



Employee Health and Safety

Our Zero Harm Vision for our People



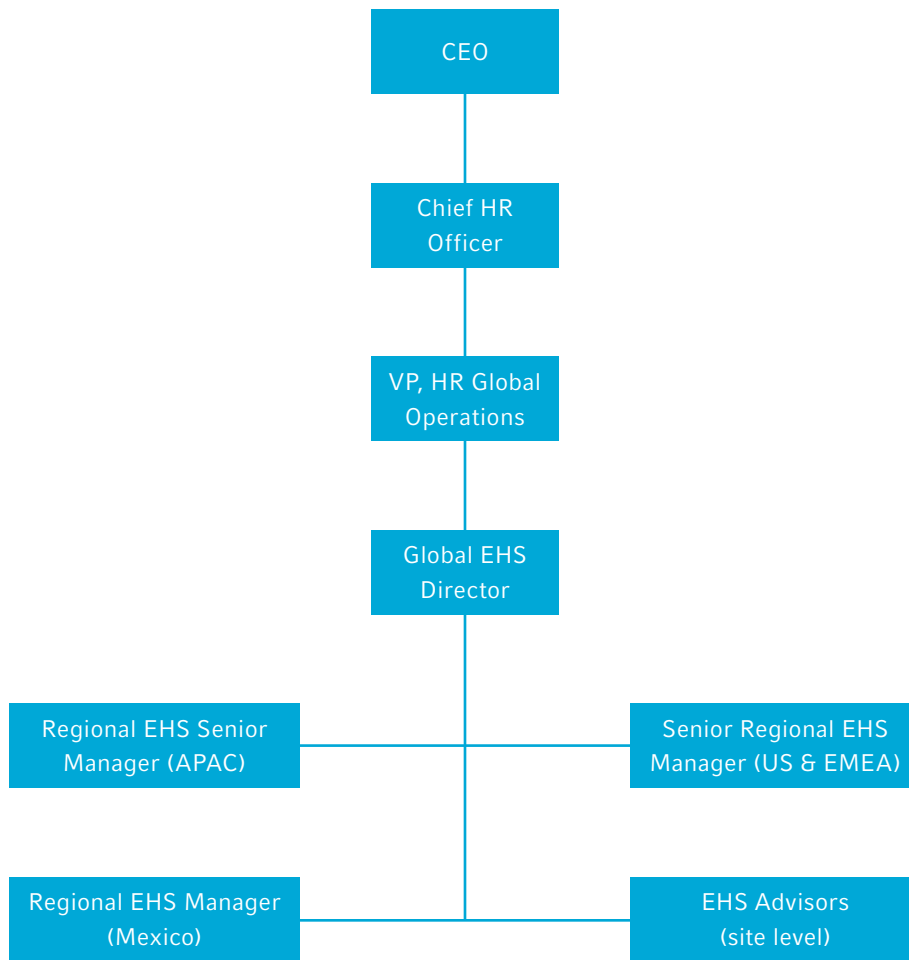
"The health and safety of our employees is paramount and the management effort by our sites and their leadership is a continual focus. I am proud of our Zero Harm vision, knowing that this program is making a meaningful impact on our employees"

Brian Greham, Global EHS Director

We believe that occupational health is an implicit part of occupational safety and risk controls. The main difference between the two is that safety refers to a specific incident or situation whereas health is about the long-term health of the employee. Occupational health management at the site level utilizes the same mechanisms as those employed for occupational safety. All employee health information is kept

fully confidential, via our secure data protections which are built into our systems. Our health and wellness programs include working initiatives related to nutrition, building-in adequate physical activity, stress management, heart health and more to help our employees improve their health and wellbeing.

Occupational Health and Safety Governance



Occupational Health & Safety Management

At Teleflex, we have implemented a global occupational health and safety management system, which is aligned to ISO 45001 (OSH Management Systems). Each site also has a Core Management System (CMS), which is governed by our Global Environmental Health and Safety (EHS) Manual and covers all personnel (employees, contractors, visitors etc.) across our Global Operations and OEM businesses. Commercial sites are governed by a simplified occupational health and safety management protocol and each CMS site must also have a professional acting as EHS advisor.

