

IMI plc

Code of Conduct

IMI

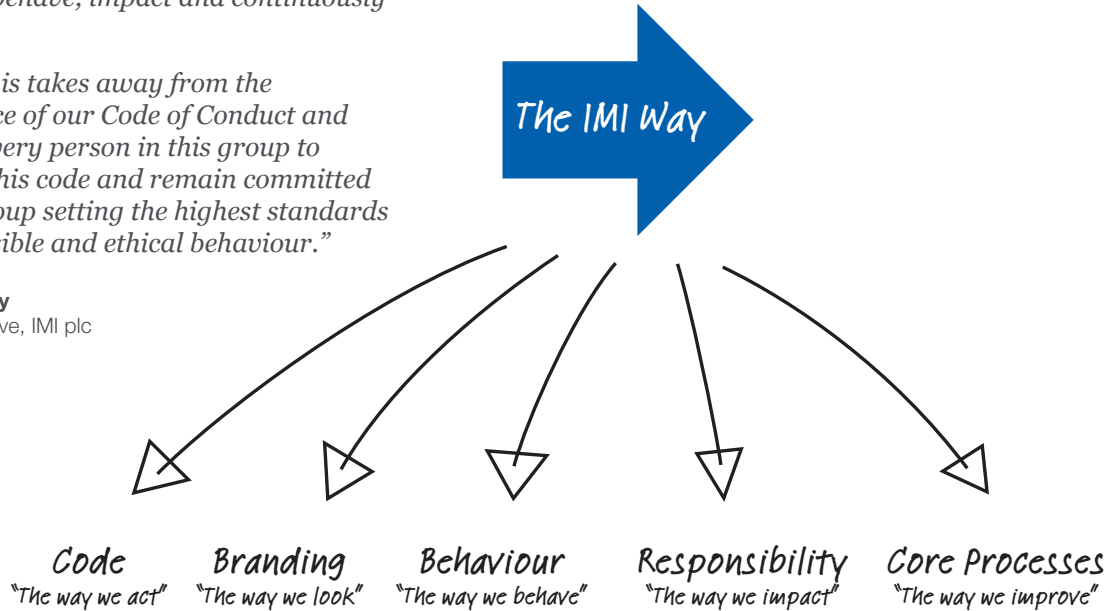




“The IMI Way is established as central to the way IMI people behave and I know how important this has become to everyone in the Group. We have extended the IMI Way to embrace all our activities, the way we act, look, behave, impact and continuously improve.

None of this takes away from the importance of our Code of Conduct and I expect every person in this group to embrace this code and remain committed to IMI Group setting the highest standards in responsible and ethical behaviour.”

Mark Selway
Chief Executive, IMI plc



Health and safety

We are committed to our collective health and safety and do our best to ensure we all work in a safe and healthy working environment.

Workplace conduct

We treat each other with professionalism and respect at all times.

Anti-bribery, anti-corruption and anti-fraud

We work in an open and honest environment where bribery, corruption and fraud are not acceptable. We rely on the merits of our technology, the excellence of our products and people, and our customer service to sell our products.

Conflict of Interest

We have a duty to separate job responsibilities and personal interests and to disclose actual and potential conflicts of interest.

Fair markets

We are committed to fair competition in the markets in which we operate.

Accounting

We maintain the books of account and ensure that the financial and management accounts are prepared in an accurate and timely manner and that the appropriate internal systems of control are in place and operating effectively.

Engineering advantage

We convert lawfully obtained industry knowledge and market insight into solutions, which create competitive advantage for our business and customers.

Trade controls

We ensure that our goods, technology and services are supplied in a way that is consistent with relevant import and export control and licensing laws.

Responsible business

We believe that we have a duty to conduct our business in a responsible way to respond to the needs of the environment and those around us.

Use of company resources and information

We have an individual responsibility to safeguard company resources and information and use them efficiently and appropriately, protecting confidentiality and complying with appropriate inside information regulations at all times.

IMI plc

Lakeside, Solihull Parkway
Birmingham Business Park
Birmingham B37 7XZ
United Kingdom

Tel: +44 (0)121 717 3802
Fax: +44 (0)121 717 3802

www.imiplc.com

IMI