure energy from renewable sources, with both bundled and unbundled green energy certificates in our portfolio of contracts.

¹ The average UK household uses 2,700kWh of electricity and 11,500kWh of gas per year.

Energy efficiency and renewable energy evolution



Planet – Aiming to reduce our impact on the environment

Mitigating climate change continued

Progress made across a key focus area in 2024

Recognition for electrification in Costa Rica

In 2024, Smith+Nephew Costa Rica was recognised as a 'Leader in the electrification of the economy' by the Costa Rica Electricity Institute (ICE), which exclusively manages the country's electricity system. Our operations in Costa Rica were recognised for the installation of chargers for electric vehicles (cars, motorcycles and electric bicycles), which are available to all Company personnel.

The government of Costa Rica aims to be a net zero emissions economy by 2050. In support of this objective, ICE facilitates the use of clean energy via five main renewable sources – water, geothermal, wind, biomass and solar. More than 95% of Costa Rica's national energy mix is from renewable sources. ICE regularly celebrates companies that have adopted technologies that move the country towards carbon neutrality.

Our site in Costa Rica is also helping to drive progress towards the Group objective to achieve net zero carbon emissions by 2040 (Scope 1 and Scope 2 GHG emissions).



Net zero Scope 3 carbon emissions by 2045

Since 2021, we have reduced our annual reported value chain GHG emissions through business efficiency efforts and higher-quality emissions data that better capture carbon reduction activities across the value chain. During 2024, we continued to work with our global energy partner to measure and report our 2024 Scope 3 GHG emissions using a recognised protocol.

Our strategy to achieve net zero Scope 3 carbon emissions by 2045 includes:

Supplier engagement



We are engaging with our key suppliers in high-carbon procurement categories via the CDP supply chain programme, improving accuracy of supplier carbon emissions over historic data estimates, and in some cases showing a reduction in carbon emissions due to improved data. The data from this process help us understand and improve our Scope 3 GHG emissions data and learn about the maturity of our suppliers' net zero plans. We have also identified suppliers that contribute most significantly to our Scope 3 emissions and collaborated with them to enhance engagement, including with carbon reduction plans.

Optimising upstream and downstream transportation



Encouraging fewer transport miles and using lower-carbon modes of transport across the value chain – from incoming materials, to site and warehouse transportation of goods.

Reducing greenhouse gas emissions from waste



Our 2030 manufacturing zero waste to landfill objective helps drive progress on our Scope 3 GHG emissions reductions by reducing the carbon impacts of waste.

Sustainable employee and business travel practices



Encouraging fewer employee travel miles and lower-carbon modes of transport, such as cycling, public transport, such as providing on-site electric vehicle charging for employees and visitors, and issuing a company travel policy that encourages more efficient transportation planning.

Lower-carbon product design

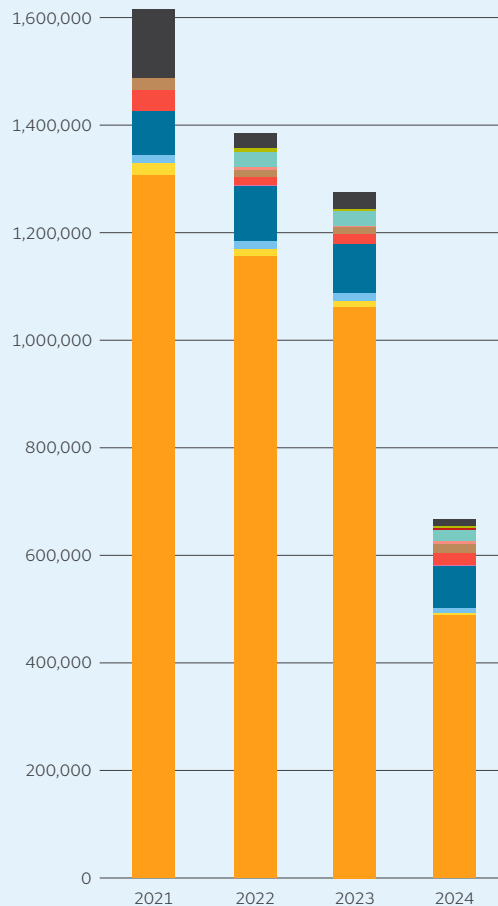


Our sustainable product design and development programme incorporates considerations for the carbon impacts of a product, including packaging.

Planet – Aiming to reduce our impact on the environment

Mitigating climate change continued

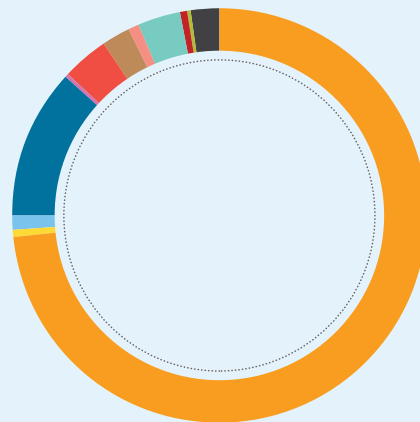
Scope 3 GHG emissions (tCO₂e)¹



¹ Total Scope 3 emissions reductions shown result from both business efficiency efforts and as a product of improvements to data quality, methodologies applied and analyses undertaken by Smith+Nephew or third parties. See page 48 for additional notes on 'Data disclosure in this report'.

2024 Scope 3 GHG emissions

	tCO ₂ e	%
1 Purchased goods and services	490,310	73.4
2 Capital goods	3,121	0.5
3 Fuel and energy related activities	8,912	1.3
4 Upstream transportation and distribution	77,896	11.7
5 Waste generated in operations	1,112	0.2
6 Business travel	23,240	3.5
7 Employee commuting	16,200	2.4
8 Upstream leased assets	4,370	0.7
9 Downstream transportation and distribution	22,018	3.3
10 Processing of sold products	64	0.0
11 Use of sold products	3,649	0.5
12 End-of-life treatment of sold products	Not calc.	—
13 Downstream leased assets	3,431	0.5
14 Franchises	0	0.0
15 Investments	13,297	2.0



Progress made across a key focus area in 2024

Optimising our global transportation footprint

We have undertaken transport, freight and warehousing initiatives focused on ensuring improvements in service and supply. In doing so, they have simplified and optimised our global supply chain network, considerably reducing our Scope 3 carbon emissions. The mobilisation of all our Global Supply Chain, Customer Care and Procurement teams led to nearly 100 initiatives that can be categorised around four themes:

- » **Partnering with transportation providers committed to ESG.** We look to partner with global logistics providers who prioritise sustainability with practices such as using more fuel-efficient vehicles, deploying solar panels at warehouses and better carbon emissions reporting.
- » **Reducing the number of shipments.** Since 2022, our efforts to improve the fill rates of parcels or vehicles by bundling orders into larger shipments, and by scheduling shipments, have enabled us to deliver 30-90% more products per delivery. The resulting ability to ship the same total volume with fewer deliveries, vehicles and packages reduces our total carbon emissions.
- » **Reducing transport miles.** By organising shipments from global hubs direct to customers, bypassing local warehouses and avoiding unnecessary movement of products, we have reduced total average distance travelled per delivery and associated carbon emissions.
- » **Choosing lower-carbon transportation modes.** Supply Chain teams reorganised processes to shift usage towards lower-polluting and more fuel-efficient modes of transport, such as rail and ocean shipping. As a result, since 2022 we have reduced our use of air freight for global shipments by over 30%, redirecting it to ocean freight. We have also reduced reliance on high-carbon expedited courier delivery by 70% in some markets, in favour of a standard parcel service that incorporates more lower-carbon transport modes such as road, sea and rail.

