

# Our sustainability strategy

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## Responsible Business

Operating responsibly and doing the right thing is the foundation of everything we do. New Code of Conduct was refreshed and introduced across the business in 2022.



IMI's solutions support our customers' products and operations and often directly contribute to the delivery of their carbon reduction targets. When considering investments, we ensure that the impact on IMI's overall ESG positioning and performance is a prime consideration.

Roy Twite  
IMI Chief Executive



IMI is currently rated AAA (leader) for MSCI.



## FTSE4Good

IMI has been a member of FTSE-4Good since June 2021, with an ESG score in the 72nd percentile of our peer group.



IMI responds to the CDP climate change and water security questionnaires, scoring B and C respectively in 2023.

# Empowering people



Our colleagues play a central role in our purpose-led strategy, fostering a culture of engagement and empowerment. We prioritise the growth and support of our workforce, providing opportunities for advancement and encouraging creativity and innovation. At the core of our people strategy is a commitment to unlocking the full potential of our invaluable asset – our people.

**We will develop and empower people to make an impact and create a better working world.**

## Highlights from 2023

### Talent attraction

**21** **38%**

New graduates welcomed

Graduates female intake

### Talent attraction

**50%**

Female in the Executive Committee

IMI Network of Women (NOW) is established

### Health and safety

**0.44** Total Recordable Incident Frequency Rate (TRIFR)

Employee Assistance Programme embedded and being used by employees

### Employee engagement

**79%** Employee engagement 79% for 2023

Over **3,000** employees

volunteered a total of **7,000** hours

## Targets for 2024 and beyond

### Employee engagement

**>80%**

### Inclusion and diversity

**25%**

Women in management  
\*currently at 22%

### Health and safety

**Zero incidents**

Accident-free workplace

# Sustainable solutions



We will engineer solutions that help our customers become safer, more sustainable and more productive.

## Highlights from 2023

### Supply chain

Launch of Solar Panel Sourcing policy outlining the additional due diligence required to prevent forced Uyghur labour in our supply chain

### Innovation

Develop products with enhanced focus on quality, environmental impact and reliability to solve customers' problems

### Operational excellence

Ergonomic projects in Poland reduced physical stress and impact on operators and led to efficiency improvements

### Product performance

# EPD

Our STAD valves range, Compact-P and TA Modulator were all assessed for and achieved an Environmental Product Declaration (EPD).

## Targets for 2024 and beyond

### Product performance

Optimising product quality & performance to help reduce customer emissions  
Continue to improve reduce waste sustainability product assessment scores

### Innovation

Ensuring our R&D spend as a % of revenue remains at a minimum of 3% and focusing all of our people on solving acute customer problems in order to deliver IMI's purpose of Breakthrough Engineering for a better world

### Supply chain

Engagement with our suppliers to progress our Scope 3 reduction plans  
Supply chain due diligence online compliance training completed for procurement teams

### Operational excellence

Improve efficiency and reduce waste



# Climate action

We have approved science based targets which the SBTi validated in July 2024. We have both near-term (2030) and net-zero targets for Scopes 1, 2 and 3 emissions.

We will play our part to address climate change by minimising the environmental impact across everything we do.

## Highlights from 2023

### Emissions

**29%**

Total CO<sub>2</sub> intensity reduction of 29% from 2.78 in 2019 to 1.98tCO<sub>2</sub>e per 1,000 hours worked on a location basis

**33%**

Absolute CO<sub>2</sub>e emissions reduction of 33% from 57,500t (in 2019) to 38,604t

**529,376**  
tCO<sub>2</sub>e

Absolute Scope 3 emissions reduction of 8% from our 2021 baseline

### Water

**8%**

Total water usage reduction from 2020 baseline (in m<sub>3</sub>)

### Waste

Total nonrecycled hazardous waste of 321 tonnes in 2023 (down 18% from 392 tonnes in 2022)

### Carbon neutrality

IMI achieved its first carbon neutral plant in Japan in 2022

### Energy

**75%**

energy from renewable sources

LED lighting conversion being actively installed across our manufacturing locations

## Targets for 2024 and beyond

### Scope 1 & 2

Reduce emissions to 50% of 2019 baseline by 2030; Net Zero by 2040

### Scope 3

Reduce total Scope 3 emissions by 25% by 2030; Net Zero by 2050

### Water

To reduce water intensity to 9.7m<sub>3</sub> per 1,000 hours worked (10% reduction compared to 2020 baseline) by 2030

### Waste

Reduce total non-recycled hazardous waste by 50% from a 2022 base by 2030

### Energy

Photovoltaic cells installed in a total of nine locations

Continue investment in renewable energy sources for our sites