



## MODERN SLAVERY STATEMENT

This statement is published pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023,c.9). It sets out the steps taken by John Crane Canada, Inc. ("**John Crane Canada**") to address the risk of forced labour and child labour its business and supply chains in its financial year ending 31 July 2023.

### OUR BUSINESS

John Crane Canada is a subsidiary in the John Crane Division (**'John Crane'**) of Smiths Group plc (a London listed company) (**'Smiths'**). It is owned through intermediary holding companies in the US and UK.<sup>1</sup>

John Crane Canada manufactures and sells mechanical seals, seal support systems and expert services that enhance reliability and performance. These are used for down and mid-stream oil and gas activities, refineries, pipelines, power generation including hydrogen and carbon capture. John Crane Canada also manufactures sealing and filtration solutions. These expand into the chemical, life sciences, petrochemical, water, mining, and pulp and paper industries. John Crane Canada provides warranty and repair services for all its products. John Crane Canada employs approximately 180 staff.

### MANUFACTURING AND SUPPLY CHAINS

John Crane's manufacturing operations includes the machining and forming of metallic products, and assembly and testing of seals. John Crane Canada's supply chain includes the purchase of raw metals, gaskets, fasteners, springs, seals, and other similar products.

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<sup>1</sup> John Crane Canada, Inc. is a subsidiary of John Crane, Inc. (a US corporation), which is a subsidiary of John Crane Group Limited (a UK company), which is a subsidiary of Smiths Group plc (a UK company listed on the London stock exchange).

Our Supply chains are local, regional and global, with the primary source countries being: Canada, The United States, The United Kingdom, Germany, Luxembourg, the Czech Republic, China and Mexico, among others.

John Crane Canada's supply chains also include those related to catering, cleaning, maintenance, and security services, as well as those supply chains related to the recruitment and sourcing of staff. These services are sourced locally.

## FORCED LABOUR AND CHILD LABOUR RISKS

As referred to above, John Crane Canada sits within the John Crane Division, which has operations across the world, employing more than 6000 people in approximately 50 countries.

John Crane Canada supplements its work force with contract workers as required. Some of these contract workers are sourced through third party agencies. Occasionally these contract workers may include migrant workers. John Crane and Smiths take active steps to ensure that treatment of migrant workers comply with Smiths Human Rights policy.

While John Crane Canada does not employ anyone under the age of 16, it occasionally employs people between 16 and 18 years of age as interns or apprentices. John Crane Canada and Smiths take active steps to ensure it complies with UN Human Rights conventions and International Labour Organization conventions as they relate to the employment of children.

John Crane Canada's suppliers are spread across the world, providing materials, components, products, and services. Some of those materials, components, or products may contain raw materials regulated through conflict minerals laws and regulations. Our suppliers also employ a significant number of people, including labour potentially exposed to the risks of modern slavery.

## ASSESSING AND MANAGING OUR MODERN SLAVERY RISKS

We recognise that human rights violations can occur anywhere. To prioritise activities, working together, our Procurement team, Health, Safety, & Environment team, and Ethics & Compliance team have identified sites and suppliers that we consider higher risk based on labour force (particularly contract, temporary and migrant labour) and location (primarily using the Global Slavery Index and the Trafficking in Persons Report (TIPR)) to guide the risk assessment. In FY2023 we conducted targeted risk reviews on John Crane sites in Indonesia, Saudi Arabia,

Thailand, and United Arab Emirates. No major issues were identified; however, we recognise the need to continue monitoring the risks and effectiveness of our controls.

**Policies:** Smiths Policies and Codes apply to direct and indirect subsidiaries of Smiths, including John Crane Canada. Accordingly, John Crane Canada's commitment to human rights and to responsibly managing the risks of human trafficking and modern slavery in its supply chains are set out in [Smiths Code of Business Ethics](#), [Supplier Code](#), [Human Rights Policy](#), [Responsible Minerals Sourcing Policy](#) and [Human Rights Supply Chain Due Diligence Policy](#).

These policies set out John Crane Canada's commitment to complying with UN Human Rights conventions and International Labour Organization conventions. The policies are managed by Smiths Ethics & Compliance team.

**Due Diligence** To prioritise activities, we categorise suppliers by risk based on spend, location, and industry (using the Global Slavery Index and the TIPR and other reports). Our risk assessment and processes still currently focus on Tier 1 suppliers. Due diligence is conducted on suppliers to assess, forced labour and child labour risks as well as capability, quality and financial stability. There is a separate due diligence process to assess the forced labour and child labour risks arising from our appointed recruitment agencies. Supplier contracts include clauses binding suppliers to comply with human rights and other applicable laws and requires them to honour Smiths Supplier Code in the way they conduct their business.

**Training and awareness:** John Crane Canada employees are required to take a comprehensive set of ethics and compliance related trainings. This includes annual awareness training on modern slavery and labour standards assurance. New employees are trained as part of their orientation process. This training helps staff identify modern slavery red flags, which is reinforced through communications. Smiths Ethics & Compliance team conducts ethics and compliance workshops for middle and senior managers across Smiths, which covers many ethics and compliance topics, including modern slavery and associated red flags. The requirement to report modern slavery concerns are communicated through posters at our sites.

**Oversight:** Procurement related modern slavery and human rights risks and controls are monitored by a working group comprised of Procurement leadership and the Ethics & Compliance team. A second working group (made up of colleagues in HR and the Ethics & Compliance team) is focused on risks associated with modern slavery and labour standards arising from Smiths own operations. Anti-modern slavery initiatives are discussed with the Smiths Business Ethics Council (a cross divisional, cross functional group of senior leaders which meets quarterly). Ethics & Compliance regularly reports on these programmes and discusses emerging issues with the Smiths Executive Committee and the Audit & Risk Committee of the Smiths Board.

**Whistleblowing Reporting and Remediation** Smiths operates a global reporting hotline ('Speak Out' hotline), which is managed independently by Smiths Ethics & Compliance office. It enables anyone to report (anonymously, if preferred) by telephone, email or online any breach of our Code of Business Ethics or seek guidance

about Smiths ethics policies, including Smiths Human Rights policy. In FY2023 we conducted a campaign encouraging staff to speak out if they see actions or behaviours that don't align with Smiths Code of Business Ethics.

## ASSESSING OUR EFFECTIVENESS

Data from our Speak Out system provides key performance indicators ("KPIs") used to monitor ethics performance (including tackling modern slavery). We monitor the number and nature of cases reported regionally and by site, substantiation rates, anonymity rates, and disciplinary action. This information is reported to Divisional leadership teams, to Smiths Executive Committee and to Smiths Audit & Risk Committee.

More information about Smiths KPI's can be found in its [Sustainability report](#).

In FY2023 neither John Crane Canada nor any other Smiths company received any report of a forced labour or child labour policy violation requiring measures to be taken to remediate those violations (including remediation for loss of income).

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*This statement is made pursuant to section 4(a) of the to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023,c.9), on behalf of John Crane Canada, Inc., filing as a single entity, for the financial year ending in 31 July 2024. It has been approved by the Board of Directors of John Crane Canada, Inc. and is signed on behalf of the Board by its President.*

DocuSigned by:



Full Name: Jerry Collier

Title: Senior Director Sales Americas

Date: 4/23/2024