Health, Safety & Environmental Policy

We at IMI are personally committed to protecting our people, the environment, the communities we operate in and our company. Keeping our employees safe at work is of the utmost importance we 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 (HSE) 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 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, and the business unit Managing Directors are responsible for ensuring that this policy is implemented fully in their operations.

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.
- Commit to minimizing our emissions to air, water and land resulting from our operations with a focus on pollution prevention. IMI Senior Leadership Council drives our sustainability strategy, optimizes our resources, and ensures that we are focusing on the environmental risks and opportunities that are most important to our customers, investors, communities, and employees.
- Ensure that all employees understand their responsibilities and seek ways to improve their performance related to health, safety, and environmental protection.
- Align company operations with IMI best practices in workplace health, safety, and environmental protection.
- 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, people around them, or a risk to the environment. This applies for both IMI locations and for our employees working in the field.
- Continually improve our performance in HSE by setting objectives and monitoring progress.
- Facilitate communication, co-operation, education, and training to maximize the contribution of all employees, visitors, contractors and interested parties to the achievement of high standards in HSE.
- Recognizes the significance of the supply chain in our own sustainability performance, and strategically engages with suppliers on important issues such as managing emissions, improving safety, and increasing efficiency. Our governance processes further ensure our suppliers are held to our same values regarding ethical behaviour, compliance, environmental responsibility, and footprint reduction.
- 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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