



IMI plc

Code of Conduct

Breakthrough
engineering for
a better world



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Our values

Our values are our guiding principles. They shape how we think, act and come together. They are the foundation for our culture and guide the behaviours of our people in their everyday role.



Always care

We are attentive to the needs of our customers, our employees and the planet. We put their welfare and wellbeing ahead of all other priorities. We always do the right thing. We are one big team – we act as a team and look out for each other. We listen, we empathise, we understand and we act. We show we care in all we do.

Health & safety – IMI always cares about your safety; we want you to always care about yours and others.

Wellbeing – IMI always cares about your wellbeing and it's important we always care for our own.

Customer intimacy – always care about your customers and what they need.

Integrity – always care by doing the right thing; we don't shy away from tough decisions, but we make them with integrity.



Be curious

On our path towards a better world, we are always questioning how things are and seeking solutions for how things could be. Our curiosity fuels our innovative drive. We strive to go beyond the obvious. We dare to ask 'why not?' and 'what if?' and are energised by our search for the answers.

Innovation – be curious to find problems that need fixing; how we could do something differently.

Inclusion and Diversity – be curious to find out about others; don't make assumptions.

Change – be curious to find out what happens when space for something new is created.



Create impact

By bringing the best of who we are, we make things better for others. We make space for change to happen. We find ways to simplify the complex. We seek out challenges and opportunities, and use our expertise to create valuable outcomes. We are ambitious and drive positive growth.

Our Better World sustainability strategy – create impact in and for the world by helping us achieve our **sustainability** goals through your work.

Adding value – create impact for customers.

Talent attraction/retention – create impact by bringing the best of who you are to work and your career.

Our Code

Guides how we should think and act to make good choices, act with integrity and meet our high standards for business ethics.

Underpinned by strong corporate governance and a robust risk, controls and assurance framework.

Published externally as we expect everyone we work with to work to equally high standards.

Supporting policies, SOPs & guidance

Links to our **policies**, Standard Operating Procedures ('**SOPs**') and supporting **guidance** which are available internally. We refer to these externally for transparency.

Refers to names of individuals, roles or teams who can support you or your line manager where specialist support is required.



Message from Roy Twite, CEO



We must always care to do the right thing - so we conduct responsible and ethical business to deliver Breakthrough engineering for a better world.

We are all responsible for growing a strong business, building on our good reputation and enhancing our inclusive and positive culture. I want us to continue to be proud of what we do and how we do it. Our Code of Conduct (**our Code**) outlines what is expected of every employee across a range of different scenarios – some of these may feel more relevant to you than others, but all of **our Code** applies to each and every one of us.

This revised **Code** replaces the version issued in 2022. We have updated **our Code** to reflect our new values and set out our standards of business conduct in relation to artificial intelligence (AI) and product quality, safety and compliance.

We expect everyone at IMI to follow **our Code**, operate in line with supporting **policies, SOPs and guidance** and comply with all applicable laws and regulations – every day and everywhere.

Our three values define our culture, which is key to the success of our business. We need to know how we stay true to that and do the right thing, when faced with new challenges and ethical dilemmas. Today's world is fast paced, unpredictable and increasingly digital. Our values must be at the heart of everything we do.

Each one of us is personally responsible for demonstrating the highest levels of integrity, acting in line with **our Code** and contributing to our purpose.

I want to emphasise the importance of **Speaking up**, and this is highlighted in **our Code**. Know how to raise a concern and be assured you can do so without fear of reprisal. Sometimes, you might feel unsure if something is right or wrong – if you are unsure, please speak up. I will not tolerate improper business conduct. I am committed to creating a culture where everyone can speak up without fear of retaliation.

Please familiarise yourself with this document, ensure you understand it and know how to fulfil your responsibilities. Complete all the required training, it's important. **Our Code** will help you develop the right instincts, demonstrate good judgement and maintain integrity.

By being led by our purpose and guided by our values, I'm confident we will enhance the foundations that have enabled our success for over 150 years. We will pass onto the next generation an IMI that we are proud of and is fit for today and the future.

**Thank you
Roy**

Our Code

Our Code sets the standard for how we do business and makes it clear what we expect from our people and our business partners, so we grow responsibly and sustainably. By sharing our standards externally and demonstrating compliance with **our Code**, we hope to build on the trust our stakeholders already have in us.

- IMI companies must comply with applicable laws and regulations, and respect the communities in which we operate. **Our Code, policies, SOPs** and supporting **guidance** related to environment, health and safety, workplace conduct and responsible sourcing and human rights reflect our values and our approach to responsible business.
- **Our Code** applies to all our people. We expect you to follow it every day, everywhere. This includes all IMI employees (whether full or part time, permanent or temporary), IMI employees of joint ventures, statutory directors and officers of IMI (or equivalent).
- IMI companies appoint agents to represent IMI for many different reasons. We conduct thorough due diligence on our agents before appointing them. Each agent must confirm in writing they will comply with **our Code** and we must fully understand what the agent will do for us and how. We must only engage with agents whose ways of working are in line with **our Code**. We will terminate agreements with agents who do not act in accordance with our high standards, including those who do not comply with **our Code**.
- We expect everyone we deal with, including our customers, consultants, suppliers, distributors and other business partners, to set their own high standards, equivalent to **our Code**, and make every effort to meet them. We get to know all our business partners to mitigate the risk of violation of laws and unethical behaviour. We have a separate **Supply Chain Code of Conduct** which sets the minimum standards our suppliers need to meet.
- If we don't live up to our own high standards, we will damage our business. Our employees, customers, investors and other stakeholders may lose trust in us.
- Breaches of **our Code** can carry serious consequences for us and IMI. Some might even cause serious injury, reputational harm and fines or criminal prosecution. If you violate **our Code**, you could be subject to disciplinary action (up to and including termination of employment).
- You will be asked to confirm you have undertaken all required training and have acted in accordance with **our Code** from time to time.
- Please report any situations where there has been or may have been a breach of **our Code, policies, SOPs or guidance**, or any near misses which may provide opportunities for 'lessons learned'. If you're unsure, please ask for help. See '**Speaking up**' on page 8.
- You must not discuss any information about an ongoing investigation in relation to an actual or potential breach of **our Code** unless approved by the investigation team.
- You must support and respect anyone who reports an actual or potential breach, and never retaliate against them.
- The glossary contains defined terms shown in bold text throughout this document.

Responsibilities

- IMI's Board approves **our Code** receives relevant reports.
- As an IMI employee, you must comply with **our Code, policies** and **SOPs**.
- If you lead a team, you are also responsible for the compliance of those in your team.
- If you lead a business or site, you are also responsible for the compliance of your business or site.
- Compliance is monitored regularly by relevant teams.

Speaking up

We expect all IMI employees and business partners to act with integrity and demonstrate the highest standards of responsible and ethical behaviour. Everyone has a responsibility to speak up where we see others not living up to these values and behaviours and help stop this conduct. We would like you to be able to raise your concerns with local management and challenge your colleagues or business partners directly. However, we understand that sometimes this may not be possible and you might feel that an issue is better dealt with by a more senior person or someone outside of your business unit or location.