30-90%
improvement in quantity per
delivery across our Global
Distribution Centres



Planet – Aiming to reduce our impact on the environment

Minimising waste to landfill



We promote recycling at all our manufacturing, distribution and office locations. This includes paper, cardboard, plastic, glass bottles, metals and chemicals. We also work with our waste contractors to identify and introduce more recycling opportunities, which helps us recycle where it was previously impractical to do so.

93% of total Group waste from manufacturing and commercial facilities was recycled or otherwise diverted from landfills in 2024.

Our waste strategy includes

- » Cost-saving projects focused on reducing materials in waste streams
- » Zero waste to landfill (90%+ diversion from landfill)
- » Materials recycling programme
- » Site-specific projects addressing gaps in local waste management infrastructure
- » Continuous improvement programme

Minimising waste across our operations improves resource efficiency and reduces costs for both Smith+Nephew and our customers.

Our objectives

Achieve zero waste to landfill at our manufacturing facilities in Memphis and Malaysia by 2025 and at all our manufacturing facilities by 2030.

Our progress in 2024

95% manufacturing waste diverted from landfill

Memphis 2025 zero waste to landfill objective achieved, based on

90%+ monthly diversion rate away from landfill by the end of 2024

Malaysia 2025 zero waste to landfill objective achieved, based on

90%+ monthly diversion rate away from landfill throughout 2024

95%

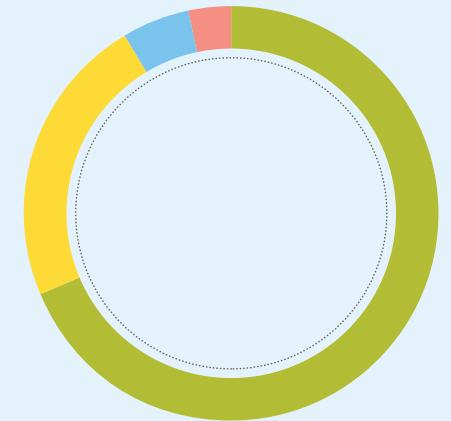
of total manufacturing waste was diverted away from landfills in 2024

'Zero waste to landfill' manufacturing

Our manufacturing sites avoid sending waste directly to landfill by ensuring general waste is either recycled, composted or sent for energy recovery. Some of our waste streams that cannot readily be recycled are used as fuel to generate energy in place of burning fossil fuels. Incineration of hazardous waste (without energy recovery) is minimised where possible.

Our objective is to achieve zero waste to landfill at our manufacturing sites in Memphis and Malaysia by 2025, and achieve zero waste to landfill at all our manufacturing sites by 2030. We define 'zero waste to landfill' as a site landfill diversion rate of 90% or more.

Total manufacturing waste 2024



● Waste recycled
8,736 tonnes
69%

● Waste recycled for energy recovery
2,894 tonnes
23%

● Waste to landfill
665 tonnes
5%

● Hazardous waste for incineration
398 tonnes
3%

Planet – Aiming to reduce our impact on the environment

Minimising waste to landfill continued

Diversion of waste away from landfills

In 2024, 95% of total manufacturing waste was diverted away from landfills, with eight sites performing above our 90% 'zero waste to landfill' threshold by the end of the year.



'Zero'

waste to landfill achieved at these manufacturing sites by end of 2024

Progress made across a key focus area in 2024

Memphis, US, manufacturing journey to zero waste

Our Memphis orthopaedics manufacturing operations reached 93% waste diversion from landfill by the end of 2024 through innovative manufacturing processes, and improved food waste sorting and diversion strategies that turn cafeteria food waste into compost used in facility landscaping – an example of 'circular' thinking in our waste management.

A key project was extracting and recycling garnet from water-jet cutting processes, driving a 7% improvement in waste diversion for our Memphis Brooks Road site. A new composting programme at our Brooks Road operations reduces the greenhouse gas emissions associated with sending food waste to landfill, while creating healthier soils that support biodiversity. To facilitate employee composting behaviours on-site, the local team developed new signage with waste segregation and handling guidance, and different coloured bags for waste-stream segregation. While food waste represents less than 1% of the waste generated at the facility by volume, it has the potential to contaminate 4–5% of the waste streams, and prevent further recycling.

A recent life cycle analysis of organic waste handling practices found that landfilling is the most GHG-intensive option, emitting nearly 400 kg CO₂e per tonne of organic waste, while composting raw organics resulted in the lowest GHG emissions, at -41 kg CO₂e per tonne of waste.¹

A healthy, biologically active soil can contain as many living organisms in one cup as there are people on the planet, between six and seven billion.²

93%

waste diversion from landfill at our Memphis orthopaedics manufacturing operations



¹ Environmental Science & Technology 2020 54 (15), 9200-9209
² Organic Matters: Feeding the Soil and Building Soil Quality

Planet – Aiming to reduce our impact on the environment



Water conservation and efficiency

Water is necessary to ensure that our products are clean and safe for consumer use. To conserve this precious resource, we implement water reduction programmes across our locations. We aim to reduce the amount of water used in the manufacture, distribution and use of our products.

Our objectives

Conserve water throughout our business processes

Our progress in 2024

670,000m³
used vs

672,000m³
during 2023

According to third-party research, water is important to every industry – used for cooling, heating, cleaning and many other applications. However, biotech, healthcare and pharmaceutical sectors generally carry less water risk than more water-intensive sectors such as apparel, food, beverage and agriculture.^{1,2} While as a medical device manufacturer, Smith+Nephew is not a relatively large consumer of water, we still assess our water risks and apply mitigation and conservation strategies. Our Memphis, US, facilities represent more than 40% of Smith+Nephew's annual use, and are located in a low water risk area. Our water strategy includes:

Active water use data monitoring to support conservation and efficiency. All Smith+Nephew manufacturing sites undergo monthly water use assessments to identify usage trends. We are moving toward more detailed water measurement and metering for building-level water data at our largest water using site.

Equipment improvements that reduce water use. In recent years, our Memphis manufacturing facility has replaced water-cooled air compressor units with air-cooled radiator units, driving significant water savings.

Rainwater management as a water reuse strategy. Our Penang, Malaysia manufacturing facility incorporates a rainwater harvesting tank that provides all the water needed for the gardens around the site.

¹ CDP Global Water Report 2023, page 11

² Pacific Institute Water & Climate Change: Growing Risks for Businesses & Investors, 2009, page 44

Water quality and environmental compliance.

