

IMI Critical Engineering Europe Strategic 2023 HSE – ESG Goals

DATE OF APPROVAL:

IMI CE Key Divisional Objectives 2023

Safety

- 0 LTA and 0 NLTA
- Hazard / concern closure rate 90% (within 30 days)
- Develop hazard reporting awareness program with focus areas based on data analysis such as slips, trips & falls. monitoring hazards reported by HSE Framework – all manufacturing sites to achieve Level 2 by YE 2023 >65% or achieve a 10% improvement on current score.

Health

- Ensure each manufacturing site has an established Industrial hygiene program
- Ensure each manufacturing site has a prioritized ergonomics program
- Ensure each manufacturing site have access to a wellbeing / EAP service

Environmental

- Continue to monitor and track progress to ensure the divisions are aligned with the Group net-Zero target of 50% reduction in Scope 1+2 Co2 intensity by 2030. Based on 2019 emissions.
- All locations to accurately measure and record waste metrics
- All manufacturing locations to have fully evaluated their regulatory permit requirements

Field Service

- Complete the full process end-to-end digitalization and pivot regions to test and use it.
- Ensure each region has in place a management field service to verify randomly FS process from pre deployment to work at customer site.
- Ensure each site reach 60% on 2023 wave of HSE Framework assessments.
- Ensure to refresh annual training for all FS employees within the first quarter.

IMI CE Europe Regional HSE 2023 Goals

■ **Health & Safety**

- *0 LTA – 0 NLTA within the region.*
- *Introduce some BU HSE Managers in the HSE assessment process in order to improve their experiences and knowledge and create a different fresh point of view.*
- *Ensuring high quality of observations are reported and the culture of prevention keep to high standard at all sites.*
- *Reach the region 90% of hazardous closed within 30 days.*
- *Re-inforce the HSE training within the company increasing the hours of training done in 2022.*
- *Achieve 65% regional average on 2 wave of HSE Framework assessment.*

■ **Environmental & Energy**

- *Ensure each facilities have a proper full knowledge of the carbon footprint and a proper plan to reduce them.*
- *Each facility to update their current energy data collectors by adopting smart meters / digital support.*
 - *- 10% Co2 emission within the region comparing to 2022.*
 - *Each BU's purchase 100% green energy.*
- *Keep up the culture of paper-less (digital approaches) and plastic free mindset promoting new projects.*

■ **Field Service**

- *Complete the full process end-to-end digitalization and pivot regions to test and use it.*
- *Ensure each region has in place a management field service to verify randomly FS process from pre deployment to work at customer site.*
- *Ensure each site reach at minimum 60% on the field service piece during 2023 wave of HSE Framework assessments.*
- *Ensure to refresh annual training for all FS employees within the first quarter.*
- *Introduce the randomly field service visit in field to audit compliance to the full process.*

IMI CE Z&J 2023 Goals

Health & Safety

- 0 LTA and 0 NLTA
- Ensure 90% of hazards closed within 30 days.
- Increase the hours of HSE training done in 2022 by 10%.
- HSE framework target +10%
- Hazard reporting improvements
 - Improve involvement of all departments in hazard reporting
 - Continue with digitalization of reporting
- Reinforce Gemba Walks with supervisors and managers
- Complete ergonomics risk assessment in all departments and implement a prioritized ergonomics program
- Continuation and Improvement of industrial hygiene program at site
- Evaluate and selected only modules needed digital tools for HSE (like Quentic)
- Revision of emergency Concept of entire site.
- Update and review of risk assessments (e.g. working at height, industrial hygiene, ladders, etc.) evaluating permit to works where needed.
- Preparation of ISO 45001 on the first half of 2023 and Implementation of it second half 2023 – beginning 2024.
- Improvement of contractor management including digitalization.

Environmental & Energy

- Purchase 100% green energy.
- Reduce paper-based processes / documents.
- Continue with monitoring and tracking of NetZero target of 50 % CO2 reduction.
- Evaluation of potential and possible installation of photovoltaic-system.
- Evaluation of Infrastructure for E-Mobility.
- Implement process to reduce water used during operational activities.

Field Service

- Digitalization of the FS activities.
- Annual training for all FS employees withing the first quarter in 2023.
- Ensure at minimum 60% on the field service element during HSE Framework assessment 2023.