IMI's commitment

- Nurture an environment in which everyone feels safe **Speaking up**, without fear of retaliation, whatever the issue.
- Maintain an independently operated IMI Hotline available 24/7 for everyone to use – from employees to customers, suppliers, agents, distributors and members of the public, or alternative arrangements as required by local law. Concerns raised are reported to the business for investigation.
- Investigate concerns raised properly and in a timely manner.
- Not allow acts of retaliation against any person for making a report in good faith or assisting an investigation. We do not tolerate retaliation of any kind. Those found to retaliate will be met with disciplinary action up to and including termination of employment.
- Investigate all legitimate concerns about suspected misconduct and take appropriate action, including and up to termination of employment contract. Disciplinary action may be taken if concerns are raised maliciously or the reporter knows it to be untrue.
- Protect the confidentiality of any person raising a concern.

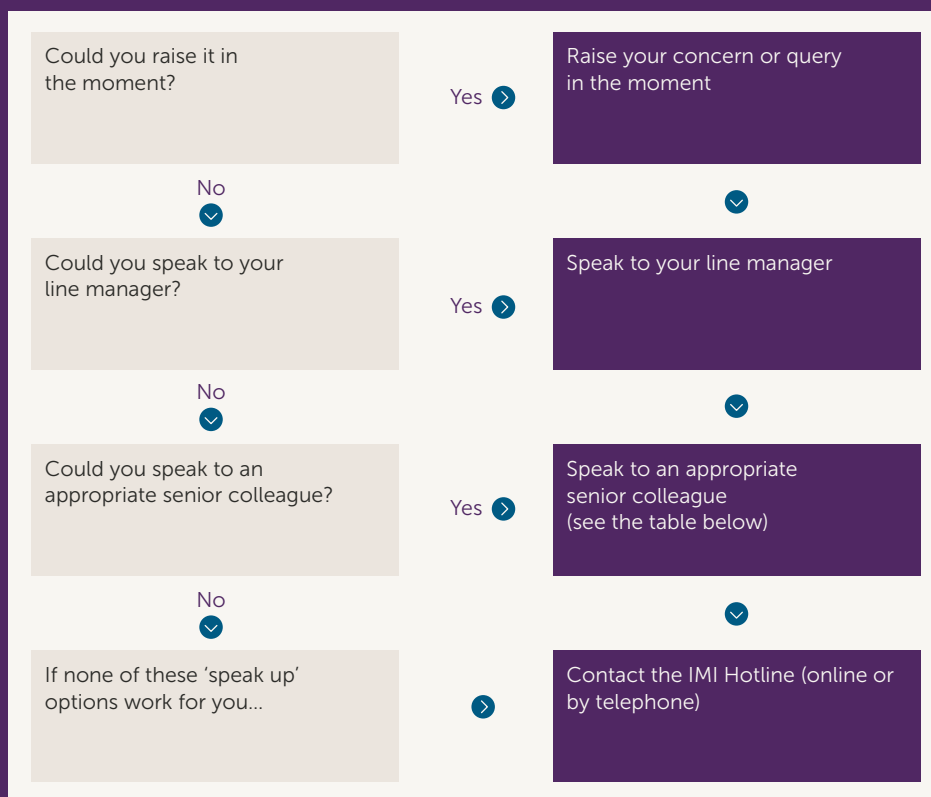
- Process only the minimum data required, hold all information securely and use information only as necessary for the purposes of dealing with the concern raised.

My responsibilities

- If I have a concern, I will speak to my line manager.
- If not appropriate, I will raise the issue directly with an appropriate senior colleague.
- If I feel I cannot speak to my line manager or a senior colleague, or I feel I have had an insufficient response, I will contact the IMI Hotline - www.imihotline.com or alternative designated local arrangements.
- Encourage a 'speak up' culture and never retaliate against anyone who raises a concern or encourages others to do so.

➤ For more information

Go to www.imihotline.com or visit IMI's Speaking up Policy for more information.



Issue, concern or dilemma

Appropriate senior colleague

Criminal, legal or regulatory concern	Member of the Legal & Compliance team
Health, safety or environment concern	Member of the HSE team
Workplace conduct concern	Member of the HR team
Lack of, or not following, financial controls and policies	Member of the Finance or Business Assurance teams
Sustainability concern	Head of Sustainability
Supply chain concern	Member of the Supply Chain team
Technology or IT security concern	Member of the IT & Security team
Product safety, quality or compliance concern	Site leader
Any other issue or concern	Member of the Legal & Compliance team

Doing the right thing when unsure

How do we do the right thing, demonstrate good judgement and make good decisions when faced with ethical issues, concerns or dilemmas? Please follow this guide and always ask for help.

Think about the issue, concern or dilemma:

- Is it in line with IMI's purpose and values?
- Is it ethical?
- Does it feel right?
- How would it look to colleagues, family and friends if it became public and was reported in the media?



What does IMI expect from me?

- Check **our Code**, read relevant **policies**, **SOPs** and **guidance**.
- Speak to your manager or an appropriate senior colleague for support. See the table on page 9.
- If there are concerns over legality, speak to Legal & Compliance.



If you are still unsure or would like independent support

- Submit a report at www.imihotline.com or call your country number. Please see the IMI Speaking up Policy to speak to someone. See **'Speaking up'** on page 8.





We want to live and work in an environment that is clean, safe and sustainable. Improving environmental outcomes, for ourselves, our customers and our communities, is at the heart of our purpose.

IMI's commitment

- Meet or exceed all local environmental laws and regulations where we operate.
- Minimise the environmental impact of our business operations, activities, technology, products and solutions.
- Minimise the wastage of compressed air and water. Minimise the production of waste matter and energy (using renewable sources where possible).
- Reduce our carbon emissions and preserve our oceans and biodiversity.
- Engage with suppliers to improve environmental performance and increase our **sustainability**.
- Use our engineering excellence to ensure our products, services and solutions support our customers and improve their **sustainability**.
- Monitor performance, and meet and update our carbon reduction and other environmental targets.
- Ensure those with nominated responsibility for environmental matters are appropriately trained with access to suitable resources.

My responsibilities

- Take every opportunity, where it is safe to do so, to minimise energy usage, recycle, reduce consumables and ensure the efficient use of resources.
- Complete appropriate environmental training relevant to my work and location.
- Speak up via the IMI Hotline or raise a **SAFER** if I see a way we can improve our processes or if I see something in the workplace which could be damaging to the environment.
- If travelling on business, consider the impact on the environment and potential alternatives.

For more information

Please contact the Health, Safety & Environment team for more information.

Promoting health & safety

Ensuring all our employees feel safe at work is of paramount importance and central to our culture. We want to foster an environment where raising issues with regard to health & safety is a positive thing to do. Health & safety must always take priority over business objectives.

