



## **IMO PRECISION CONTROLS LTD CORPORATE SOCIAL RESPONSIBILITY STATEMENT**

IMO Precision Controls Ltd (IMO), as a Company, from the Board of Directors to each employee, recognises the need for Corporate Social Responsibility (CSR) whether it be within IMO or within our manufacturing sites or the suppliers used for the sourcing of materials and services.

IMO's approach to CSR within our supply chain, and to our customers, is to consider the following areas of social responsibility in a committed and co-ordinated manner

- Labour and employment
- Health and safety
- Environmental impact
- Business ethics

IMO understands that businesses and communities are closely linked and that we can have a significant impact on communities as a whole; but in all areas IMO undertakes to operate in full compliance with the laws and regulations of those areas and countries in which we undertake business operations.

### **Labour and Employment**

IMO is committed to the support of the human rights of workers and as such we will not support organisations where there is forced employment, child labour, inappropriate behaviour or working conditions, or discrimination.

All work will be undertaken voluntarily, and employees will not be subjected to inhumane treatment or exploitation, be it physical, mental, verbal, or sexual. Working hours will comply with national or international legislation, and employees will receive compensatory payment, be they wages or benefits, that are in line with applicable wage laws including those relating to minimum wage, sickness or injury, overtime, and any other legally stipulated requirements.

Employment will be non-discriminatory including, but not exclusively, race, colour, ethnic background, age, gender, disability, religion, sexual orientation, politics; and these will not impact actions such hiring, training and promotion opportunities.

IMO is aware that there may be legitimate situations where younger people are employed such as apprenticeship schemes and educational establishment work placements and these we will fully support as long as minimum and humane working practices are stipulated for these people; and they are not put in a position to carry out tasks for which they are not properly trained or skilled.

IMO internal procedures have been established for the reporting of grievances or suspected inappropriate behaviour and IMO will treat these and all dishonest actions and accusations seriously; the outcome of which may result in disciplinary action in accordance with the company rules and disciplinary procedures.

### **Health and Safety**

IMO acknowledges that the key to successful Health & Safety management requires an effective policy, organisation and arrangements, which reflect the commitment of the senior management. IMO will ensure, so far as is reasonably practicable, the Health, Safety and Welfare of all employees working for the Company, or other persons who may be affected by our undertakings. IMO recognises that the key to successful Health & Safety management relies on continuous education for, and input from, our workers.

To sustain the minimisation of employee exposure to potential safety hazards suitable worker training is undertaken; and controls / safe work procedures are put in place, and these will be continually monitored and revised where necessary. IMO is aware that there are potential hazards that may occur due to the nature of the work being performed, such as manual handling, and so we will ensure that workers are provided with the appropriate personal protective equipment (PPE). Production and other machinery is continuously monitored to ensure that where necessary, physical guards and barriers are provided and correctly maintained; and handling equipment such as fork lift trucks are assessed and serviced regularly.

All employees have duties under the Health & Safety at Work etc. Act 1974 and they are informed of their personal and legal responsibilities to take due care for the Health & Safety of themselves and to ensure that they do not endanger other persons by their acts or omissions; also any workers who raise safety concerns will not be subject to any disciplinary actions.

The Company ensures a systematic approach to identifying hazards and potential emergency situations, and the risks involved are identified and assessed in order to minimise their impact by the implementation of emergency planning, worker training, fire notification and suppression systems, along with adequate premises exits and appropriate evacuation procedures. Should there be an occurrence of occupational injury or illness, IMO has procedures in place to prevent, manage, track and report such instances and where necessary provide first line medical assessment.

## **Environmental Impact**

IMO recognise that we as a Company, and as individuals, should operate in an environmentally conscious manner and our objective is to minimise the impact of our business activity on the environment wherever possible.

We recognise that our impact on the environment comes from electricity, gas, travel, water and waste; and so we constantly assess our facilities and processes in order to make efficiencies that positively reduce our utility usage and therefore conserve natural resources.

IMO also reviews its waste output and actively uses recycled and biodegradable material, whilst using least cost routing for the movement of its goods.

IMO require that all of its business partners, whether they are regularly or irregularly used, maintain the highest environmental standards and are active in reducing their impact on the environment and also proactive identifying, managing, reducing and eliminating the use of hazardous substances in their manufacturing processes and products.

## **Business Ethics**

IMO requires that all its business partners, whether they are regularly or irregularly used, maintain the highest standards of business integrity within their organisations and specifically in their interactions with IMO or any other associated business.

IMO supports a zero-tolerance policy to all forms of bribery and should any employee of IMO be found to be accepting such incentives then they will be subject to disciplinary action, possibly resulting in dismissal from their employment. Also, any partnering companies found to be offering such unethical incentives to either IMO or any other associated company will be subject to sanctioning, potentially leading to loss of business contracts.

As business information is now predominantly computer based, IMO prescribes to the regulations and requirements of the Data Protection Act and in doing so undertake to abide by the following principles

1. Personal data will be processed fairly and lawfully
2. Personal data will only be held for specific purposes and will be accurate, adequate, relevant, and not excessive
3. IMO supports the rights of individuals to have access to their personal data

4. Appropriate technical and organisational measures will be taken against unauthorised or unlawful processing of personal data and against accidental loss or destruction of, or damage to, personal data.
5. Information to be disclosed, whether it be regarding the business, financial or performance, will only be disclosed in line with good industry practice and applicable regulations.
6. Personal data shall not be transferred to a country or territory outside the EEA unless that country or territory ensures an adequate level of protection for the rights and freedoms of data subjects in relation to the processing of personal data.

IMO recognises the need for responsible sourcing of materials and is committed to compliance with the conflict minerals law and regulations and as such IMO excersises due diligence to ensure that its global supply chain does not contain or use such materials. IMO declares that all its products are "DRC Conflict Free" for gold (Au), tantalum (Ta), tungsten (W), cobalt (Co) and tin (Sn); and confirms that these metals are not derived from or sourced from mines in conflict areas of the Democratic Republic of Congo (DRC), or illegally moved on trade routes, which are controlled by non-govenmental military groups, or unlawful military factions.

Intellectual property, whether it be of IMO origin, supplier or customer, will be respected and protected such that it is not disclosed to any third party without the appropriate permission of the property holder.

Any worker who raises concerns about improper conduct of an employee or officer of the company will be ensured of protection of identity and non-retaliation.

*Mark Rider*

March 2023