




Sustainability

- Committed to creating a better world

Norgren is part of IMI plc, listed on the London Stock Exchange FTSE 100 and named one of Europe's Climate Leaders 2023 in the Financial Times.



Our purpose, Breakthrough Engineering for a better world, continues to drive our actions and create real energy across our organisation. We have conducted an in-depth materiality assessment process in collaboration with customers, investors and employees. This fed into the development of our Board approved ESG strategy and determined our sustainability pillars. 



Roy Twite
Chief Executive, IMI plc

Sustainability Strategy Pillars



IMI plc is currently rated AA (leader) for MSCI



IMI plc is rated B for climate change and C for water security



IMI plc has been a member of FTSE4GOOD since 2021



Norgren has a current rating of 83

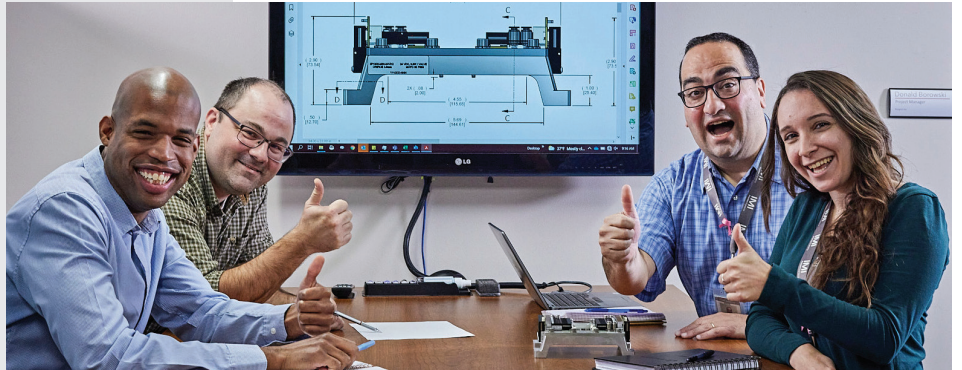


Norgren has been reporting since 2021



Empowering people - to make an impact

We develop and empower our people to make an impact and create a better working world.



Highlights

Living and breathing the policies we create

3 GOOD HEALTH AND WELL-BEING



Total recordable incident frequency rate (TRIFR) of **0.35** in 2022 (down **0.56** from 2021). TRIFR rate is the rate of recordable injuries that occur per million hours worked.

Assistance

Employee assistance programme launched for all employees.

327

Employees skilled up on certified HSE courses.

Target:

Zero incidents

Accident free workplace.

5 GENDER EQUALITY



43%

Graduate female intake in 2022.

22%

Women in management.

Target:

25%

Women in management.

8 DECENT WORK AND ECONOMIC GROWTH



+3%

Increase in employee engagement since 2021 (**77% to 80%**).

Target:

>75%

Employee engagement score.

*currently surpassing target at 80%.

10 REDUCED INEQUALITIES



42

Employees involved in an employee-led PRIDE network.

Sustainable solutions

- to create a better world

We engineer tangible solutions that help our customers become safer, more sustainable and more productive.



Highlights

Living and breathing the policies we create

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Develop products with enhanced focus on **quality, environmental impact** and **reliability** to solve customers' problems.

Policies and procedures

Update **policies and procedures** for more sustainable product tracking and **Scope 3 recording**.

Target:

Life cycle assessment

Complete **Life cycle assessment (LCA) processes integrated** into all future new product development projects and high-demand products.

Product quality and performance

Optimising product quality and performance to help reduce customer emissions. **Continuing to improve sustainability product assessment scores.**

Target:

Innovation

Ensuring our R&D spend as a % of revenue remains at a minimum of 3% and focusing all of our people on solving acute customer problems in order to deliver our purpose of **breakthrough engineering for a better world**.

11 SUSTAINABLE CITIES AND COMMUNITIES



Supply chain

Solar panel sourcing policy launched, outlining additional due diligence requirements to **prevent forced Uyghur labour** into our supply chain.

Improve operational excellence, efficiency and reduce waste.