IMI's commitment

- Ensure that all sites, employees, visitors and contractors comply with IMI's health, safety and environment ("**HSE**") **policy** and meet all HSE laws in the country in which they operate, applying the higher standard.
- Maintain an appropriate comprehensive risk assessment programme in line with our HSE framework, which is managed and reviewed periodically, especially if there are any changes to equipment, processes or personnel.
- Ensure those with nominated responsibility for health & safety matters are appropriately trained, with access to suitable resources.
- Ensure health & safety training & initiatives include employees' mental wellbeing.
- Think Twice before undertaking any activity and follow the **STOP-CALL-WAIT** process if I see anything that I feel is unsafe and I cannot resolve it myself.
- Never bypass or remove any safety devices or guards, and follow all lock out tag out ("**LOTO**") instructions.
- If safe to do so, resolve any unsafe situations. If not safe, seek assistance and raise a **SAFER**. If necessary, make a report on the IMI Hotline.
- Before operating any machine, ensure I have received and understood the necessary training, use appropriate equipment and complete the necessary pre-use safety checks. When finished, leave the machine and the surrounding area clean and safe.

My responsibilities

- Never risk my own personal safety or that of my colleagues at any time.
- Follow and advocate all our Golden Rules.
- Complete all appropriate health & safety training relevant to my work and location.
- Follow all local **policies** and laws, to protect myself and my colleagues to ensure everyone leaves work safe and well.

For more information

Please contact the Health, Safety & Environment team for more information.



Workplace conduct

We recognise the value of an engaged, collaborative and **diverse** workforce – a workforce that is proud and inspired to work for IMI. We strive to create and maintain an **inclusive** and **diverse** workplace, ensuring equality of opportunity and fairness.

IMI's commitment

- Ensure all employees are treated fairly in an environment which is **inclusive**, respectful and free from any form of discrimination based on **irrelevant factors**. This applies to all aspects of employment and work.
- Never tolerate inappropriate conduct (for example, aggression, **harassment**, bullying, malicious gossip, being unfit to work through drugs or alcohol).
- Promote an environment where **Speaking up** is actively encouraged and everyone feels safe to speak up.
- Ensure employees have the right equipment and training to perform their roles effectively and safely.
- Recognise employees' rights to freedom of association and collective bargaining.
- Have **policies** to ensure the fair and consistent treatment of employees.
- Support reasonable flexible working requests where practicable and supportive of business needs.

My responsibilities

- Never engage in the **bullying, harassment or intimidation** of others.
- Never discriminate. Treat everyone fairly, with courtesy and respect at all times, regardless of differences.
- Behave appropriately in the workplace, when working from home and at IMI sponsored social events or when representing IMI.
- Take responsibility for my own training and development needs, striving for high-level performance at all times.
- Familiarise myself with, and follow, IMI and local workplace conduct rules.
- Speak up if I see inappropriate behaviour. Challenge directly, or speak to my line manager or other senior person. If these options are not appropriate, contact the IMI Hotline.

➤ For more information

Please contact your local HR team for more information.





Actual, potential and perceived **conflicts of interest** undermine trust and transparency. We must not let such interests influence our actions or decisions at work. We must avoid **conflicts of interest**, but if they do arise, we must disclose them promptly and implement measures to eliminate or control the conflict.

IMI's commitment

- Implement internal framework to prevent, identify and manage actual or potential **conflicts of interest**.
- Operate additional procedures for managing **conflicts of interest** for statutory directors of IMI Group companies, reflecting local legal requirements.
- Never use or share **confidential information** about IMI or its plans, acquisition targets, suppliers, customers or other business partners with other people for personal gain.
- Never use IMI's assets for personal gain.

My responsibilities

- Avoid any personal or professional relationships or actions that may impact my ability to act in the best interests of IMI.
- Disclose any political links or connections to regulators that might be a **conflict of interest** to your line manager.
- Never conduct any business with any organisation in which I or my family members or close friends have an interest, unless approved in advance.
- Never provide services (in a personal capacity) to, own, or have a substantial interest in any actual or potential competitor, supplier, customer or other business partner of IMI, unless approved in advance.
- Speak to my line manager, a member of HR or the Legal & Compliance team about any actual or potential **conflicts of interest** (or even if I am unsure whether a conflict exists). Implement all mitigations as required by IMI, and record details of the conflict and mitigating actions in line with IMI's Conflicts of Interest **Guidance**.
- If I am a director of one of IMI's Group companies and have a **conflict of interest**, contact the Group Company Secretariat team immediately.
- Raise any concerns relating to **conflicts of interest** that remain unresolved with my direct line manager, to a senior individual or via the IMI Hotline.

➤ For more information

Please see IMI's Conflicts of Interest **Policy** for more information.

Responsible sourcing & human rights

We are committed to conducting business in an ethical manner, sourcing with responsibility and taking proactive steps to ensure the protection of human rights and the environment in our own operations and supply chain.

We expect our suppliers to be committed to ethical business practices, reduce their impact on the environment and operate in line with the **IMI Supply Chain Code of Conduct**. We engage with key suppliers to ensure they support our **sustainability** goals so we meet customer requirements.

IMI's commitment

- Ensure that the protection of the health and safety and wellbeing of our employees is priority.
- Ensure compliance with national laws on wages and working conditions where we conduct business.
- Ensure that our HR and procurement teams are trained to monitor, detect and take steps to prevent child, forced or trafficked labour.
- Set and implement **policies** and procedures (including the IMI **Supply Chain Code of Conduct**) to ensure responsible sourcing and the protection of human rights and the environment.
- Ensure fair competition in our supply chain by treating suppliers fairly, never fixing prices or rigging purchasing bids.
- Ensure compliance with and accurate reporting in IMI's Modern Slavery and Human Trafficking Statements and any IMI **policies** and **SOPs** covering responsible sourcing and the protection of human rights.

My responsibilities

- Follow applicable IMI purchasing **guidance** when sourcing goods or services on behalf of IMI or managing suppliers and entering into purchase contracts.
- Ensure all purchasing processes carried out by me or my team are fair, seek to deliver the best value and rely on factual, objective information provided to all relevant suppliers.
- Ensure relevant security and **data privacy assessments** are carried out. Always use the **Fasttrack** process when purchasing/licensing technology. Questions regarding the **Fasttrack** process should be sent to fasttrack@imiplc.com.
- Ensure appropriate onboarding of suppliers and monitor their performance, addressing any issues or shortfalls that arise.
- Never seek to obtain **anything of value** or an **improper advantage** for myself or IMI through dishonest, corrupt, fraudulent or unlawful activities with suppliers.
- Speak up about supplier unethical behaviour, reporting to my manager or the IMI Hotline.



IMI's Supply Chain Code of Conduct

Our suppliers are expected to be committed to lawful and ethical business practices and operate in line with our **Supply Chain Code of Conduct** which serves to reinforce our fundamental values and **our Code**.

Suppliers must sign and comply with our **Supply Chain Code of Conduct** prior to supplying IMI, unless they can evidence that they have equivalent standards already in place in their organisations.

Non-compliance with IMI's **Supply Chain Code of Conduct** or **policies** may result in corrective actions, up to and including termination of the supplier relationship.

➤ For more information

Please see IMI's Supply Chain Code of Conduct and purchasing **policies** and **guidance** or contact your Supply Chain / Procurement team for more information.

