

Imatech Corporate Social Responsibility Policy

The Imatech Corporate Social Responsibility (CSR) Policy ensures that we rigorously adhere to the highest standards in law & regulation, ethical behavior, health & safety and environmental sustainability.

Imatech will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Imatech stakeholders' best interests.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

Imatech operates in full compliance with all applicable laws and regulations of the countries in which we operate, and also in full compliance with this policy. Imatech is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. Imatech will conduct its business in an open, honest, and ethical manner.

Imatech recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Imatech will advise its partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Subcontracting Imatech suppliers must ensure that any subcontractor used has ethical and business practices that are similar to Imatech's practices.

Corruption Imatech adheres, and expects its suppliers to adhere, to the highest standard of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including extortion, fraud, or bribery, at a minimum.

Environment, Health & Safety

Imatech is committed to environmental protection and stewardship. We comply with all local environmental laws applicable to the workplace. Additionally, Imatech suppliers must not use materials that are considered harmful to the environment.

Imatech is also committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. Imatech will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

Imatech recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Data Security and Privacy

Protecting the privacy of our customers, vendors and employees is critical to our ability to maintain their trust. Imatech fully understands how the risks related to Information Security and Privacy affect our business operations. Imatech takes precautions to safeguard sensitive information in order to ensure a safe and secure environment.

Stakeholder Relations

Imatech will engage stakeholders clearly, honestly and respectfully.

Imatech is committed to timely and meaningful dialogue with all stakeholders, including customers, suppliers, employees, governments and regulators among others.

Employee Relations

Imatech will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Imatech will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

Imatech is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Human Rights

Imatech recognizes that governments have the primary responsibility to promote and protect human rights. Imatech will work with governments and agencies to support and respect human rights within our sphere of influence. Imatech will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Imatech will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Child Labor Imatech complies with local laws regarding the minimum age of employees. The minimum age for workers must be the greater of: (a) 15 years of age or 14 years of age where the local law allows such an employment age consistent with International Labor Organization guidelines; or (b) the age for completing mandatory (compulsorily) education; or (c) the minimum age established by law in the country of manufacture. In addition, Imatech complies with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, working conditions, and the handling of certain materials.

Forced Labor Imatech does not, and its suppliers must not, use any type of involuntary or forced labor, including indentured, bonded, or prison labor.

Harassment Imatech treats all workers with respect and dignity. No worker shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Imatech will not use monetary fines as a disciplinary practice.

Wage and Benefits Imatech pays, and its suppliers must pay, workers at least the minimum compensation required by local law and provide all legally mandated benefits. In addition to payment for regular hours of work, workers must be paid for overtime hours at such premium rate as is legally required or, in those countries where such laws do not exist, at least equal to their regular hourly payment rate.

Hours of Work Imatech ensures that on a regularly scheduled basis, except in extraordinary business circumstances, workers are not required to work more than (a) 60 hours a week, including overtime, or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture. In addition, except in extraordinary business circumstances, all workers are entitled to at least one day off in every seven day period.

Nondiscrimination Imatech ensures employment – including hiring, payment, benefits, advancement, termination and retirement – is based on ability and not on beliefs or any other personal characteristics. Nor do we tolerate disadvantageous treatment or consideration based on nationality, race, ethnicity, religion or sex.

Women’s Rights Imatech ensures women workers receive equal treatment in all aspects of employment. Pregnancy tests will not be a condition of employment and pregnancy testing – to the extent provided – will be voluntary and the option of the worker. In addition, workers will not be forced to use contraception.

Freedom of Association and Collective Bargaining Imatech recognizes and respects any rights of workers to exercise lawful rights of free association, including joining or not joining any association. Imatech suppliers also must respect any legal right of workers to bargain collectively.

All Imatech employees will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Imatech will ensure that appropriate organizational structures are in place to effectively identify, monitor and manage Corporate Social Responsibility issues and performance relevant to our businesses. And in selecting suppliers, Imatech works hard to choose reputable business partners who are committed to ethical standards and business practices compatible with those of Imatech.

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Hellevoetsluis, the Netherlands
Date signed: 06 | 01 | 2025