We rely on good water quality for production processes and operate in a highly regulated industry with strict requirements for clean water. In some cases, our sites operate under a permitting system for water effluent, and our water is closely monitored by authorities to ensure we remain within the boundary of our safe water permits. All of our locations have access to WASH (adequate water supply, sanitation and hygiene) to support the health and safety of our employees and visitors.

We also have risk assessments and mitigation plans for flood risks. In the UK, we have constructed a significant flood defence and mitigation project to manage regional flooding risks, including those that may be exacerbated by climate change.

» For more detailed water risk assessment, usage and mitigation data, please refer to our annual CDP disclosure available at www.cdp.net (registration required)

Progress made across a key focus area in 2024

Supporting healthy waterways in China

Featuring prominently in Chinese art and literature, the Lou Gang River is an integral part of the cultural heritage of Suzhou, which is home to a Smith+Nephew manufacturing facility. Over the years, urban development has threatened the river's water quality and ecosystem, inspiring local conservation efforts that Smith+Nephew is proud to be a part of. Our Suzhou, China facility's Corporate Social Responsibility Committee created a monthly river patrol of employee volunteers who monitor the river ecosystem, conduct cleanup activities and co-ordinate improvement activities with local government authorities. The Committee removed more than 20kg of plastic bags, bottles, fishing nets and other debris from the environment in 2024, helping to improve the river and surrounding environment for the community.



Products

Innovating sustainably across the value chain

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Manufacturing and supplying safe and effective products is at the heart of our business. In 2024, Smith+Nephew products were used to treat more than 14 million patients.

Our people, processes, technology and supplier engagement are structured to support progress towards the objective of innovating sustainably.



Our aim is to develop products that meet the sustainability needs of our customers, patients, communities and the planet.”

Vasant Padmanabhan
President Research & Development and ENT



Our objectives



Product design

Include sustainability review in New Product Development (NPD) for all new products and product acquisitions.



Sustainable packaging

We are committed to reducing our packaging, and designing with reusable, recyclable and/or renewable resources which are sustainably sourced.



Supplier engagement

Complete a focused Corporate Social Responsibility (CSR) risk-based due diligence of our Tier 1 suppliers annually, including risk-based analysis of sub-tier suppliers, to assure compliance with our sustainability requirements.¹

¹ Our previous 2025 deadline for this objective has been met ahead of schedule.

Products – Innovating sustainably
Our Product strategy in action

“

The only thing that doesn't hurt right now is my OXINIUM[®] knee. That's why this record belongs as much to Smith+Nephew as it does to me.”

Fireman Rob
Smith+Nephew patient



Inspiring Life Unlimited



Someone who embodies the power of Life Unlimited is Rob Verhelst, a motivational speaker, US firefighter, and recipient of a Smith+Nephew OXINIUM knee.

Fireman Rob, as he is known, uses his years of experience in the fire service, where he performed search and recovery after the September 11th attacks, to raise awareness for the mental health of first responders and inspire people to live their passion. Alongside speaking engagements, he competes in Ironman races wearing 50 lbs (23 kg) of firefighting gear, and delivers toys to children in hospitals worldwide.

Following his knee replacement, Rob was able to return frontline to the busiest firehouse in the City of Madison Fire Department. What's more, he successfully set a world record for the farthest distance travelled over 24 hours wearing full firefighter gear.

His record-breaking stunt took place in Phoenix, Arizona during the North American Hip and Knee Symposium (NAHKS). Despite the extreme heat (95°F/35°C), Rob shattered the distance needed, hitting 40 miles as he walked across the NAHKS stage to the applause of all those in attendance. As if setting this record wasn't enough, Rob also took the time to hand-deliver 50 stuffed teddy bears to the Phoenix Children's Hospital.



Products – Innovating sustainably

Designing more sustainable products

We have integrated sustainability into our product development processes.

Our objectives

Include a sustainability review in New Product Development (NPD) for all new products and product acquisitions.

Our progress in 2024

PICO[®] Negative Pressure Wound Therapy product component recyclability information available globally.

Innovating sustainably in new product development

The products that we manufacture are highly regulated. During the design phase, we 'lock in' many of the factors that determine the environmental footprint of a product and its associated services. It is therefore important that sustainability is addressed at the outset, 'by design'.

Smith+Nephew New Product Development teams consider sustainability for our product portfolio from 'cradle to grave', using a standardised sustainability review as part of the development process.



Products – Innovating sustainably

Designing more sustainable products continued

Progress made across a key focus area in 2024

Advanced Wound Management design supporting social benefits

RENASYS[®] EDGE won the [Red Dot Award](#) for Design Concept 2024 for an innovative design that meets the needs of patient, clinician and operator. Chronic wounds, including ulcers, have a huge impact on a patient's life beyond just the pain and discomfort, with 68% often becoming self-conscious of their wound and many becoming isolated.¹ The Red Dot Awards celebrate groundbreaking innovation and intuitive design in products all the way from prototypes to ready-to-market launches, and RENASYS EDGE received the top award in the Medical and Technology category for its patient-friendly design.

RENASYS EDGE, part of the Advanced Wound Management product portfolio, provides Negative Pressure Wound Therapy (NPWT) and is applied to a patient's wound to help healing by protecting it and drawing out excess fluid. A clean, fresh-looking industrial design gives the device a friendly and unintimidating appearance, with screen animations to help the patient and clinician troubleshoot, should problems arise. As well as a built-in carry handle and stable table-top placement for portability, discretion for patients is ensured by the quiet pumping system, concealed exudate canister and carbon odour filter. NPWT devices are used on many patients in hospital and at home.



¹ Phillips T, Stanton B, Provan A, Lew R. A study of the impact of leg ulcers on quality of life: financial, social, and psychologic implications. *J Am Acad Dermatol*. 1994;31(1):49–53. Smith and Nephew 2022. RENASYS EDGE System Human Factors Summative Report Summary. Internal Report. CSD.AWM.22.071.

Progress made across a key focus area in 2024

Driving product recyclability for single-use medical devices

According to the World Health Organization, of the total amount of waste generated by healthcare activities, about 85% is general, non-hazardous waste, and measures to ensure the safe and environmentally sound management of healthcare wastes can prevent adverse health and environmental impacts. Smith+Nephew supports the reduction of healthcare waste by designing products with recyclable components. Our PICO[®] 7, PICO 7Y and PICO 14 single-use Negative Pressure Wound Therapy (sNPWT) pumps consist of a number of plastic components which can be recycled subject to compliance with applicable local regulations. In 2024, we increased product recyclability education efforts globally, providing easy-to-follow product component recyclability information that patients and healthcare personnel can use to safely recycle some product components and reduce product waste to landfill.



Recyclable component	Plastic recycling number
Outer plastic casing of the pump and battery cover	Comprised of polycarbonate, which is classed as '7 – other' ²
Air inlet connection	5 - Polypropylene
Air manifold	Comprised of thermoplastic vulcanisate, which is classed as '7 – other' ²

² Recycling capability of plastics marked 'other' should be determined by local waste management facilities.