IMI requires its suppliers to:

- comply with all relevant and applicable laws including applicable **sanctions** and **trade controls**, provide compliance documentation and not engage in **bribery, corruption** or **tax evasion**;
- avoid or disclose any actual or potential **conflicts of interest**;
- ensure employees' salaries and working conditions meet minimum legal requirements;
- have high standards of health & safety, and minimise hazards and accidents;
- reduce their impact on the environment and support IMI's carbon reduction ambitions;
- provide source details for conflict minerals supplied – cobalt, tin, tantalum, tungsten and gold – providing assurance they come from legal and reputable sources;
- ensure they do not use children, or forced, bonded or involuntary prison labour; and
- safeguard IMI's **confidential information** and any **personal data controlled** or **processed** on our behalf.



We respect the privacy of our employees and business partners, and protect their **personal data** in accordance with **policy** and applicable laws. We take active steps to identify and control the data privacy and security risks that could impact our stakeholders when we hold their information.

IMI's commitment

- Use **personal data** fairly and in line with laws, ensuring appropriate data security measures are in place.
- Be accountable for how, where and why we **process personal data**, and monitor our compliance in all countries.
- Provide the tools, training and support needed for employees to **process personal data** fairly and securely, and in line with local laws.
- Assess vendors that **process personal data**, holding them to high standards, and monitor them.
- Evaluate new technology and business processes that impact data privacy and build in privacy from the start.
- Tell individuals how we **process personal data** and how to exercise their legal rights.
- Ensure security and **data privacy assessments** and contracts are completed before using any new technology, app or functionality that impacts **personal data**.
- Never input **personal data** into an AI system or tool other than as approved through the **Fasttrack** process.
- Protect all forms of **personal data**, particularly **sensitive personal data**, using appropriate security methods. Never disclose that data to anyone who does not have a need to know.
- Ensure data is minimised, by only obtaining the **personal data** I need for my specific task, and delete such data in line with IMI's retention requirements.
- If I see or suspect that **personal data** has been exposed, I will report the incident immediately to IT Security (secure@imiplc.com) and Legal & Compliance.
- Ensure complaints or questions about data privacy are escalated to Legal & Compliance.
- If these options are not appropriate, contact the IMI Hotline.

My responsibilities

- Identify **personal data**, including **sensitive personal data**.
- Take responsibility for processing **personal data** in accordance with **policies** and law when it is within my, or my team's, control.
- Undertake appropriate training, and follow relevant IMI **policies** and **guidance**.

For more information

Please see the Privacy Toolkit for more information.

Using IMI IT systems, equipment & information

We must only use IMI IT systems, equipment and information entrusted to us for agreed business purposes.

IMI's commitment

- Maintain secure and effective business systems.
- Implement **policies** and processes to safeguard against the misuse, loss or theft of our systems, equipment and information.
- Provide training to ensure we use our systems and equipment appropriately.

My responsibilities

- Use IT systems and equipment safely and in accordance with local laws.
- Never install unauthorised or unlicensed software on IMI computers. Always follow the **Fasttrack** process and raise questions with secure@imiplc.com.
- Understand my role and responsibilities with regard to IMI systems, equipment and information. Never personally profit from their use.
- Only use IMI IT hardware for business activities related to my work for IMI. I understand that reasonable and limited personal use is permitted, provided it does not adversely affect the IT hardware. I also understand that using personal email accounts for business purposes is prohibited.
- Only visit social networking sites at work for legitimate business purposes.

- Never visit inappropriate or illegal websites using IMI systems or equipment.
- Never share **inappropriate information** over IMI systems or equipment.
- Never use external data storage devices without IT approval.
- Comply with security **policies** regarding passwords, updates and back-ups.
- Subject to local laws, accept that IMI may monitor my usage of computer and telecommunications systems so privacy cannot be expected if IMI systems or equipment are used for personal purposes.
- Safeguard IMI equipment and systems I use.
- Report any damage to or loss of IMI systems and equipment (including any data loss, suspected security breach, or any suspicions) to the IT department as soon as possible.
- You must report all actual or suspected IT security incidents immediately.
- Treat all IMI information as a company asset and keep it confidential, unless you are authorised to disclose it. Never take copies of IMI information for your own personal use or the use of others.

➤ For more information

Please contact a member of the IT/ Security team for more information.



Use artificial intelligence ethically, transparently and responsibly

We are committed to using artificial intelligence (AI) ethically, transparently, and responsibly. Our approach ensures that AI technologies are developed and utilised in ways that align with our core values and **Our Code**. By prioritising safety, compliance, and stakeholder trust, we strive to prevent harm and address the risks associated with AI. Our dedication to ethical AI practices reflects our commitment to serving our customers and enhancing productivity while maintaining transparency and accountability.

IMI's commitment

- Comply with applicable laws regarding AI development and use.
- Evaluate AI projects for responsibility, security and compliance.
- Implement relevant safeguards.
- Protect personal data and privacy.
- Provide training to ensure we use AI systems, tools and data appropriately.
- Be transparent in the use of AI systems, tools and data.
- Understand requirements from applicable AI evolving regulations.
- Only input data into AI systems and tools where permitted to do so.
- Never hide the use of AI systems, tools and data in my work.
- Assess all AI generated data to ensure that it is accurate, sourced and fair.
- Report any incidents of AI system malfunctions, damage or loss of IMI systems, and any IT security concerns to secure@imi plc.com immediately.

My responsibilities

- Understand my role and responsibilities with regards to AI systems, tools and data.
- Only use AI for appropriate business purposes.
- Comply with IT **policies** and procedures for AI development and use – follow the **Fasttrack** process and comply with IMI's Use of Generative AI **Policy** and **guidance**.
- Understand the requirements from customers and third parties on the use of AI

➤ For more information

See the IT section of the Knowledge Library for more information.



Accuracy & integrity in business records, reports & information

Keeping complete and accurate records and ensuring fair, balanced and understandable reporting is vital to maintaining stakeholders' trust in IMI. There could be serious consequences for IMI, for those relying on the information and for any individuals involved where there is a failure to record transactions or where misleading, inaccurate or falsified information is maintained or shared.

IMI's commitment

- Ensure that accounting practices and records, reports and information comply with all internal **policies**, laws and regulations. All records must be accurate and complete.
- Ensure adequate processes and internal controls are in place so business transactions are properly authorised, recorded and reported and to protect from **fraud** and dishonesty.
- Set **policies** and procedures to ensure documents and information are stored, retained and destroyed appropriately.
- Ensure all information disclosed is fair, balanced and understandable, and meets legal and regulatory requirements.
- Pay taxes based on properly assessed business activities.
- Never facilitate or tolerate **tax evasion**, **fraud** or **money laundering** by IMI or any business partner.

Suspicious activity

IMI has a zero-tolerance **policy** towards fraudulent behaviour and will investigate all instances of any suspected fraud. **Fraud** is illegal and may lead to imprisonment in some countries.

It is essential to safeguard our business against fraudulent activities. There are a number of red flags which may indicate signs of **fraud**, **tax evasion** or money laundering. For example:

- Missing or incomplete documentation (lack of original documents, only photocopies provided), or refusal to provide requested information.
- Transactions which are inconsistent, appear not to be commercial (heavy discounts for upfront payments) or too good to be true.
- Lack of internal security or controls.
- Requests for documentation (dates, location, description) differ from reality (splitting invoices, or changing product descriptions to avoid duty etc).
- Duplicate payments or excessive journals or credit notes.
- Inconsistencies or discrepancies in financial records, or between actual inventory and recorded inventory.
- Suppliers treating employees as independent contractors or unusually close association with suppliers or customers, or secretive behaviour regarding relationships.