IMI Remosa 2023 HSE Goals

Health

- Ergonomic campaign: review the Ergonomic Project with University of Cagliari with the new site context.
- Ensure that health eligibility are easily and digitally available for all supervisors/managers.
- Set the SharePoint to track main HSE Topics (RA, MOC.)
- Ensure the mitigation of biological risks on machine department.

Safety

- 0 LTA, 0 NLTA 0 hand injuries and 0 eye injuries.
- Re-inforce the prevention culture at all level working ensuring high level of hazard reporting reflects high standards.
- Achieve target of the 90% of hazardous closed within 30 days.
- Review training needs for 2023 and complete training plan within the year.
- HSE Framework: achieve a 10% improvement on a current score.
- Maintain the ISO 45001 certification in the new site.
- Ensure that the involvement of supervisors, EC in HSE issues is active and consolidated through new approach for HSE Monthly meeting: in presence to increase active participation and field exercise.
- Improve the Ergonomicity of the warehouse department by reviewing mechanical devices for lifting people.

Environmental Protection

- Achieve ISO 14001 certification within 2023 ensuring to integrate the system with the ISO 9001-45001.
- Extend the paperless culture in all Depts. / Function.
- Replacement within 2023 company pool cars in favor of electric cars that can be charged through the two recently installed charging stations.
- Close sustainability projects planned for 2023 & follow internal Co2 reduction plan.
- Involve Remosa's suppliers in our sustainability program.

Challenges:

- Cooperate with Supply Chain Dept. to involve main contractors in our sustainability projects moving to Green Supply Chain.
- Ensure that the HSE-Maintenance calendar is aligned to the new site.
- Ensure that Maintenance's plan for 2023 is aligned with new plant & new machines.

HSE – MAINT.

- Improve the safety of those machines who are frequently modified to complete specific activities.
- Evaluate the inclusion of the MAN department in the HSE department following the restructuring of the team with new qualified resource.

Field Service

- Train FS employees as a ASPP to ensure continuous presence of qualified HSE resource during FS
- Extend the digitization of safer reporting through power apps to FS activities.

IMI ORTON 2023 HSE Goals

■ Health & Safety

- *0 LTA and 0 NLTA*
- *Maintain the 90% of hazards closed within 30 days.*
- *Digitalization of contractor's process using SharePoint tool, involving purchase and maintenance department.*
- *Complete the 2023 training plan, identified during HSE-MD annual meeting as per Italian Law (Art 35).*
- *HSE framework – complete all actions prepared as a preparation for the second external assessment; increase knowledge of the element champions, maintain the score from the first assessment.*
- *HSE System's re-qualifications- multi site (ISO 45001).*
- *Improve the involvement of the supervisors and element champions on their activities related to the HSE processes and increasing their knowledge and preparation to complete the internal working area HSE Gemba walks/inspections.*
- *Maintain the monthly meetings with supervisors (analysis of surveillance results and information/training on health and safety issues).*
- *Disclosure of health and safety performance objectives and trends with all employees;*
- *Maintain the industrial hygiene program in accordance with our Occupational Doctor.*

■ Environmental & Energy

- *HSE System's re-qualifications- multi site (ISO 14001, ISO 50001),*
- *To purchase 100% green energy*
- *Outsourced activities - legislative compliance: Planning audits at external suppliers to verify environmental legislative compliance.*
- *Analysis of cost and disposal waste activities to improve waste management.*
- *Reduction of electricity, natural gas and water consumption; - 10% Co2 emission within the region comparing to 2022.*
- *Paper-less (digital approaches): Reduction of the quantities of paper used through the digitization of the information requested by customers regarding the product sold.*

■ Field Service

- *Complete the full process end-to-end digitalization of the FS activities.*
- *Monthly meeting with FS team to update planning, activities on going and documentation on hold.*
- *To reach at minimum 60% on the field service element during HSE Framework assessment in 2023.*
- *Refresh annual training for all FS employees withing the first quarter of 2023.*

