

STERIS PLC

COMPLIANCE AND TECHNOLOGY COMMITTEE CHARTER

ORGANIZATION

This charter governs the operation of the Compliance and Technology Committee. The Committee shall review and reassess the adequacy of this charter at least annually and obtain the approval of the Board of Directors for any proposed changes to the charter.

The Committee shall be appointed by the Board of Directors and shall be comprised of at least three Directors. The chairperson of the Committee shall be appointed by the Board of Directors. All Committee members shall be familiar with matters of corporate compliance.

STATEMENT OF POLICY

The Compliance and Technology Committee shall assist the Board of Directors in providing oversight relating to the Company's compliance with applicable laws and issues relating to technological development.

The Committee shall provide oversight of the Company's compliance with applicable operational laws and regulations, the development, promulgation, and revision of operational compliance policies, and the development, implementation, and revision of operational compliance programs. The compliance matters include but are not limited to those related to the FDA, EPA, OSHA, and other similar regulatory bodies. Acknowledging that the Audit Committee retains sole oversight over matters of financial compliance (including auditing, financial reporting, financial controls, bribery, and disclosure), the Committee shall have oversight responsibility for matters of non-financial regulatory compliance. In discharging its oversight responsibilities with respect to compliance programs, the Committee shall evaluate such programs relative to customary industry standards.

The Committee shall provide oversight of the Company's development, application, and protection of science, technology, and innovation. The Committee shall review the scope, resources, and effectiveness of the Company's research and development, new product development, and intellectual property protection.

Management is responsible for implementing adequate compliance policies and programs. Further, management is responsible for planning and conducting audits of the Company's state of compliance, conducting investigations, and compliance with the Company's Code of Business Conduct and applicable laws and regulations. Management is also responsible for understanding and applying appropriate technology and science to its product development programs and operations.

RESPONSIBILITIES AND PROCESS

The following shall be the principal recurring process of the Compliance and Technology Committee in carrying out its oversight responsibilities.

State of Compliance

The Committee shall, in consultation with Company management, including its Intellectual Property Counsel, Chief Compliance Officer, Chief Scientific Officer, Chief Digital Officer, satisfy itself that the Company has in place adequate mechanisms to ensure effective compliance and innovation efforts. The Committee shall oversee:

- 1) The Company's Code of Business Conduct and programs to monitor compliance with the Code, including reports to the Company's Ethics Hotline, except for those that are primarily financial (Audit Committee) and those that are primarily Human Resource related (CODC Committee);
- 2) The Company's global legal and ethical compliance programs, including, ethical sourcing, and industry-specific laws and regulations.
- 3) The Company's compliance with requirements governing manufacturing quality, emissions, and employee safety; and
- 4) The product development programs and development and implementation of digital and data strategies and technologies in the products and operations of the Company. This includes review of potential disruptive technologies and the company's intellectual property strategy and portfolio of patents, trademarks, and copyrights, and competitive assessments of technologies and products versus peers.
- 5) The development and implementation of compliance policies and employee education and training programs, including dissemination of necessary information on changes in applicable laws and regulations.

Meetings and Reports

The Committee shall meet at least once annually and at such other times as determined by the chairperson of the Committee. A majority of the Committee members shall constitute a quorum for the transaction of business. The Committee will prepare and, through its chairperson, submit reports to the Board of Directors. The report will contain recommendations for Board actions when appropriate.

The chairperson of the Committee shall be responsible for setting the agendas for meetings, after considering input from all Committee members. The agenda and information concerning the business to be conducted at each Committee meeting shall, to the extent practicable, be communicated to members sufficiently in advance of each meeting to permit meaningful review. The Committee shall keep minutes of its meeting in such form as it determines is appropriate.

Management shall ensure that any financial compliance matters, including those reported through the Ethics Hotline, are reported to the Audit Committee and that Ethics Hotline issues that are Human Resource related are reported to the Compensation and Organizational Development Committee.

Management Support

- Management is responsible for the Company's compliance obligations and the Company's technology/innovation. To assist the Committee with its oversight responsibilities over management with respect to the matters addressed in this charter, management shall provide the Committee with information and recommendations as needed and requested. Management shall implement and enforce adequate compliance policies and programs. The substantive areas of the policies and programs will include, without limitation: Environmental, Health and Safety; FDA Regulatory Affairs and Quality Systems; Trade Regulation and Antitrust; Securities Law; Intellectual Property Protection; Product Development; Application of Digital and Data Innovation in Products, Services, and Business Operations; and Business Ethics. Management shall plan and conduct audits of the Company's state of compliance with applicable laws and regulations. Review of resources allocated to quality, regulatory, and technology/innovation (near term, mid-term, and long term). Management shall appropriately discipline any employee responsible for violating compliance policies.

July 29, 2021