Supply chain due diligence online compliance training completed for procurement teams.

Target:

Engagement with our suppliers to progress our **Scope 3 reduction plans**.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Climate action

- to minimise environmental impact

We play our part to address climate change by minimising the environmental impact across everything we do.



Highlights

Living and breathing the policies we create

7 AFFORDABLE AND CLEAN ENERGY



10%

of our manufacturing facilities have **on-site photovoltaic systems**, with plans to **expand to 20%** over the next year.

Target:

Wind power

Investigations are underway into **new innovative wind generation projects to provide renewable energy to 5%** of our facilities.

13 CLIMATE ACTION



19%

Total CO₂ intensity reduction from a 2019 baseline. Calculated by total CO₂ per 1,000 hours worked.

100%

of manufacturing facilities have identified **emission reduction opportunities**.

Target:

50%

Reduction to Scope 1 and 2 emissions by the end of 2025, from a 2019 baseline.

23%

Total CO₂ reduction from a 2019 baseline.

75%

LED lighting installed within 75% of our manufacturing facilities with a goal of 100% by 2025.

Target:

25%

Reduction to Scope 3 emissions by 25% by 2030; Net Zero by 2050.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



68%

Waste diverted from landfills between 2021 and 2022.

Target:

54 tonnes of non-recycled hazardous waste in 2022. **Plans to reduce by 50%** from 2022 to 2030.

Target:

Reporting strategy underway for **near-live tracking of Scope 3 emissions** across all facilities.

15 LIFE ON LAND



100%

Of facilities have undergone internal audits to ensure biodiversity is protected.

6 CLEAN WATER AND SANITATION



11%

Reduction in water consumption between 2021 and 2022. **Identifying opportunities for further improvement.**

Responsible business - to do the right thing

Implementing policies and processes across our business to meet our sustainability goals, and create a better world for our customers, our communities and society.



Highlights

Making a positive social impact



17 PARTNERSHIPS FOR THE GOALS

IMI Way Day

One day every June, all our sites stop day-to-day work and come together to share thoughts, and experiences and discover how we can create a better working world. Every site also embarks on community activities with local charities, initiatives, and projects – it's a time to celebrate their part in creating a better world for our customers, people, and communities.

Inclusion and Diversity

At Norgren, we are proactive champions of diversity and inclusion. We support initiatives that boost gender and ethnic diversity including International Women in Engineering Day (INWED). Our commitment extends beyond diversity - we invest in early career development and foster STEM education to cultivate a thriving pipeline of engineering talent.



INTERNATIONAL WOMEN
In ENGINEERING DAY
23 June 2023

Girls' Day, Norgren Alpen, Germany

Plastic Free July 2023

While a plastic item may only be used to us for minutes, it takes decades to break down in the ocean.

Fradley are raising awareness on how we are moving away from single use plastics.

Our achievements so far at Fradley:

- No plastic cutlery on site.
- Recycling of crisp packets to avoid landfill.
- Selling of drinks in cans rather than bottles.
- No dispensing cups at water stations.
- Recycling of containers in medical room.
- Recycling of bubble wrap in logistics.

Recycling of plastic bags in Assembly/Stores Process:

- 3) Bags are emptied in Assembly and then returned to Stores to be recycled.
- 1) Bags are filled with parts in stores.
- 2) Bags of parts picked for orders to go to Assembly.

CALL TO ACTION

We want to hear from you!
Have an idea about how else we can reduce single use plastic on site? Please tell us! Submit your ideas via the suggestion box in the canteen.

Plastic Free July

To help reduce plastic consumption and waste we are actively working across our sites to reduce the amount of plastic used and move to sustainable alternatives.



Treadom

To celebrate World Earth Day, all employees in Norgren EMEA were gifted with a tree from Treadom. We also continue to buy trees from Treadom for every European print run that takes place.

Policies and Governance

As part of IMI plc, we have an extensive infrastructure and framework to support major sustainability initiatives and govern our approach. These policies set out our commitments and apply across the entire IMI plc group. The full list of policies are published on the IMI plc website: <https://www.imiplc.com/esg/responsible-business>.