IMI Bopp & Reuther 2023 HSE Goals

■ Health & Safety

- *0 LTA and 0 NLTA.*
- *Processing and closure of 90% of uncertain observations within 30 days.*
- *Ergonomics campaign: continuation of ergonomics projects in administration and production with the company doctor and health insurance companies.*
- *Improving the involvement of supervisors and element champions in their activities related to the HSE processes and expanding their knowledge for their HSE Gemba Walks/Inspections workspace.*
- *Establishment and completion of the 2023 training plan for internal and external HSE training.*
- *HSE Framework - Completion of all actions resulting from the evaluation to achieve an improvement in the evaluation result.*
- *Support the culture of prevention. Use monthly meetings, gemba, hse walks, as a training / coaching tool involving the operations manager, supervisors to improve quality and number of safers.*
- *Implementation of emergency drills.*
- *Implementation of the HSE software "Quentic" according to German standards. Integration of supervisors and employees in the system.*

Environmental & Energy

- *Further reduction of single-use plastics.*
- *Continuation of the lighting concept with 100% LED for production and office.*
- *Electric drive for company cars.*
- *Installation of a photovoltaic system.*
- *Installation of smart meters on machines and areas to determine electricity consumption more accurately.*

Field Service:

- *Complete the full process end-to-end digitalization of the FS activities.*
- *To reach at minimum 75% on the field service element during HSE Framework assessment in 2023*
- *Refresh annual training for all FS employees withing the first quarter of 2023.*

IMI CCI Brno 2023 HSE Goals

■ Health & Safety

- 0 LTA and 0 NLTA
- Maintain the 90% of hazards closed within 30 days.
- Complete the 2022 training plan of internal and external HSE trainings – reinforce the HSE training within the company and increase the hours of training done in 2022 by 10%.
- HSE framework – complete all actions prepared as a preparation for the second external assessment; increase knowledge of the element champions, maintain the score from the first assessment
- Successful surveillance audit of the ISO 45001.
- Improve the involvement of the supervisors and element champions on their activities related to the HSE processes and increasing their knowledge and preparation to complete the internal working area HSE Gemba walks/inspections.
- Support the culture of prevention. Use monthly meetings, gemba, hse walks, as a training / coaching tool involving the operations manager, supervisors to improve quality and number of safers.
- Ergonomic campaign: implement all actions from the external ergonomics audit done in 2022; continue with ergonomics assessment across whole company
- Maintain the industrial hygiene program of the site
- Continue with the development of digital tools in HS area

■ Environmental & Energy

- Successful surveillance audit of ISO 14001
- Review the current energy data collectors by adopting smart meters / digital support
- To purchase 100% green energy
- Ensure to have and maintain a proper full knowledge of the carbon footprint and have a proper plan to reduce them.

■ Field Service

- Complete the full process end-to-end digitalization of the FS activities
- Ensure each site reach at minimum 60% on the field service piece during 2023 wave of HSE Framework assessments.
- To reach at minimum 60% on the field service element during HSE Framework assessment in 2023
- Refresh annual training for all FS employees withing the first quarter of 2023

IMI STI-CCI Italy 2023 HSE Goals

■ Health & Safety

- *0 LTA, 0 hand injuries and 0 Eye injuries.*
- *Increase 5 % the Hazardous reporting made during 2022.*
- *Maintain the 90% of hazardous closed within 30 days.*
- *Complete the 2023 training plan that includes training updates, new training needs declared by supervisors and filter by HSE-MD.*
- *Support the culture of prevention by improving the current safer reporting process to involve all employees/functions.*
- *Improve the involvement of the Element Champion /Supervisors in HSE processes.*
- *Update the Ergonomic RA.*
- *Develop a specific related Risk Assessment Action Plan.*
- *Ensure to increase as minimum 10% on the HSE Framework results.*

■ Environmental & Energy

- *Plan a study to define the timely verification of energy consumption and action plan related.*
- *Evaluate implementation of ISO 14001.*
- *Plan a study to implement digitalization program to facilitate the paper less project.*
- *Evaluate the opportunity to use share point software (based on the one at IMI Remosa and Orton) to digitalized main HSE Processes.*

■ Field Service

- *Complete the full process end-to-end digitalization of the FS activities.*
- *Performe a specific retraining for all FS Employees.*
- *Make almost 3 HSE FS inspection .*
- *Ensure to increase as minimum 40% on the HSE Excellent Framework for Element 10 – FS activities.*