My responsibilities

- Accurately record all financial, operational, compliance, environmental, social and governance matters. All claims must be verified and supported by evidence that is easily accessible and maintained.
- Never conceal, change or falsify records, expense claims, reports and documents, or create misleading information or influence others to do so.
- Never do anything to inflate, deflate or artificially move sales or profit between reporting periods.
- Ensure all transactions are properly authorised, meet any regulatory requirements and comply with our internal controls.
- Follow all customer, distributor, agent, supplier, and other third-party due diligence and vetting processes which relate to my work activities.
- Ensure invoices are accurate, complete and in line with relevant contract terms.
- Preserve documents in accordance with IMI's records retention requirements.
- Complete product inspection and testing documentation truthfully and accurately.
- Accurately record the giving or receiving of **hospitality, gifts**, sponsorship and donations.
- Submit expense claims in line with IMI **policy**. Never make expense claims that were not incurred for IMI or are not approved.
- Cooperate fully, openly and honestly with internal audit and assurance teams, auditors, tax authorities and other regulators.
- Check and challenge anything that appears unusual or out of the ordinary. Immediately report any suspicious activity to my line manager, a member of Finance or via the IMI Hotline.
- Remain vigilant and pay attention to any activities that you suspect might involve fraud, deception, dishonesty, or money laundering suspicious behaviour. Report promptly.

For more information

Please contact the Finance team for more information.



We safeguard **confidential information** about IMI or about others which is entrusted to us and we only use **confidential information** about others for the purpose for which it was provided to us and if we have authority to do so.

IMI's commitment

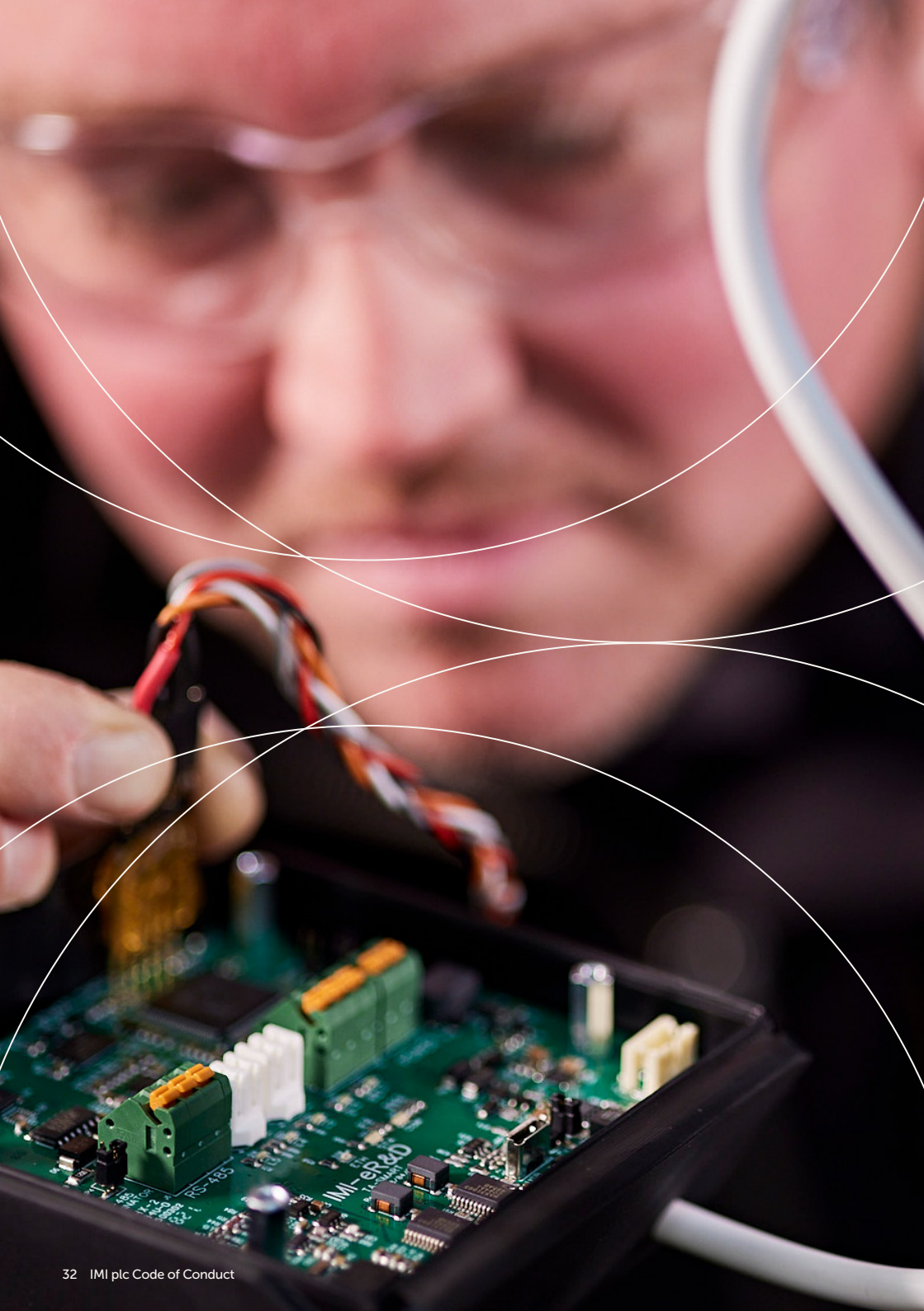
- Preserve confidentiality of **confidential information** about IMI, business partners or others.
- Only share IMI **confidential information** where there is a 'need to know' and sufficient protections are in place (e.g., confidentiality agreement).
- Only use the **confidential information** of business partners or others for the agreed purpose and where authorised to do so.
- Never leave **confidential information** in an insecure or public place.
- Always check for any restrictions before entering **confidential information** into an AI system or tool.
- Never share **confidential information** from a previous employer without their express consent.
- When sharing **confidential information** about IMI, ensure I have approval to disclose it and a confidentiality agreement is in place.

My responsibilities

- Identify **confidential information** of IMI and others.
- Only share **confidential information** where authorised to do so.
- Protect **confidential information** from loss and misuse.
- Never discuss **confidential information** in public spaces.
- Ensure documents containing **confidential information** are clearly labelled as confidential.
- Never copy **confidential information** unless authorised to do so.
- When sharing confidential information about customers with suppliers, vendors and toolmakers etc., ensure that I have the customer's consent to disclose it and a confidentiality agreement is in place.
- Ensure that any business partners entrusted with IMI **confidential information** take technological steps to keep it safe from misuse or disclosure, and that an appropriate confidentiality agreement is in place.
- Refer to the Legal & Compliance team if you have any questions or concerns, or contact the IMI Hotline.

➤ For more information

Please contact the Legal & Compliance team for more information.