Products – Innovating sustainably

Product safety and quality

Supplying safe and effective products is fundamental to our business, and we work to uphold the highest standards of quality and compliance.

Our global Quality and Regulatory Affairs function supports the full product life cycle management of Smith+Nephew's global product portfolio, from design and development through manufacturing and post-market surveillance. It establishes appropriate processes and procedures to facilitate compliance with applicable global laws and regulations, and implements supporting technologies to increase visibility of areas requiring improvement while also driving efficiency across the business.

Smith+Nephew participates in industry-wide partnerships that address supply chain risk evaluation and mitigation, including Medtech Europe, AdvaMed, and regional industry trade associations in geographies where we have a market presence. Smith+Nephew's Supply Chain organisation maintains a Gartner Sustainability membership for access to best practices addressing ESG supply chain risk.

As part of ISO 13485 certification supplier control requirements, Smith+Nephew audits suppliers categorised as 'Tier 2' critical suppliers according to our procurement categorisation. In addition, we require all our direct suppliers to maintain any relevant product safety and quality requirements for sub-suppliers, including associated audit and certification procedures.

All Smith+Nephew manufacturing facilities are certified to the ISO 13485 standard for medical device product safety and quality. All Smith+Nephew manufacturing facilities in scope for the US Food and Drug Administration (FDA) Medical Device Single Audit Program (MDSAP) maintain MDSAP certification.

Smith+Nephew manufacturing sites maintain appropriate establishment registrations with the FDA and maintain ISO 13485 certifications for medical device manufacturing and ISO 9001 certifications for worldwide distribution facilities, as well as CE Mark and 510(K) certifications, which are supported by in-house and precautionary product testing. As part of maintaining these certifications, we ensure that personnel are aware of the importance of their activities and the impact of their roles on quality. All employees with roles that can impact product quality are trained on current Good Manufacturing Processes when they are hired, and annually.

All Smith+Nephew R&D and manufacturing facilities have in-house product testing capacity. We conduct precautionary testing for emerging quality and safety concerns. As part of our product safety and quality certification, we follow [FDA design control requirements](#), which inform testing practices.

Smith+Nephew follows responsible codes of conduct for sales interactions, including the AdvaMed Code of Ethics on Interactions with US Health Care Professionals and the [MedTech Europe Code of Ethical Business Practice](#).



We have now completed a Group-wide programme to meet the requirements of the EU Medical Device Regulation (MDR). Thanks to a significant effort across our organisation, we successfully completed all compliance activities required for the date of application (May 2021). This included remodelling our EU supply chain to ensure that Economic Operator requirements were met, updating our Quality Management Systems and CE-marking Smith+Nephew Class I devices. We are making great progress with notified body audits and product reviews. With all submissions complete and submitted to our Notified Bodies, and over 95% of CE Certificates now received, we expect all activities to be completed by Q1 2025. As expected, the European Commission's proposal to amend the EU MDR transitional period, including its proposed extension, was successful. The amendment means we no longer need to remove inventory compliant with the former Medical Devices Directive (MDD) from our supply chain. This supports our inventory levels and environmental concerns over scrapping compliant and usable products. Smith+Nephew continues to bring all our devices to EU MDR compliance by the new deadline.

We closely monitor other changes in the regulatory landscape. This includes changes in UK Medical Device Legislation and UKCA marking. These changes allow CE-marked devices to be placed on the market in Great Britain until June 2030. Additionally, we are closely monitoring international regulatory trends that include an increased focus on cybersecurity in medical technology.

Products – Innovating sustainably



Improving packaging sustainability

We aim for packaging that supports product safety, quality and sustainability

Our objectives

We are committed to reducing our packaging, and designing with reusable, recyclable and/or renewable resources that are sustainably sourced.

Our progress in 2024

78%

of in-scope packaging systems incorporate at least one recyclable component.¹

In 2024, packaging teams have continued to work on incorporating post-consumer recycled content into non-sterile packaging materials, sourcing more sustainable packaging materials, and reducing packaging materials while maintaining product safety and quality. We collaborate cross-functionally to address regulated chemicals of concern to the environment related to packaging.

We completed qualification testing to verify that shelf cartons incorporating post-consumer recycled content would withstand the rigours of distribution to the end customer. The testing was successful and these materials are now qualified for use. We continue to use our electronic Instructions For Use (eIFU) platform for our products, minimising paper instructions where possible.

Renewable packaging, sustainably sourced

Where it is practical and available, Smith+Nephew uses packaging from renewable resources as part of our sustainable packaging strategy. According to design guidance from the [Sustainable Packaging Coalition](#), the use of bio-based and renewable materials such as tree fibre from well-managed sources can contribute to sustainable material flows and help ensure the availability of materials for future generations. This helps to create a closed loop system for packaging.

In 2024, 57% of our in-scope renewable packaging sets across business franchises used Forest Stewardship Council (FSC)-certified packaging components. FSC certification helps ensure that paper fibre packaging comes from responsibly managed forests that provide environmental, social and economic benefits in line with [FSC principles and criteria](#), which include: conservation of biological diversity, water resources, and ecosystems; respect for indigenous peoples; and long-term social and economic wellbeing of forest workers and local communities.

In 2024, over 40% of the cartons used by our Suzhou, China, Advanced Wound Management site were FSC certified.

57%

of our in-scope renewable packaging sets across business franchises used FSC-certified packaging in 2024

Progress made across a key focus area in 2024

Streamlined packaging reduces carbon footprint

Using a streamlined packaging design for RENASYS[®] Gauze Kits that minimises multiple pouches and reduces outer pouch size, we more than tripled the number of product units that can be transported on a single pallet. A packaging material reduction project focused on ALLEVYN[®] products reduced the number of shipped pallets by 44%, saving transportation miles and reducing our carbon footprint.



¹ In-scope data set for our packaging sustainability programme includes stock keeping units (SKUs) comprising approximately 80% of 2024 total sales volume.

Products – Innovating sustainably



Supplier engagement and working with responsible third parties

As a global company in more than 100 countries, Smith+Nephew relies on a worldwide network of third parties who enable us to manufacture and sell our products.

Our objectives

Complete a focused Corporate Social Responsibility (CSR) risk-based due diligence of our Tier 1 suppliers annually, including risk-based analysis of sub-tier suppliers, to assure compliance with our sustainability requirements.

Our progress in 2024

We have completed **100%** of due diligence and assessments of Tier 1 suppliers according to our risk-based procedure. We have continued our on-site audit programme for suppliers identified through risk-based analysis.

We work with third-party vendors, distributors and agents to uphold our vision of Life Unlimited. We expect vendors who share our vision to be integral partners in our new products, current requirements and ongoing services. Our [Third Party Guide to Working with Smith+Nephew](#) explains what we expect from partners. It is aligned with the UN Universal Declaration of Human Rights, the eight fundamental International Labour Organization (ILO) Conventions (nos. 29, 87, 98, 100, 105, 111, 138 and 182), other relevant ILO Conventions, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the Ethical Trade Initiative (ETI) Base Code.

