

At IMI we are all personally committed to protecting our people, minimising our impact to the environment, the communities we operate in and our company. Keeping our employees safe at work is of the utmost importance. We have set high standards for Health, Safety and Environment (HSE) and do our absolute best to ensure everyone leaves work safe and well. This ethos is embedded in our IMI Way and Code of Conduct, which applies to all our employees and business partners.

IMI will continue to invest in Health, Safety and Environmental processes and professionals across the globe to support us all in doing the right things, the right way, every day. This is reinforced by a shared commitment from our all our leadership teams globally. Together we will continuously improve and strive for excellence in HSE.

Our HSE policy requires all businesses and employees to comply with it. The IMI Executive Committee is responsible for the oversight of the policy's operation and reports to the Board on HSE matters. The IMI Divisional Managing Directors have corporate responsibility for HSE, the business unit Managing Directors are responsible for ensuring that this policy is implemented fully in their operations. Every employee is expected to follow all HSE operating procedures, also to challenge any observed behaviours or unsafe acts. Failure to follow HSE procedures will be addressed within the company disciplinary process, which can and may lead to disciplinary action, up to and including termination of employment.

To support these commitments IMI business leaders, supported by all employees, are required to ensure we will:

- At minimum meet all Health, Safety and Environmental laws and regulations in the countries where we operate, as well as comply with the specific Health, Safety and Environmental rules, requirements and procedures of IMI plc.
- Ensure that all employees understand their responsibilities and seek ways to improve their performance related to Health, Safety and Environmental protection.
- Align individual company or site operations with IMI best practices in workplace Health, Safety and Environmental protection.
- Seek the most sustainable ways of working and minimising our impact on the environment.
- Report and analyse work-related hazards, near misses and incidents. Undertake investigations to establish root causes and implement measures to prevent reoccurrence.
- Empower all our colleagues to STOP WORK and seek advice (Stop-Call-Wait) if they believe a condition exists that may be hazardous to the health and safety of themselves, to those around them, or a risk to the environment. Also to challenge any observed unsafe behaviours. This applies for both IMI locations and for our employees working in the field, including at customer sites.
- Continually improve our performance in HSE by setting objectives and monitoring progress.
- Facilitate communication, co-operation, education and training to maximise the contribution of all employees to the achievement of high standards in HSE.
- Require contractors and other visitors to comply with all relevant HSE requirements when on IMI premises or when acting on IMI's behalf.

If you are in any doubt about the policies and procedures that apply to you or your colleagues and your business unit, please contact your local health and safety manager or your line manager.

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Chief Executive

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Group HSE Director

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Divisional Managing Director, IMI Precision

**Jackie Hu**  
Divisional Managing Director, IM Critical

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**Daniel Shook**  
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**Liz Rose**  
Group HR Director