Product safety, quality & compliance



We are committed to upholding the highest standards of product safety, quality and compliance. We collaborate closely with our customers to understand their unique challenges and design and implement robust management systems, operational **policies**, product quality plans, and escalation processes to fulfil product quality, safety and compliance requirements.

IMI's commitment

- Meet applicable global safety and quality requirements for our products, obtaining necessary accreditations and product certifications in the regions where we operate as well as meeting our own internal standards and procedures.
- Follow advanced product quality planning processes during the product design and validation process.
- Ensure appropriate traceability systems are in place where needed.
- Take actions when products and services do not meet expected requirements to correct the nonconformance with the goal of preventing its recurrence.
- Ensure any claims we make about the environmental benefits of our products are accurate, fair, and supported by reliable scientific evidence.
- Respond quickly to resolve any customer queries or concerns.
- Ensure products with a digital element and/or incorporating AI meet relevant standards.

My responsibilities

- Ensure I understand the specific product work instructions, quality and safety requirements for the tasks I have to complete.
- Follow IMI's product quality and safety **policies** and procedures and the relevant work instructions for the tasks I complete. Contact my line manager with any questions.
- Ensure that product quality and safety remain a central focus throughout every phase of the production process. Stop what I am doing if I identify a product quality or safety issue or concern (even if the product passes acceptance testing) and report immediately to my line manager.

For more information

Please contact your Quality team or site lead for more information.

External communications

We must always protect our brand and safeguard our reputation. Everything we do and say, and everything our stakeholders say about us, may have an impact. As a global business, we are mindful of cultural sensitivities.

IMI's commitment

- Always communicate about our financial performance, products and services in an accurate, responsible and truthful manner, and in line with our regulatory requirements.
- Keep all our stakeholders well informed by being transparent and providing information which is clear and easy to access.
- Create a strong brand which improves recognition of IMI's value and protect our reputation.
- Never tolerate false, exaggerated or unverified claims in our marketing or communications about our business or products, or any business partner.
- Assess the risk of misleading others in communications about IMI's strategy, business operations, performance including social, environmental and human rights, products and services.
- Adhere to our brand guidelines in all communication, both internal and external.
- Ensure that all communications/marketing prepared by me or my team is objective and backed by data which is maintained.
- Never reference customers, partners or suppliers without their prior written consent.
- Never post or broadcast images or videos without approvals and copyright permissions.
- Refer requests for media interviews, speaking engagements, customer endorsements or community sponsorship to an IMI Communications representative. Never give an IMI view on a political issue.
- Never comment to the media, investors or external parties unless authorised to do so.
- Be mindful that anything published on social networking sites may be difficult to remove.
- Never disclose **confidential information, personal data or inappropriate information** or engage in any conduct on social media that would not be acceptable in **our Code**.
- Recognise that inappropriate use of personal social media could harm IMI if I am identified as an IMI employee.

My responsibilities

- Only use approved channels for pre-authorised IMI-related communication.
- Ensure the communications/marketing prepared by me or my team, regardless of where we are working in the world, is legal, decent, honest, truthful and not misleading.

➤ For more information

Please contact the Group Marketing & Communications team for more information.





You may become aware of information about IMI's projects or financial performance which, if publicly known, would likely have a significant effect on IMI's share price or might influence investors whether to buy or sell IMI shares. This is **inside information**.

If you are aware of **inside information**, you must never disclose it to anyone without prior approval. You must not deal in IMI's shares (or otherwise deal in IMI plc's shares or related securities), the shares of third parties you may be dealing with or encourage others to do so. '**Insider dealing**' is a criminal offence in the UK, where IMI plc is listed, and in many other countries. Although IMI will normally notify you if you are aware of **inside information**, ultimately, it is your responsibility not to engage in **insider dealing**.

IMI's commitment

- Establish and implement procedures to ensure compliance with applicable laws.
- Regularly monitor whether information meets the criteria for **inside information**.
- Maintain a list of all employees and third parties with authorised access to **inside information** about IMI.
- Ensure the timely and fair disclosure of **inside information** in line with legal and regulatory requirements, to ensure that all investors are treated equally.
- Restrict access to **inside information** on a strictly need to know basis. Where shared externally, also ensure appropriate confidentiality arrangements are in place.

My responsibilities

- Only share **confidential information** about IMI (including any **inside information**) where required to do so as part of my employment or duties and prior approval.
- Never deal in any IMI **securities** when aware of **inside information** about IMI.
- Immediately notify the Chief Legal and Risk Officer and Company Secretary if I think information may be **inside information**.
- Comply with IMI requirements if I am notified that I am a **PDMR, Restricted Employee or Insider**.
- Please raise any concerns via the IMI Hotline.

> For more information

Please contact the Group Company Secretariat team.

Anti-bribery & anti-corruption

We are committed to fair and honest business dealings and relationships. We do not and will not offer, promise, pay, request or accept **bribes**, or permit any third party to do so on our behalf.

IMI's commitment

- Never tolerate **bribes** or **corruption** or make **facilitation payments**.
- Never use our resources for political activities or make political donations or otherwise participate in political activities.
- Set rules for humanitarian donations and sponsorships and for the giving and receiving of **hospitality** and **gifts** so IMI only receives or gives within pre-defined limits and never to secure any **improper advantage**.
- Set a compliance framework for identifying, declaring and managing actual or potential **conflicts of interest**.
- Set processes and carry out checks on third parties, intermediaries and agents to identify and mitigate **bribery** and **corruption risk**.
- Educate and train its employees on its anti-bribery and anti-corruption **policy**, procedures and tools to reinforce their awareness, knowledge and commitment to them.
- Investigate promptly and in confidence any actual or suspected instance of **bribery** or **corruption** of which it becomes aware related to any transaction that involves IMI and/or those working with and for it and take appropriate action.

My responsibilities

- Never give, receive, offer, promise, or ask for a **bribe** or **anything of value** from any **public official**, supplier, customer, agent, distributor or business contact or their relatives or close contacts, in return for an **improper advantage**, even if permitted by local customs.
- Never offer, make or suggest a **facilitation payment** or **kickback** (irrespective of value), or anything that could be considered as one, even if permitted by local laws/customs.
- Comply with IMI **policy** when giving or receiving **hospitality** and **gifts**.
- Never make political donations in IMI's name or give the appearance of IMI endorsement.
- Only make humanitarian / philanthropic donations and sponsorships to legitimate, recognised institutions and where the donation or sponsorship is approved in writing in advance.
- Follow relevant processes to get to know my business partners to mitigate the risk of violation of laws and unethical behaviour.
- Promptly report any suspicions of **bribery** or **corruption**, by contacting Legal & Compliance the Ethics & Compliance Committee at speakup@imiplc.com or raising a concern via the IMI Hotline.
- Complete all anti-bribery and anti-corruption training promptly and by the specified deadline.



➤ **For more information**

See the Anti-bribery and Anti-corruption
Policy.



We only receive or give **hospitality** and **gifts** in the normal course of business, in accordance with local laws, and within pre-defined limits.

