

## 2016 statement from IMI plc (“IMI”) in relation to the steps taken to prevent slavery and human trafficking pursuant to the Modern Slavery Act 2015 (“the Act”)

IMI believes all companies must take their role seriously in preventing modern day slavery and human trafficking. IMI utilises a combination of general corporate responsibility policies and specific supply chain compliance actions to combat modern slavery in its supply chain. These include; the IMI Way and the IMI Code of Conduct, IMI Supplier Code of Conduct and Audit Process, IMI New Supplier Approval and Self-Declaration Process, IMI Standard Procurement Contracts and relevant staff training.

### 1. The IMI Way and Code of Conduct

The IMI Way sets out our values – excellence, innovation, integrity and collaboration – and embraces all our activities.

Our Code of Conduct embodies the IMI Way and covers all aspects of the way we conduct business. It covers everything from anti-bribery and corruption to our environmental responsibilities.

These two policies are designed to ensure that we do not involve forced labour or human trafficking in the manufacture of our own products or in any of our operations.

You can find out more about the IMI Way and Code of Conduct on this website by following this link: <http://www.imiplc.com/corporate-responsibility/our-approach.aspx>

### 2. IMI Supplier Code of Conduct and Audit Process

Our Supplier Code of Conduct process provides a structured approach to ensuring our suppliers are managing their businesses responsibly and are not engaged in human slavery or trafficking.

The Supplier Code of Conduct risks cover a range of issues from bribery and corruption, providing safe and healthy work places, safeguarding the environment *and* labour standards.

Each of our three divisions (Critical Engineering, Precision Engineering and Hydronic Engineering) assesses the specific Supplier Code of Conduct risks in their supply chains and audit any high-risk suppliers. This current practice results in audits taking place in what we consider “high risk” areas for all aspects of supply chain risk including any forced labour risk.

### 3. IMI New Supplier Approval and Declaration Process

A New Supplier Approval procedure has been established. This requires an ethical declaration from suppliers to confirm that they do not engage in any forced labour and that they abide by all applicable local labour laws.

### 4. IMI Standard Procurement Contracts and Staff Training

IMI has standard procurement contracts which contain provisions that oblige suppliers that no forced, bonded or involuntary prison labour will be used and that no children under 16 years old are to be employed.

---

# Modern Slavery Act Statement



IMI updates and trains its procurement professionals to monitor, detect and take steps to prevent forced or trafficked labour on visits to suppliers.

This 2016 statement was approved by the Board of Directors of IMI plc on 3 May 2017.

Mark Selway

Chief Executive Officer

IMI plc

  
Engineering  
GREAT the IMI Way