We conduct risk-based due diligence and provide support to ensure vendors are aware of and comply with the standards we expect of them. We continue to review our Global Third-Party Seller Management processes in order to identify operational efficiencies and to simplify and expedite the third-party onboarding process, whilst maintaining a high level of oversight. Additionally, we have a Supplier Relationship Management team that manages supplier alignment with corporate social responsibility (CSR) and environmental standards, as well as other key risk areas. We have continued to undertake our CSR due diligence assessments for relevant suppliers using the SAP Ariba platform.

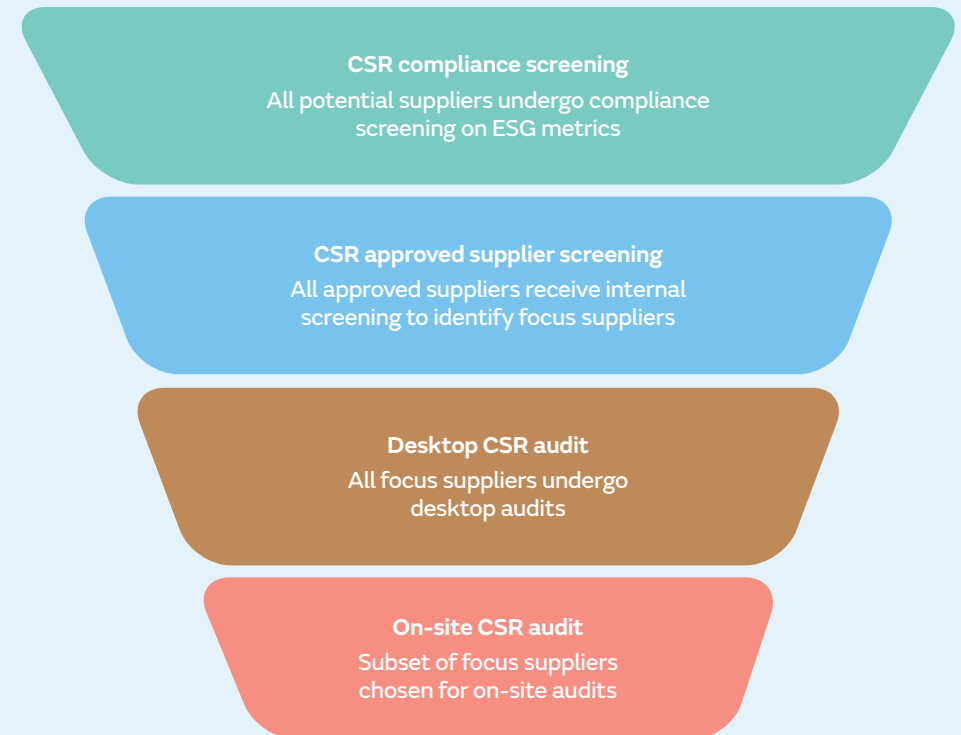
Supplier CSR assessments

We have completed internal due diligence screening of all Tier 1 suppliers and additional desktop assessments that were required in 2024 according to our risk-based procedure.

We have continued and expanded our on-site social audit programme for suppliers identified through risk-based analysis. The standard process is summarised in the diagram below.

On-site social audits include worker interviews and practical assessment of the implementation of supplier policies and procedures to assure compliance with modern slavery, labour standards and HSE requirements.

Supplier risk criteria include country, commodity and, in some instances spend, and our ESG Steering Committee has overall responsibility for the governance of this process.



Products – Innovating sustainably

Supplier engagement and working with responsible third parties continued

Sourcing minerals responsibly

We are committed to sourcing minerals from responsible suppliers and support ending violence and human rights violations in conflict-affected and high-risk areas (CAHRAs), including parts of the Democratic Republic of the Congo and surrounding countries. In May 2024, we reported our status on conflict minerals in accordance with the 2010 US Dodd-Frank Act and US Securities and Exchange Commission (SEC) rules.

We performed an annual Reasonable Country of Origin Inquiry (RCOI) on suppliers believed to supply materials or components containing tin, tantalum, tungsten and gold, collectively known as '3TGs', necessary to the functionality or production of our products. We designed our supplier RCOI process to identify, to the best of our efforts, the smelters of 3TG in our supply chain in accordance with the OECD due diligence guidance.

Working against modern slavery

We will only work with suppliers who share our opposition to modern slavery. We publish statements in compliance with the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, and Canada's 2023 Fighting Against Forced Labour and Child Labour in Supply Chains Act.

We will continue to monitor developments and be prepared to respond accordingly.

» Our Conflict Minerals Policy and Report, our UK Modern Slavery Act Statement and full details of the Company's sustainability policies can be found on our website.

Supplier ESG training

Our Advanced Wound Management manufacturing facility in Suzhou, China, hosted an ESG training day for suppliers in 2024. The event supplemented virtual ESG training and communications for suppliers on topics such as climate change and carbon emissions reductions, renewable energy project opportunities, waste reduction, responsible sourcing and the sharing of best practices on social topics.

Supplier engagements have helped us to develop category-specific carbon reduction strategies, such as guidance for lower-carbon business travel that was developed in partnership with our global travel planning supplier.



Supplier diversity programme

We aim to promote diversity and sustainability in our supply chain. In 2024, Smith+Nephew enhanced its internal Procurement Policy to include a section regarding Responsible Sourcing and a Supplier Diversity statement setting out our objectives to promote diversity within our supply chain. Our preferred partners are diverse suppliers that demonstrate an inclusive and non-discriminatory approach. We expect our suppliers to build a diverse workforce based on their employees' qualifications and the abilities necessary for the work to be performed.

We also participated in the [Mid-South Minority Business Council Continuum](#) (MMBC Continuum) Economic Development Forum in Memphis, US. The MMBC Continuum is an economic accelerator for minority and women-owned business enterprises that provides the opportunity for Smith+Nephew to network with small businesses and other diverse suppliers in multiple industries.

Interacted with more than

100

minority or women-owned, small businesses at the MMBC Continuum forum in Memphis



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Business ethics

We believe that trust is the most important driver for long-term business success

When healthcare professionals' clinical decision making is improperly influenced, it impacts healthcare budgets and patient access to quality healthcare. Our industry remains an area of focus for investigation and enforcement action.

To deliver new products and services to benefit patients and ensure the safe and effective use of our products, we need to interact with government officials and healthcare professionals (HCPs). We must engage with government officials to obtain the necessary licences to manufacture, sell and distribute our products. We work with HCPs to support the design, development and testing of new products, and to provide peer-to-peer training in their appropriate use. All these interactions need to be carefully managed to ensure they are done in the right way, and to avoid even the perception of impropriety in our relationships.

As the employer of over 17,000 individuals and as a provider of products and services to the healthcare sector, our teams may have access to sensitive and personal data. These data sets needs to be carefully managed in accordance with recognised data privacy principles.