IMI's commitment

- Put in place procedures to ensure IMI **hospitality** and **gifts** are:
 - never used to secure an **improper advantage**;
 - compatible with applicable laws and sensitive to local customs;
 - reasonable, infrequent and proportionate;
 - transparent and properly recorded;
 - approved by someone not subject to the **hospitality** and **gifts**; and
 - not in the form of **cash** or a **cash equivalent**.

My responsibilities

- Never ask for **hospitality** or **gifts**.
- Always ensure there is a clear business purpose for any **hospitality** and **gifts** and any recipient is involved in that purpose.
- Check whether the potential recipient of any IMI **hospitality** and **gifts** is a **public official**. Extreme care should be taken if the other party involves **public bodies**. **Hospitality** and **gifts** must not be in the form of political donations or **facilitation payments**.
- Inclusion of spouses or family members in any **hospitality** and **gifts** to be offered or accepted must be approved by a member of the IMI Executive.
- Properly record any **hospitality** and **gifts** through the accounting and expenses system of my business.

- Never do or pay for something personally to avoid having to record it or report it in line with IMI's requirements.
- Be sensitive to local, social and cultural traditions but always follow IMI **guidance**, as there may be situations where local cultural norms are incompatible with IMI **policy**.
- Politely decline **hospitality** and **gifts** if they are excessive, not linked to your employment, create a sense of obligation or could be perceived as a bribe.
- Ensure that any **hospitality** organised by IMI is:
 - attended by a member of IMI;
 - paid for by the most senior IMI employee at the event; and
 - pre-approved by someone not attending the event.
- If in any doubt, contact the Legal & Compliance team or raise a concern via the IMI Hotline.

For more information

See the Anti-bribery & Anti-corruption **Policy** and the Hospitality & Gifts **SOP**.

Fair competition

We compete hard but fairly, conducting our business in compliance with applicable competition laws (known as anti-trust laws in some countries).

IMI's commitment

- Win business fairly.
- Respect and encourage open and fair competition.
- Conduct business in an honest and transparent way.
- Comply with applicable competition laws.
- Never engage in anti-competitive conduct.

My responsibilities

- Never assume something is right because our competitors are doing it.
- Never discuss or agree with competitors: (1) commercially sensitive information including pricing or other terms; (2) limiting supply or production; (3) allocating territories, products, or customers; (4) refusing to deal with customers or suppliers; or (5) bid rigging.
- Never set resale prices or minimum resale prices, or provide **guidance** for or incentivise resale pricing.
- Comply with all **guidance** regarding interacting with competitors, gathering market intelligence and participating in trade associations.
- Never disclose directly or indirectly via third parties any **sensitive, non-public information** about IMI to our competitors.
- Never ask for or accept any **sensitive, non-public information** about our competitors, although pricing information volunteered by a customer during a contract negotiation may be retained and used in line with our **guidance** on gathering market intelligence.

- Before responding to any invitations from competitors or attending any meeting or call where competitors are present, review the planned agenda for any topics which may involve disclosure of **sensitive, non-public information** by any participant and seek advice in advance from Legal & Compliance where necessary.
- Follow all **guidance** prepared by Legal & Compliance regarding contract terms and writing clear business documents and communications.
- Never make unsubstantiated, untrue or misleading statements comparing IMI's products and services with those of our competitors.
- If I receive **sensitive, non-public information** about our competitors, contact Legal & Compliance on how to respond and proceed.
- Remove myself from any inappropriate situation by leaving the meeting, ending the conversation, or refusing to accept sensitive competitor information. Promptly report the matter to Legal & Compliance for **guidance**.
- Ensure I do not give the mistaken impression that I am involved in any anti-competitive behaviour.
- If in any doubt, contact the Legal & Compliance teams or raise any concerns via the IMI Hotline.

➤ For more information

Please see the Competition Law **Policy** and **guidance** for more information.



Global trade – export controls, sanctions & customs laws

Trade restrictions are established in countries and regions where we conduct our business. They are complex and can change regularly. Exporting certain **controlled products** (including certain products, services, software, technology, technical data and raw materials) from some countries into others may be restricted. We must fully understand and comply with export **controls, sanctions and customs laws** that apply to our activities globally.

IMI's commitment

- Ensure we have **policies** and procedures in place to comply with applicable export **controls, sanctions and customs laws**.
- Ensure that all necessary import or export authorisations are obtained and followed, and all duties, taxes or levies are paid, after obtaining all required internal approvals.
- Carry out due diligence on third parties we deal with to the extent necessary to mitigate the risk of violating export **controls or sanctions**. Ensure that our contracts with third parties require compliance with all relevant export and sanctions laws and we perform periodic third-party reviews and training to ensure compliance.
- electronic devices containing information about **controlled products** to countries under export **control** restrictions. Always verify the latest export control lists before travelling.
- Carry out relevant checks to the extent necessary to mitigate the risk of violation of laws or other unethical behaviours and ensure accurate records are maintained.
- Immediately report to Legal & Compliance any concerns I have that export **controls, sanctions or customs laws** are being circumvented.
- Include export **controls and sanctions** clauses in contracts with customers, suppliers, intermediaries, agents, distributors and others.
- Ensure clear and documented audit trails of all export and import transactions and screening undertaken.

My responsibilities

- Follow all IMI **policies, SOPs and guidance** regarding export **controls, sanctions, customs laws** and international trade, and require those acting on our behalf to comply.
- Know which IMI **controlled products**, end uses, destinations and customers are subject to or impacted by export **controls or sanctions**.
- Understand and comply with **controls** which apply to a country I plan to visit. Never travel with laptops or other
- Complete all mandatory and ad hoc training.
- Promptly report any concerns or violations to the Legal & Compliance team or via the IMI Hotline.

➤ For more information

Please see the Export Controls & Sanctions **Policy** for more information.



Glossary

Word or phrase	Section	Page #	Definition
Anything of value	Anti-bribery & anti-corruption	38	Money, vouchers, cash equivalents, gift cards, loans, donations, sponsorship, humanitarian contributions, business opportunities, gifts, hospitality, favours, job opportunities, discounts.
Bribe	Anti-bribery & anti-corruption	38	Offer, promise, give, request or accept anything of value to obtain an improper advantage. For example, offering favours to secure new contracts or retain repeat orders, or giving hospitality whilst in a bidding process to try to gain an unfair advantage.
Cash equivalent(s)	Hospitality & gifts	41	Vouchers, tokens, gift cards or cheques.
Confidential information	Confidential information	31	Any information not in the public domain, such as product development, financial product pricing, supplier lists and drawings, copyrights, brands and patents.
Conflicts of interest	Acting in the best interests of IMI	19	A situation (1) that may prevent a person from making an impartial decision, (2) where a person pursues their own or others' interests ahead of IMI, or (3) where someone uses their position at IMI or IMI resources for personal gain or another person's gain. For example: – nepotism (a manager hiring a friend or a member of their family rather than the best candidate for the job); or – business relationship (where an employee uses the services of a company they own or are a part of).
Controls/Controlled products	Global trade – export controls & sanctions	44	Products, services, software, technology, technical data and raw materials which require an export licence, permit or other government authorisation under applicable export controls, including items appearing on applicable dual use lists, nuclear export control lists and other lists of products and technology subject to special controls.
Corruption	Anti-bribery & anti-corruption	38	The misuse of powers or authority gained through employment for personal or private gain. For example: – favouritism shown to relatives or friends (nepotism); – cheating an employer, customer or other person through deceit (fraud); – stealing of money or property (embezzlement); or – agreeing to tender or not to tender in an inappropriate fashion (bid rigging).
Customs laws	Global trade – export controls & sanctions	44	Tariffs and other measures that are used to regulate the flow of goods into and out of a country.

