

HEALTH, SAFETY AND ENVIRONMENTAL POLICY

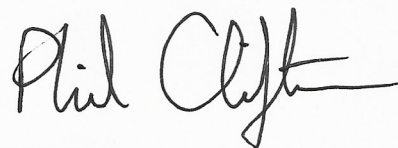
IMI Hydronic Engineering activities include manufacturing, warehousing, office work, onsite servicing, sales and product development.

We operate our business to very high standards and see our health, safety and environmental responsibility as a critical and strategic part of this. We are committed to safeguard the health, safety and welfare of all our employees and minimize our impact on the local and wider environment. **IMI Hydronic Engineering** will not compromise on these important matters. To support this commitment all **IMI Hydronic Engineering** locations are required to manage our activities and employees are expected to act, as far as is reasonably practicable, to ensure that we will:

- At a minimum meet or exceed all health, safety, environmental laws and regulations in the countries where we operate and meet all the specific health, safety and environmental rules, requirements and procedures of IMI.
- As appropriate, communicate with regulatory officials, trade associations and industry groups regarding **IMI Hydronic Engineering** commitment to these issues.
- Ensure that all employees understand their responsibilities and ways to improve performance relating to health, safety and environmental protection.
- Align company operations with good practices in workplace health, safety and environmental protection.
- Identify and address risk in our industrial operations and associated hazards to provide safe working conditions and prevent environmental impacts.
- Support risk management by monitoring work-related near misses, investigate root causes of any accidents or near miss, minimizing related hazards and finding better ways to reduce the number and severity of personal accidents and environmental incidents.
- Ensure that the health, safety and environmental impacts of products and processes are reduced to a minimum and work with our customers and suppliers to achieve improved performance on shared objectives.
- Use opportunities from wider health, safety and environmental improvements in products and processes for business benefits, such as optimizing energy and other resource-use efficiency, particularly regarding CO2 emission.

- Facilitate communication, co-operation, education and training to maximize the contribution of all employees to the achievement of high standards in health, safety and environmental matters.
- Conduct due diligence regarding health, safety and environmental issues during corporate transactions.
- Require contractors and other visitors to comply with all relevant health, safety and environmental requirements when on **IMI Hydronic Engineering** business.
- Report appropriate performance information publically (via IMI) on a regular basis.
- Implement and follow company policies and procedures regarding use of alcohol or medications during business hours, and never allow these substances to affect the safety of any employee.
- Continually improve our management and performance in these areas by setting objectives, targets and plans and investigate in techniques and technology, as appropriate.

This policy enforces our commitment to The IMI Way. All employees have the responsibility to carry out our daily duties in accordance with The IMI Way and immediately report any conditions that are perceived to be unhealthy, unsafe, environmentally hazardous or socially unacceptable. In keeping with this policy, IMI Hydronic Engineering is committed to remaining an active, trusted and socially responsible community member, wherever we do business. The Senior Management has ultimate responsibility for the implementation of this policy.



Phil Clifton
Managing Director IMI Hydronic Engineering

Issue: 15th March 2021

No job is so important that we cannot find the time to do it safely and with care for our environment

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