Ethics oversight and awareness

Our compliance programme is led by our Chief Compliance Officer and supported by a global Office of Ethics and Compliance. Our Board maintains oversight of our compliance programme through our Compliance & Culture Committee, and the Executive Committee maintains oversight through our Group Executive Compliance Committee. The latter comprises our Chief Executive Officer and business and corporate function heads. Accountability is also crucial, and our top leaders certify to our Chief Executive Officer every year that required policies have been implemented in their businesses.

Our [Code of Conduct and Business Principles](#) provides the legal and ethical framework to guide what we do every day and our [Corporate Policies](#) provide the respective principles and rules. Our Anti-Bribery Policy was updated in August 2024 and relaunched as the Anti-Bribery, Corruption and Fraud Policy. The Policy was updated to include a new section on fraud prevention and detection. Our [Third Party Guide to Working with Smith+Nephew](#) has also been updated in line with recent Code and Policy changes. Policies are supported by 'Guidance and FAQ' documents that provide more detailed instruction on specific activity types. In 2024 we issued enhanced guidance documents relating to royalties and tenders.

All new employees receive training on our Code, anti-bribery and corruption and data privacy, and all employees certify their compliance with the Code and associated policies on an annual basis. We continue to develop role-based training for key functions and in 2024 we significantly revised training for our Medical Education team. Role-based training is designed to help employees navigate 'real life' compliance challenges and scenarios specific to their roles. In 2024 we led a review of our current training modules to update our content.

Our colleagues in the Medical Education team are key partners in ensuring that our interactions with HCPs are managed in accordance with applicable laws and industry codes of conduct. We partner closely with medical education stakeholders, and in 2024 we created new resources to support the team in the effective management of their roles. These include an HCP Engagement Playbook and resources for ensuring the consistent escalation of potential violations of medical education processes and procedures.

Smith+Nephew has a comprehensive compliance programme that governs all interactions with HCPs. Through our Global Policy on Commercial Practices, applicable to all employees, we promote fair competition globally and seek to earn customers and gain share through developing and improving our own products and services and distinguishing these from our competitors. As part of our compliance programme, Smith+Nephew is committed to respecting all applicable laws and industry codes, including the AdvaMed Code of Ethics, and the MedTech Europe Code of Business Practice.



At Smith+Nephew we are committed to integrity, honesty and professionalism. These principles are reflected in our culture pillars: Care, Courage and Collaboration. Our Code of Conduct and Business Principles reflects the pillars and defines our values as a company."

Alison Parkes
Chief Compliance Officer



Business ethics continued

Monitoring the effectiveness of our programme

We conduct a range of reviews to monitor compliance with our Code, policies and procedures, and to identify opportunities for improvement. Reviews are supported by data analytics to ensure our efforts are appropriately targeted. These reviews include Compliance Validation Assignments (CVAs) of our markets, business units, functions and higher-risk third parties, along with centralised and local monitoring, and data analytics.

In addition to reviewing and reporting on compliance programme implementation across the organisation, our compliance programme is also subject to review. On an annual basis we conduct a self-assessment of our compliance programme against the US Department of Justice 'Evaluation of Corporate Compliance Programs' guidance.

Analytical insights are embedded into the compliance programme with data used to drive a periodic risk assessment, address our highest risks, provide evidence of programme effectiveness and generate visualisations. We are continually advancing our analytical tools to systematically analyse large data sets, identifying patterns and anomalies to detect non-compliance early and ensure prompt proactive interventions. This approach, embedded in CVAs and monitoring procedures, moves us closer to near-continuous assurance over the robustness of the compliance control framework. Throughout the year, the team has integrated new system data sources into the monitoring programme, offering a more comprehensive view of operations and potential risks.

The ability for people to raise reports of potential non-compliance with confidence that those reports will be effectively investigated is central to any effective compliance programme. Our Speak Up hotline system helps us to ensure we remain in compliance with the requirements of the EU Whistleblower Protection Directive and to conduct regular analysis and benchmarking of investigations trends.

Report a concern

Any actual or perceived breach of the Code of Conduct and Business Principles or related policies should be reported to Smith+Nephew.

Smith+Nephew does not retaliate against anyone who makes a report in good faith. Reports can be made to:

- » Smith+Nephew management
- » Smith+Nephew's Legal, Compliance or Human Resources departments
- » Smith+Nephew's Speak Up Line

As appropriate, Corrective and Preventive Actions (CAPAs) are created to address findings arising from any Compliance oversight activities, including investigations and CVAs. CAPAs are tracked to closure, and metrics reported to the Board Compliance & Culture Committee.

Public reporting of HCP-related spend ('transparency reporting') is required in many of the markets in which we operate. We comply with all transparency reporting requirements applicable to us, and use data analytics of publicly reported data to continually enhance our programme. The Transparency Reporting team has now been integrated into the Compliance organisation and we are investigating opportunities to integrate US and non-US reporting processes for optimal efficiency.

Data privacy

We continue to develop and enhance our data privacy programme in light of evolving legislation, and track our programme improvements.

Where possible, we strive to adopt a harmonised approach, adjusting where necessary to meet local privacy requirements. Our global Data Privacy team is responsible for developing and maintaining a robust operating and governance model, raising awareness of data privacy across the organisation, providing bespoke training where necessary, advising on the need for controls to protect personal information and assessing their effectiveness. In addition, the team is responsible for monitoring for new or changing data privacy laws globally and adjusting the privacy plan accordingly.

Data privacy is discussed at the Board and Regional Compliance Committees, with KPIs included within various reports. The operational aspects of the privacy programme such as policies, procedures, investigations, and the management of CAPAs are integrated within the wider compliance programme. In 2024, we expanded the role of Regional Compliance Officers to act as local privacy leads. This change allows for greater reach across the organisation with general privacy questions being routed through to Regional Compliance Officers, allowing the Global Data Privacy team to provide subject-matter expertise as needed.

We raise awareness of data privacy across the organisation through mandatory training for all employees and bespoke face-to-face training for teams that process large volumes of personal information or sensitive personal information such as employee data or clinical trial data. The purpose of this training is to educate teams on data privacy and drive business owner accountability for managing privacy risk across the organisation.

We also raise awareness through business-wide communications to educate employees on data privacy and set expectations. In 2024, notable achievements included:

- » An updated Privacy Operating Model which clearly defines roles and responsibilities for privacy management across the organisation, and escalation pathways.
- » The implementation of a Data Privacy Programme Management solution enabling enhanced data mapping and risk identification and subsequent mitigation. The new system is already driving efficiency and effectiveness in our privacy programme and with our internal stakeholders, as well as improving our ability to demonstrate compliance with the growing privacy regulatory framework.
- » The launch of several global privacy notices which have been drafted in conjunction with stakeholders across the business to ensure they cover all data use cases, further demonstrating compliance with our transparency obligations. These notices drive efficiency and effectiveness, eliminating the need for the business to create bespoke versions.
- » Formalising the privacy team's responsibility for products that collect personal data in the new product design process, ensuring that privacy-by-design principles are embedded at the 'ideation' phase of the product design life cycle.