Word or phrase	Section	Page #	Definition
Data privacy assessment	Data privacy	23	An assessment for compliance against data privacy law as defined in applicable policies, SOPs and guidances .
Diverse	Workplace conduct	16	All the ways in which people are different, for example age, socioeconomic, religion, ethnicity, disability, gender, personality differences and working styles.
Facilitation payments	Anti-bribery & anti-corruption	38	Payments made to a public official to speed up, secure or complete a routine, government action which the public official must perform free of charge. For example, payments to speed up: – clearance of transport or personnel at borders or at customs; – processing of passports or visas; – planning applications; or – court proceedings.
Fasttrack	Responsible sourcing & human rights Using IT systems & equipment Use artificial intelligence ethically, transparently and responsibly	20, 24, 27	An IMI internal process that brings together key stakeholders including core IT, Legal, Commercial and Finance to ensure that IT Security is applied in a consistent, risk managed way to all IMI IT systems, services and infrastructure.
Fraud	Accuracy & integrity in business records, reports & information	28	A wrongful or criminal deception intended to result in financial or personal gain.
Gifts	Hospitality & Gifts	37	Any item, cash, goods, benefits or any service offered to an individual or one of its close relatives or associates at no cost or for much less than its commercial value.
Guidance	Various	Various	Give recommendations that are not mandatory but advisable to follow
Harassment	Workplace conduct	16	Behaviour which is unwanted, unwarranted and imposed (written, verbal or physical) by one person onto another, causing them distress.
Hospitality	Hospitality & gifts	41	An event or entertainment offered to an individual, for example meals, drinks, or sporting or cultural events.
Improper advantage	Anti-bribery & anti-corruption	38	(1) Securing a new contract, (2) retaining business, (3) influencing any decision or outcome for the benefit of IMI or (4) obtaining other advantages for IMI.

Glossary

Word or phrase	Section	Page #	Definition
Inappropriate information	External communications	34	Communication which includes (1) ethnic, sexist or homophobic slurs, personal insults or obscenities, or (2) information about IMI or its partners which is obscene, libellous, discriminating or inaccurate.
Inclusive	Workplace conduct	16	A workplace and organisational culture where employees and other workers feel included and not ostracised or isolated.
Inside information	Share dealing & inside information	37	Information which is of a precise nature, not yet made public, relates directly or indirectly to IMI plc securities and would be likely to have a significant effect on the price of IMI's securities if made public.
Insider	Share dealing & inside information	37	A person who is aware of inside information about IMI.
Insider dealing	Share dealing & inside information	37	Non-exhaustive list includes: – buying or selling, or instructing a broker or other third party to buy or sell IMI securities (or trying to do so); – exercising an option over IMI securities; – entering or leaving an IMI share plan; – transferring IMI securities to a family member or other person, even if for no money or profit; – granting security over IMI securities to support a personal loan; or – recommending or encouraging another person to buy or sell IMI securities.
Irrelevant factors (discrimination)	Workplace conduct	38	Age, religion, skin colour, race, nationality, gender, gender identity and reassignment, mental health, disability, socioeconomic status, marriage/civil partnership, sexual orientation, pregnancy and maternity.
Kickbacks	Anti-bribery & anti-corruption	38	Typically, payments made in return for a business favour or advantage.
Our Code	Our Code	5, 6, 7, 21	IMI plc's Code of Conduct
PDMR	Share dealing & inside information	37	Persons Discharging Managerial Responsibilities. These are members of IMI's Board of Directors and IMI executive team. You will be formally notified if you become a PDMR.
Personal data	Data privacy	23	Any information that relates to an identified or identifiable individual. It includes all information regulated under data privacy laws.
Policies	Various	Various	Establish our standards and rules that must be followed.
Process personal data	Data privacy	23	Any operation performed on personal data, including but not limited to collection, use, disclosure, retention, deletion, sale, purchase, transfer and alteration.

Word or phrase	Section	Page #	Definition
Public bodies	Hospitality & gifts	41	Any of the following: – government or governmental department, agency or enterprise of government; – legislative, administrative or judicial body; – an organisation or enterprise directly or indirectly owned or controlled by a government; – political party; – public international organisation; – any body or state-owned enterprise which has the power to issue licences or permits, or performs public functions on behalf of the public.
Public official	Anti-bribery & anti-corruption and Hospitality & gifts	38, 41	An employee, official or individual: – of a public body; – who exercises a public function on behalf of a public body; – who is a political candidate; and – who is a member of a royal or ruling family.
Restricted Employee	Share dealing & inside information	37	Employees with access to highly confidential information, not inside information.
SAFER	Protecting the environment Promoting Health & Safety	13, 14	See And Fix Error Report, a method for employees to identify hazards and suggest solutions.
Sanctions	Global trade – export controls & sanctions	44	Economic sanctions laws, regulations, embargoes or restrictive measures issued by any relevant government authority or international organisation.
Securities	Share dealing & inside information	37	Shares or debt instruments, and any linked derivatives or financial instruments. This would include shares, depositary receipts, options and bonds.
Sensitive, non-public information	Fair competition	42	Pricing information, ongoing bids, terms and conditions of sales, market share, costs or profit margins.
Sensitive personal data	Data privacy	23	Any information about an individual's genetics, biometric identifiers, race, political opinions, religion, health, sex life or sexual orientation, and any related definitions for higher-risk data under any data privacy law.
SOPs	Various	Various	Give detailed instructions for implementing policies and performing tasks

Glossary

Word or phrase	Section	Page #	Definition
Speaking up	Speaking up	8	Speaking up refers to the our procedure to report any unethical or illegal activities within IMI which includes using the IMI Hotline www.imihotline.com or visit the the Global Speaking up Policy for more information.
STOP-CALL-WAIT	Promoting health & safety	14	The process to follow to ensure equipment is being used by employees with the right training and skills, using the right process, in the right place. Say 'STOP' if you are unsure or think something looks unsafe, 'CALL' a competent person or supervisor, and 'WAIT' for confirmation it is safe to proceed.
Sustainability	Our values, Protecting the environment, Responsible sourcing & human rights	2, 13, 20	The practice of meeting present needs without compromising the ability of future generations to meet their own needs. It encompasses environmental, social, and economic dimensions. If you need to report a sustainability issue (e.g., pollution, improper waste disposal, non-compliance with environmental regulations, misleading environmental claims, or human rights violations), please contact IMI's Head of Sustainability or use the IMI Hotline. Environmental issues can be reported to IMI's HSE team if they relate to workplace health and safety.
Tax evasion	Accuracy & integrity in business records, reports & information	28	Where somebody deliberately breaks the law and intends not to pay the full amount of tax that they owe. This includes where somebody deliberately lies or conceals the truth to tax authorities.