

STERIS PLC — Director Code of Ethics

1. Responsibilities.

This director Code of Ethics (“Code of Ethics” or “Code”) is a guide to ethical considerations for all members of the board of directors (each a “Director” and together, the “Board”) of STERIS plc (“STERIS” or the “Company”). The Board provides STERIS senior management with general guidance and advice concerning the competent and ethical operation of the Company. Directors likewise will execute their responsibilities in a highly ethical manner and, to the extent applicable, deal fairly with the Company’s customers, suppliers, competitors and employees, consistent with applicable legal requirements and stock exchange regulations. Directors will regularly review this Code to monitor compliance and consider modifications.

2. General Conflicts of Interest.

Each Director must consider other existing and anticipated commitments so that such commitments do not materially interfere with his or her service as a Director. Directors must avoid situations where personal or other loyalties may conflict with the interests of STERIS. Directors should endeavor to avoid the appearance of a conflict of interest, or should disclose and explain such appearance to the Company’s general counsel (“General Counsel”) and to the Nominating and Governance Committee of the Board (the “Committee”) so that a determination can be made of whether an actual conflict exists. Directors that become a party to any lawsuit or administrative proceedings must notify the Company’s General Counsel.

3. Personal Benefit from STERIS Business.

In general, Directors may not receive any loans, consulting fees, or other material personal profit or benefit in connection with any transaction involving STERIS, other than compensation and expense payments or committee fees as a Director as approved by the Board (or, in the case of a Director employed by the Company, compensation as an employee as approved by the Compensation and Organization Development Committee of the Board). Other than such compensatory and expense payments or committee fees, Directors must disclose to the Company’s General Counsel and the Committee any transaction or relationship, or proposed transaction or relationship, between a STERIS entity and a Director, a member of a Director’s immediate family, or a business a Director or a Director’s immediate family member own, control, or have a substantial interest in (more than 1% of the outstanding voting securities). Disclosure does not guarantee approval and personal financial circumstances or hardships are not valid bases for approval.

4. Other Businesses.

Directors may not have a personal or family financial interest, which includes employment status, in any STERIS supplier, Customer, consultant, reseller or competitor that has a reasonable potential for causing a conflict of interest or divided loyalty, or has a reasonably foreseeable potential to result in a personal gain. Whether there may be the potential for a conflict of interest or divided loyalty or personal gain depends on many factors, including the Director’s ability to influence STERIS decisions that affect personal interests, the size of the any potential personal gain relative to the Director’s other resources, and the nature of the relationship between our Company and the other business. In any event, the potential for a conflict of interest, personal gain or other divided loyalty must be disclosed to the Company’s General Counsel and the Committee.

5. Other Directorships and Positions.

Except as permitted by applicable competition, antitrust, and securities laws, and as disclosed to and approved by the Committee, Directors may not be a director, employee, or consultant of a company or organization that produces, supports or promotes products or services that compete with STERIS to any material extent. Prior to accepting an executive position with a company that does business with STERIS or may compete with STERIS, a Director must consult with STERIS's Chairman of the Board ("Chairman"), chief executive officer ("CEO") (if separate), and General Counsel, and such executive position must be approved by the Committee. Prior to joining the board of directors of any other Company, you must consult with STERIS's Chairman, CEO (if separate), and General Counsel, and such director position must be approved by the Committee. If a Director, employee, or consultant of another organization encounters any situation where their role with that other organization may be in conflict with STERIS's interests, such person must inform STERIS's Chairman, CEO (if separate), and General Counsel of the potential conflict so that appropriate action can be taken, which may involve such person's recusal from participating in certain Company matters or their resignation as a Director altogether.

6. Confidentiality in General.

STERIS technical, research, development, personnel, financial, strategic, and other business information are Company property and must be kept confidential and not used for personal gain.

7. Communication Regarding STERIS.

Confidential information about STERIS, including information that can be expected to have an impact on the market for STERIS shares, forward-looking information such as sales, revenue or earnings projections, operating and financial results, new product introductions, or other non-public information, may be released only in accordance with STERIS guidelines and U.S. securities laws and regulations and those of any other applicable jurisdiction or regulatory body. Contacts with news organizations, analysts, or shareholders should be directed promptly to STERIS's president and CEO or other member of STERIS's Senior Management, Corporate Communications or Investor Relations. Director communication involving Company matters will be coordinated with and through Company management, except as contemplated by applicable committee charters or as approved by the full Board.

8. Inside Information.

Directors have information about STERIS that is both material and non-public. Directors must adhere to STERIS's insider trading policy (the "Insider Trading Policy"), U.S. securities laws and regulations and those of any other applicable jurisdiction or regulatory body, and exchange requirements regarding trading and reporting trades in STERIS securities. Violations of insider trading laws subject both individuals and STERIS to potential severe criminal penalties. These laws and the Insider Trading Policy apply to all Directors and every transaction in STERIS securities, including option exercises, regardless of size, and to all disclosures of material non-public information, whether or not an individual personally benefited. Directors are required to notify the General Counsel to obtain prior written approval of any transaction in STERIS securities, including option exercises. In addition, individuals may not "tip" others who may trade in STERIS securities. Personal financial circumstances or hardships do not provide exceptions to these requirements.

9. Handling Company Assets.

Directors must take care to safeguard STERIS assets, including information systems, and protecting assets from unauthorized use. STERIS assets may not be used for personal benefit or any unlawful or improper purposes. Directors must consult with the General Counsel or the Company's or Board's outside counsel regarding the preservation and production of documents in the event of litigation or investigation regarding the Company.

10. Director Independence.

The Board must be comprised of a majority of independent directors. Directors must disclose transactions that may potentially affect director independence. The Board will, at least annually, determine whether or not each Board member is independent, in accordance with applicable law, regulations, and listing standards.

11. Relationship to Other Policies.

Directors must comply with the Insider Trading Policy and the STERIS Related Person Transaction Policy. If a Director is also a STERIS employee, the STERIS Code of Business Conduct and related policies also apply to such person. In addition, as a member of any committee of the Board, the applicable committee charter(s) should also guide a Director's conduct. Any waiver of the requirements of this Code in favor of Directors must be approved by the Board and must be disclosed as required by law or exchange regulation.

Date: _____

Director (Director agrees to comply with this Code)

Print Name

May 3, 2023