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Appendix

UN Sustainable Development Goals alignment

UN Sustainable Development Goal		People – Creating a lasting positive impact on our employees and communities	Planet – Working to reduce our impact on the environment	Products – Innovating sustainably across the value chain
 3: Good health and well-being Ensure healthy lives and promote well-being for all at all ages	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all			✓
 5: Gender equality Achieve gender equality and empower all women and girls	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	✓		
 6: Clean water and sanitation Ensure availability and sustainable management of water and sanitation for all	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity		✓	
 7: Affordable and clean energy Ensure access to affordable, reliable, sustainable and modern energy for all	7.a By 2030, enhance international co-operation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology		✓	
 8: Decent work and economic growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment			✓
 10: Reduced inequalities Reduce inequality within and among countries	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	✓		
 12: Responsible consumption and production Ensure sustainable consumption and production patterns	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse		✓	
 13: Climate action Take urgent action to combat climate change and its impacts	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning		✓	

Data on environmental performance

We report our GHG emissions in three scopes

CO₂e reporting methodology, materiality and scope

Scope 1: Direct sources of emissions which mainly comprise the fuels we use on-site, such as gas, heating oil, LPG and diesel, and fugitive emissions arising mainly from the losses of refrigerant gases. We have included UK vehicle emissions from leased cars since 2020. In 2024, we continued to report owned/leased vehicle data from a total of 14 European countries with fuel data from the lease provider. We estimated that 75% of the fuel consumption reported is for business purposes, with the remainder discounted for private use; this is based on a driver survey.

Scope 2: Indirect sources of emissions such as purchased electricity and steam we use at our sites.

Scope 3: Indirect value chain emissions that arise as a result of activities from assets or processes not owned or controlled by Smith+Nephew. These can be divided into upstream and downstream emissions and fall into 15 defined categories. In 2024, we report data from 14 available categories.

We report our Scope 1 and Scope 2 GHG emissions from business operations under our control for the year ended 31 December 2024. We focus on the areas of largest environmental impact, including manufacturing sites, warehouses and offices. Smaller locations, representing less than 2% of our overall emissions, are excluded. In line with our established policy for the integration of acquired assets, only acquisitions completed before 2024 are included. Our GHG emissions reporting represents core business operations and facilities within our consolidated financial statements. Primary data from energy suppliers has been used wherever possible.

Location-based emissions are calculated in line with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard and have been calculated using conversion factors published by the UK Department for Energy Security & Net Zero and the Department for Environment, Food & Rural Affairs (Defra) for 2024. We have applied the emission factors most relevant to the source data, including Defra 2024 (for UK locations), International Energy Agency (IEA) 2022 (for overseas locations) and for the US we have

used the most recent US Environmental Protection Agency (US EPA) 'Emissions and Generation Resource Integrated Database' (eGRID) for the subregions in which we operate. All other emission factors for gas, oil, steam, petrol, diesel, LPG and fugitive emissions are taken from Defra 2024.

We apply relevant market-based emission factors, in accordance with the 'GHG Protocol Scope 2 Guidance, an amendment to the Corporate Standard'. Where market-based factors were not available, we used 'Residual Mix' data for the EU locations from RE-DISS Phase 2 (Reliable Disclosures System for Europe) and IEA data for all other countries, except for US locations where eGRID factors (including subregional) were applied.

During 2024, we worked with our global energy partner to measure our Scope 3 GHG emissions, and in order to improve data source transparency, we applied emission factors from public databases: GHG Protocol, IEA, Defra, IPCC, ADEME,ecoinvent and US EPA EEIO (for some categories). We sunset the non-public Comprehensive Environmental Data Archive (CEDA) list of GHG emission factors used for some of our Scope 3 GHG inventory for 2021 to 2023. These methodological improvements have led to differences in our reported Scope 3 GHG emissions, sometimes significant. For the 2024 Scope 3 GHG emissions assessment, input data used were derived from financial-based sources as well as actual data. For financial-based sources, the specific and private emission factor data set provided by the US EPA EEIO, expressed in financial units (USD), has been used.

Waste reporting: Waste from our operations is reported from all locations based on waste collection data. If data are not available, an internal assessment may be used based on the size and frequency of collections. For shared offices, waste generation is sometimes estimated from the percentage of building occupancy by our staff. The waste streams are split by waste category with a focus on the final destination of the waste: landfill, hazardous waste for incineration, waste recycled for energy recovery and recycling.

Water reporting: We report water usage from our facilities where data are available or apply estimates for some smaller, multi-tenanted office locations based on our occupancy.

	2019	2020	2021	2022	2023	2024
Waste						
Waste to landfill (tonnes)	1,996	1,853	1,829	1,473 ²	1,411 ²	873 ¹
Hazardous waste for incineration (tonnes)	857	635	487	595 ²	506 ²	432 ¹
Waste recycled for energy recovery (tonnes)	2,521	2,626	2,682	3,416 ²	4,025 ²	2,998 ¹
Waste recycled (tonnes)	6,463	6,119	6,036	6,905 ²	5,787 ²	9,036 ¹
Total waste (tonnes)	11,837	11,233	11,034	12,389	11,729	13,339¹
Energy and GHG emissions						
Total energy (GWh)	213	212	232	237	243	229
Emissions to air (tonnes CO₂e)						
Scope 1						
Combustion of fuel and operation of facilities (process and fugitive)	9,888 ²	9,754	11,335	12,168 ²	15,901 ²	12,794 ¹
Scope 2 (location-based)						
Purchased electricity and steam	67,324 ²	63,191	64,887	61,817 ²	59,012 ²	59,101 ¹
Total (location-based)	77,212²	72,945	76,222	73,985²	74,913²	71,895¹
Scope 2 (market-based)						
Purchased electricity and steam	57,152 ²	30,378	35,462	36,679 ²	24,365 ²	11,868 ¹
Total (market-based)	67,040²	40,132	46,797	48,847²	40,266²	24,662¹
Scope 3 GHG emissions category (tonnes CO₂e)						
Purchased goods and services		1,306,147	1,155,549	1,061,331	490,310	
Capital goods		23,523	14,088	10,638	3,121	
Fuel and energy related activities		13,573	13,162	16,256	8,912	
Upstream transportation and distribution		81,837	103,365	89,690	77,896	
Waste generated in operations		1,521	1,447	1,327	1,112	
Business travel		38,078	15,354	18,938	23,240	
Employee commuting		23,002	13,578	13,194	16,200	
Upstream leased assets		Not calc.	5,014	3,146	4,370	
Downstream transportation and distribution		Not calc.	27,424	27,397	22,018	
Processing of sold products		Not calc.	84	83	64	
Use of sold products		Not calc.	Not calc.	Not calc.	3,649	
End-of-life treatment of sold products		Not calc.	Not calc.	Not calc.	Not calc.	Not calc.
Downstream leased assets		Not calc.	8,121	3,423	3,431	
Franchises		Not calc.	0	0	0	
Investments		126,892	28,170	30,656	13,297	
Total Scope 3 GHG emissions		1,614,573	1,385,356	1,276,079	667,620	
Water						
Total water usage (1,000m³)	650	600	633	694	672	670

To calculate our Scope 3 emissions, we used recognised protocols; see methodology for more details.

