

I&M Group PLC Procurement Practices

The Group Procurement Policy is designed to ensure efficient, transparent, and ethical procurement processes across all our entities. We are committed to maintaining procurement practices that are transparent, ethical, and aligned with the highest standards of corporate governance. Our commitment goes beyond cost efficiency and operational effectiveness; we prioritize integrity, fairness, and sustainability in every procurement decision.

Key Principles Guiding Our Procurement:

- Transparency and Fairness:

We ensure that all procurement processes are conducted in a transparent manner, providing equal opportunities to all qualified suppliers. Clear criteria and procedures guide every stage of our procurement, minimizing the risk of favoritism or bias.

- Integrity and Ethical Conduct:

- We uphold zero tolerance for any form of unethical behavior in procurement. This includes strict prohibitions against bribery, corruption, and undue influence.
- No officer within the Group is allowed to solicit, offer, or accept gifts or favors that could influence procurement decisions.
- Any breach of this policy is met with immediate disciplinary action in accordance with our corporate governance framework.

- Conflict of interest Management

We proactively identify and manage conflicts of interest to maintain impartiality in procurement decisions. Any officer with a potential conflict is required to disclose it promptly and withdraw from the procurement process.

- Robust Supplier Due Diligence:

Before engaging with suppliers, we conduct thorough due diligence to ensure they meet our ethical, legal, and operational standards. This includes:

- Verifying compliance with all applicable laws.
- Requiring suppliers to sign a code of conduct and Declaration of Integrity, confirming they have not been involved in legal or ethical violations in any jurisdiction.

Sustainability at the Core

Recognizing the importance of sustainable business practices, we integrate Environmental, Social, and Governance (ESG) considerations into our procurement



strategy. We seek partnerships with suppliers who share our commitment to sustainability, ethical governance, and social responsibility.