

# IMC POLICY

## On Modern Slavery and Human Trafficking

The IMC Group ("IMC") is a multinational manufacturer of metalworking technology. IMC is fully owned by Berkshire Hathaway Inc. ("BRK"), a public company whose shares are traded in the New York Stock Exchange. IMC provides innovative engineering solutions to customers in various key industries (automotive, aerospace, railway, medical devices and more). IMC customers use IMC offerings to manufacture their own products in their own factories. IMC has a network of over 130 subsidiaries and associates in 60 different locations world-wide, that are engaged in the marketing and sales of IMC products.

As leaders in the global industry, IMC applies systematic control measures to its supply chains, so that IMC customers and stakeholders can continue having the fullest confidence in IMC integrity and credibility. These measures are regarded by IMC as prerequisites for any commercial interactions in IMC eco-system. IMC adopts a zero-tolerance policy to anything that falls short of these standards and expect IMC stakeholders to operate in the same manner.

IMC is very proud of its unique, diverse, inclusive and multinational culture. IMC provides its employees with ethics and compliance training to preserve it.

Modern slavery, servitude, human trafficking, child labor and other forms of forced or compulsory labor are crimes. These are expressly condemned and prohibited by IMC. For more information about IMC ethical values and activities, please refer to the IMC Compass – Code of Conduct. Any breach of IMC Code of Conduct can be reported to IMC's management directly and to BRK group hotline. The reports are handled immediately. They are professionally assessed and responded to. IMC expects its business associates to implement the same high standards also within their own respective supply chains, with the goal of increasing employee awareness and promoting social responsibility throughout the industry.

In pursuit of these standards, IMC has adopted OECD guidelines for supply chains, including with respect to the ethical sourcing of conflict free minerals, according to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas.

In accordance with the UK Modern Slavery Act and other international resources, IMC is implementing various means, including but not limited to:

- Initiating communications and reasonable enquiry discussions with our immediate suppliers.
- Informing immediate suppliers of this Policy and our strict expectation that they will take similar measures with their respective suppliers to ensure uncompromising compliance throughout the supply chain.
- Incorporating supplier disclosure and audit requirements in Supply Agreements and IMC Standard Terms and Conditions of Purchase.
- Publishing this policy and applicable updates on ethical issues online at: [www.imc-companies.com](http://www.imc-companies.com)