All emissions have been calculated using the most up-to-date emission factors available for each location according to GHG Protocol guidance. GHG Protocol supplies the world's most widely used greenhouse gas accounting standards. Acquisitions completed prior to 2024 are included.

1. Data independently assured by ERM CVS for 2024; the full assurance report for 2024 is included in this report on pages 46–47.

2. Data independently assured by ERM CVS for 2019 (baseline year), 2022 and 2023.

Independent assurance

Independent Limited Assurance Report

ERM Certification and Verification Services Limited ('ERM CVS') was engaged by Smith & Nephew plc ('Smith+Nephew') to provide limited assurance in relation to the selected information set out below and presented in the Smith+Nephew's Sustainability Report 2024 (the 'Report').

Engagement summary

Scope of our assurance engagement	<p>Whether the following Selected Information for 2024, as indicated on pages 11 and 45 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>	Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and, consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Selected information	<ul style="list-style-type: none"> » Total Scope 1 GHG emissions (tCO₂e) » Total Scope 2 GHG emissions (market-based) (tCO₂e) » Total Scope 2 GHG emissions (location-based) (tCO₂e) » Total Scope 1 and 2 GHG (market-based) emissions reduction (% against 2019 baseline) » Total waste to landfill (tonnes) » Total hazardous waste incinerated (tonnes) » Total waste recycled for energy recovery (tonnes) » Total waste recycled (tonnes) 	Respective responsibilities	<p>Smith+Nephew is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.</p> <p>ERM CVS' responsibility is to provide a conclusion to Smith+Nephew on the agreed assurance scope based on our engagement terms with Smith+Nephew, the assurance activities performed, and exercising our professional judgement.</p>
Reporting period	1 January 2024 – 31 December 2024		
Reporting criteria	<ul style="list-style-type: none"> » WBCSD/WRI GHG Protocol Corporate Accounting and Reporting Standard (2004, as updated January 2015) and GHG Protocol Scope 2 Guidance » Smith+Nephew's own Basis of Reporting (detailed on page 45 of the Report) 		

» See more on page 47

Independent assurance continued

Independent Limited Assurance Report continued

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- » Evaluating the appropriateness of the reporting criteria for the Selected Information;
- » Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- » Interviewing management representatives responsible for managing the Selected Information;

- » Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- » Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- » Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 Group data for the Selected Information which included testing the completeness and mathematical accuracy of calculations, and consolidation in line with the stated reporting boundary;
- » Conducting in-person visits to two facilities: Suzhou (China) and Mansfield (US) to review source data and local reporting systems and controls;
- » Evaluating the conversion and emission factors and assumptions used; and
- » Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy-related services to Smith+Nephew in any respect.



24 February 2025

London, United Kingdom

ERM Certification and Verification Services Limited

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We welcome your feedback on our Sustainability Report

Contact us

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You can find out more about our sustainability practices online:

www.smith-nephew.com/sustainability

Forward-looking statements

This document may contain forward-looking statements that may or may not prove accurate. These statements concern or may affect future matters, including but not limited to the Group's future financial performance; the Group's ESG objectives and/or commitments; statements of plans, objectives or goals of the Group or its management and other statements that are not historical fact; expectations about the impact of ESG measures; and statements of assumptions underlying such statements. Phrases such as 'aim', 'plan', 'intend', 'anticipate', 'well-placed', 'believe', 'estimate', 'expect', 'target', 'consider' and similar expressions are generally intended to identify forward-looking statements. Forward-looking statements involve known and unknown risks, uncertainties and other important factors that could cause actual results to differ materially from what is expressed or implied by the statements. There are inherent risks and uncertainties associated with achieving future emissions targets and implementing net zero transition strategies and plans in a complex, interdependent and continually evolving global landscape. Smith+Nephew therefore reserves the right to adjust, amend or adapt its metrics and targets in response to unforeseen circumstances or changes in external factors and dependencies which impact the feasibility of achieving the stated targets.

For Smith+Nephew, these factors include: global supply chain; risks related to the conflicts in Ukraine and the Middle East; economic and financial conditions in the markets we serve, especially those affecting healthcare providers, payers and customers; price levels for established and innovative medical devices; developments in medical technology; regulatory approvals, reimbursement decisions or other government actions; product defects or recalls or other problems with quality management systems and loss of reputation or failure to comply with related regulations; litigation relating to patent or other claims; legal and financial compliance risks and related investigative, remedial or enforcement actions; disruption to our supply chain or operations or those of our suppliers; competition for qualified personnel; talent management; strategic actions, including acquisitions and dispositions, our success in performing due diligence, valuing and integrating acquired businesses; disruption that may result from transactions or other changes we make in our business plans or organisation to adapt to market developments; disruptions due to natural disasters, weather and climate change related events; changes in customer and other stakeholder sustainability expectations; changes in taxation regulations; effects of foreign exchange volatility; and numerous other matters that affect us or our markets, including those of a political, economic, business, competitive or reputational nature; relationships with healthcare professionals; reliance on information technology; cybersecurity and artificial intelligence technologies. Please refer to the documents that

Smith+Nephew has filed with the U.S. Securities and Exchange Commission under the U.S. Securities Exchange Act of 1934, as amended, including Smith+Nephew's most recent annual report on Form 20-F, which is available on the SEC's website at www.sec.gov, for a discussion of certain of these factors.

Any forward-looking statement is based on information available to Smith+Nephew as of the date of the statement. All written or oral forward-looking statements attributable to Smith+Nephew are qualified by this caution. Smith+Nephew does not undertake any obligation to update or revise any forward-looking statement to reflect any change in circumstances or in Smith+Nephew's expectations. The terms 'Group' and 'Smith+Nephew' are used for convenience to refer to Smith & Nephew plc and its consolidated subsidiaries, unless the context requires otherwise.

Data disclosure in this report

ERM Certification and Verification Services Limited was engaged to provide limited assurance in relation to selected data included in the Planet section of the report. The full assurance report can be found on pages 46–47 of this report.

We worked with our energy partner, Schneider Electric, to calculate our Scope 3 GHG emissions data for 2024.

Other data included in the report have not been audited by a third party; however, the report does include the best information available through our existing data management systems. Although our data have been internally vetted, historical performance data may be revised due to reasons such as new data availability; industry-driven changes to methodologies; improvement in data collection and measuring systems; or activities such as joint ventures, mergers and acquisitions or divestitures.

Statements about future developments and past occurrences are based on information and assumptions available as of the date of publication. While we are committed to providing timely updates, the Company holds no obligation to update information or statements. Certain information in this report regarding the Company comes from third-party sources and operations outside of our control. We believe such information has been accurately collected and reported and that the underlying methodology is sound.

Product names

The product names referred to in this document are identified by use of capital letters and the \diamond symbol and are trademarks owned by or licensed to members of the Group.

 [Read more online at www.smith-nephew.com](http://www.smith-nephew.com)