

Corporate Social Responsibility



Imtech is a socially and environmentally responsible company. We are a major technical services company providing essential solutions for businesses and society. Our activities have an impact on the environment, on people, the communities in which we operate, our customers and supply chain and broader society. Our innovative technical solutions contribute to a sustainable society.

In all aspects of our responsibilities, we work closely with our employees, clients, suppliers and subcontractors. We strive for continuous improvement and to balance short-term and long-term interests as well as integrate economic, environmental and social considerations into our strategic decision-making.

This statement provides the basis for managing our corporate responsibilities through our policies, procedures and practices.

Our Policy Is:

Corporate Governance:

The starting points of Corporate Governance are good business practices (accountable, honest and transparent dealings by the management) and good supervision of this management. These are dealt with in our Business Ethics Principles document. We are accountable for ensuring we minimise our impact through responsible business practices, which go beyond our legal obligations, and by responding to the views of our stakeholders, while remaining a profitable, competitive and growing business. In this way Imtech will provide a high quality design and build business that contributes to society.

Our people:

We recognise the need to be able to attract, develop and retain employees with the potential, skills and experience necessary for the continued development of our business.

We are committed to equality of opportunity and an inclusive working environment where all employees are treated equally with courtesy, dignity and respect and where everyone feels valued.

We are committed to creating a learning culture, supporting our people in working to realise their potential and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness.

Our Corporate Social Responsibility policy and standards are applicable to all Imtech employees.

Health, safety and wellbeing:

We are committed to maintaining and continuously improving standards of occupational health and safety for all our employees, subcontractors and those affected by our activities including the public. We expect the performance of our partners and suppliers to be comparable to ours.



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Environment:

We take all reasonable steps to manage our operations so as to minimise our environmental impact, understand, measure and manage our carbon footprint and promote good environmental practice.

We will seek to find innovations to deliver balanced sustainable solutions. Where possible we will use alternative materials and methods to optimise the use of resources in collaboration with our clients and suppliers.

Our customers and supply chain:

We work in partnership with our customers and supply chain to deliver quality projects on time, safely and with due regard to the environment. We will work with and support our customers in developing sustainable solutions to meet their needs. We will work with our supply chain to maximise value to all partners.

Our communities:

We aim to ensure that our activities cause the minimum of disruption to our neighbours and their communities and, where practical, make a positive contribution to those communities. We will offer our employees the chance to be involved in community activities.

Accountability:

We will develop and maintain objectives and KPIs to demonstrate and measure our Corporate Social Responsibility and publish our progress in an annual report.

The Imtech Board of Directors, led by the Group CEO, is responsible for this Policy. Business Managing Directors are responsible for implementing this Policy, bringing it to the attention of all employees and key partners, sub-contractors and suppliers and for the maintenance of associated documentation and programmes. The policy will be available on the company portal, website and posted in offices and sites.

This policy will be regularly monitored and reviewed annually.



Gautier Jacob
Group Chief
Executive Officer
Imtech



Steve Wignall
Managing Director
Imtech Engineering Services



Noel Clancy
Managing Director
Imtech Inviron



Dave Pickles
Managing Director
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Tom Prendergast
Group HSEQ Director

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