EHS risk management is a continual focus, and as such the Teleflex EHS Risk Management Process is used to identify work-related hazards, apply the hierarchy of controls (in order to eliminate hazards and minimize risks) and identify the right blend of best practice risk controls. We utilize the Plan, Do, Check, Act (PDCA) model to drive continual improvement of occupational health and safety. Non-Conformity detection and resolution (via corrective actions) also drive continual improvement, as do site based EHS Committees, with governance and auditing driven by the Global EHS Function.

Quality is driven by the requirement to identify and align with published best practice risk controls, with oversight by each site EHS Advisor and governance via Regional EHS Managers. The EHS Risk Management process is first utilized when implementing the initial CMS at the specific site and

re-triggered by the site's management of change (MOC) program, which helps capture change in the workplace, equipment, systems and people. This is done by incident investigations; observation programs; task design/standard operating procedures, monitoring and supervision and audit output.

The MOC process triggers the reapplication of our EHS Risk Management Process when change is identified. Each CMS also has an EHS Improvements Register (EHSIR), which acts as a non-conformity register, driving continual improvement.

A focus on our 4P's model means a strategic approach to managing: Place (of work, i.e., safe 'workplaces'), Plant (safe plant and equipment), Process (management systems) and People. We continue to upgrade and improve our facilities and offices across our global footprint to help ensure safe workplaces for our employees and others on site. We continually assess our facilities and the equipment used within them to ensure health and safety considerations are built into their selection, use, operations, and maintenance. We focus on our management systems at each location to help ensure governing structures facilitate our Zero Harm vision, and we continually invest in our people via OHS training to help ensure we keep them safe and manage occupational health effectively.





Identifying and Managing Hazards

Within each site's CMS, there is a process for workers to report work-related hazards and hazardous situations. Employees can do this via our Zero Harm Grassroots Teams, EHS Observations Incentive Drivers, and consultation mechanisms like our EHS Committee interface. Teleflex's ethics program provides protection to employees from any reprisals or retaliation and our Open and Just Culture – our open and honest reporting environment program – helps eliminate misplaced culpability. Employees can also remove themselves from work situations that they believe could cause injury or ill health and report such situations through our various reporting mechanisms.

Our incident investigation process was created under the Risk Management Program (RMP) umbrella and aligns with Teleflex's global standards for EHS incident management. The standard requires all EHS incidents to be investigated and at least one nonconformity to be identified (with corrective actions). Identification of root cause and corrective action(s) is the mechanism to determine where improvements are needed in the occupational health and safety management system.

Employee Consultation

It is particularly important for our employees to have a voice when it comes to their health and safety. Our Global EHS Manual requires each site to facilitate employee communication channels and relay information or concerns to management about health and safety process changes, changes to site rules, or management systems. Within each site's Core Management System, employees can utilize our Grass Roots Zero Harm teams, the EHS committee interface or our Open and Just Culture. This also helps to encompass local or regional employee representative organizations (such as unions) into the communication and consultation processes. Each site has a local EHS committee in which employees can participate and consult. Information about work-related incidents and the output of investigations to address nonconformities is readily available at site level.

Health and Safety Training

At Teleflex, health and safety training is required for all employees. Through the site's CMS, each site identifies specific training that is required for all employees. Before any new employee starts working at a site, they must attend induction training, which includes both an orientation and any required EHS trainings. Supervisors and management are also required to complete the same trainings. Each site EHS Training Register captures aspects such as: training requirements, required frequency of retraining, completion target dates, and completion status. The training courses detail the roles and responsibilities for the specific jobs as well as the potential consequences of non-conformity with EHS risk controls. Each site also has mechanisms in place to manage and identify any contractor or visitor business relationships that may require specific occupational health and safety risk management for sites.

Employee Health and Safety Tracking

We track and monitor Occupational Safety and Health indicators including health and safety incidents, via multiple classifications covering non injury, injury and ill-health. We also use the internationally comparable DART Rate (days away/restricted or transfer rate), which is a calculation of the number of work-related injuries or illnesses per 100 employees. Through our 'Zero Harm' strategy and processes, we have maintained a low level of overall injury severity rate and all this data is shared in our Global Impact Reports each year.



