



Effective Date 1 January 2024

IMI Employee Privacy Policy for California Employees & Contractors

IMI plc and its subsidiaries (including but not limited to IMI Americas LLC) respect the privacy of all current and former employees and independent contractors. This Employee Privacy Policy ("Employee Privacy Policy") provides information for employees who are California residents about our collection, use, disclosure, and retention of personal information obtained in connection with your employment at IMI in the preceding 12 months (i.e. from 1 January 2023). Independent contractors shall fall within the definition of "employee" for the purposes of this Privacy Policy only, this is not intended to infer the any rights of employment.

1. Business Purposes for obtaining, retaining, and using Personal Information

IMI plc obtains, receives, maintains, and uses the Personal Information of current and former employees for the following business purposes. See section 2 to see what categories of personal information are used for which of these Business Purposes:

1.	To comply with state and federal law and regulations requiring employers to maintain certain records (such as immigration compliance records, personnel files, wage and hour records, payroll records, accident or safety records, and tax records);
2.	To process payroll or pay invoices;
3.	To maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance;
4.	To manage workers' compensation claims;
5.	To administer and maintain group health insurance benefits, 401K and/or retirement plans;
6.	To manage employee performance of their job duties;
7.	To conduct workplace investigations (such as investigations of workplace accidents or injuries, harassment, or other misconduct);
8.	To evaluate job applicants and candidates for employment or promotions;
9.	To obtain and verify background checks on job applicants and employees;
10.	To evaluate, make, and communicate decisions regarding an employee's employment, including decisions to hire, terminate, promote, demote, transfer, suspend or discipline;
11.	To communicate with employees regarding employment-related matters such as upcoming benefits enrollment deadlines, action items, availability of W2s, and other alerts and notifications;
12.	To grant employees access to secure IMI facilities and maintain information on who accessed the facility;
13.	To implement, monitor, and manage electronic security measures on employee devices that are used to access IMI networks and systems; and
14.	To engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of IMI.

2. Categories of Personal Information

In the previous 12 months we have collect the following categories of personal information and used for the following Business Purposes. Note that some personal information may appear on more than one category.

Category of Personal Information	Examples of Personal Information in Category	Business Purpose (Section 1)					Disclosure to Service Providers in previous 12 months
A. Identifiers.	Names, contact information, postal address, unique personal identifier, online identifier, email address, account name, Social Security number, driver's license number, signature.	1	2	3	4	5	Y
		6	7	8	9	10	
		11	12	13	14		
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, or any other financial information, medical information, or health insurance information.	1	2	3	4	5	Y
		6	7	8	9	10	
		11	12	13	14		
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status.	1	2	3	4	5	Y
		6	7	8	9	10	
		11	12	13	14		
D. Commercial information	Personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	N / A					
E. Biometric information.	Fingerprints used for timekeeping system.	1	2	3	4	5	Y
		6	7	8	9	10	
		11	12	13	14		
F. Internet or other similar network activity	Browsing history, search history, information on an employee's interaction with a website or application within IMI's network	1	2	3	4	5	Y
		6	7	8	9	10	
		11	12	13	14		

Category of Personal Information	Examples of Personal Information in Category	Business Purpose (Section 1)	Disclosure to Service Providers in previous 12 months
G. Geolocation data.	IP address and/or GPS location (latitude & longitude) recorded on Company-issued computers, electronic devices, and vehicles, as well as timekeeping applications on cell phones that employees use to clock in and out and that log the geographic location at which each time entry was made.		Y
		1 2 3 4 5	
		6 7 8 9 10	
		11 12 13 14	
H. Audio, electronic, visual, thermal, olfactory, or similar information.	Photographs or CCTV video footage captured during your employment. Temperature checks at sites as required for infection control.		Y
		1 2 3 4 5	
		6 7 8 9 10	
		11 12 13 14	
I. Professional or employment-related information.	Personnel file, new hire or onboarding records, I-9 forms, tax forms, time and attendance records, non- medical leave of absence records, workplace injury and safety records, performance evaluations, disciplinary records, training records, licensing and certification records, compensation and health benefits records, and payroll information and records		Y
		1 2 3 4 5	
		6 7 8 9 10	
		11 12 13 14	
J. Education information	Education records maintained by schools / colleges you attended such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.		Y
		1 2 3 4 5	
		6 7 8 9 10	
		11 12 13 14	
K. Inferences drawn from categories above to profile employee's preferences, characteristics etc	N/A	N/A	



3. Sources of Personal Information

IMI collects information:

- Directly from you;
- From your Company browser or device;
- From information generated from your online browsing and usage activity;
- From service providers;
- Third parties you direct to share information with us including for background check purposes.

4. Disclosure of Personal Information

Selling or Sharing your Personal Information

IMI does not sell or share your personal information.

Disclosure of Personal Information to Service Providers and Third Parties

IMI discloses personal information for the business purposes to IMI plc affiliates, contractors and to service providers and advisors who require the personal information data to assist us in supporting our business (e.g. payroll services, enterprise technology platforms, legal advisers). These entities are subject to written contracts and authorized to use your personal information only as necessary to provide these services to IMI. IMI also discloses personal information to third parties where required or permissible by applicable law to perform our legitimate business activities. See section 2 above for categories of personal information that have been disclosed for business purposes in the previous 12 months.

5. Retention and Deletion of Personal Information

IMI retains personal information only for the time required to fulfil the Business Purposes and in accordance with applicable laws and the IMI Records Retention Policy.

6. Your Rights

You have a number of rights, although these are sometimes limited in scope depending on the circumstances. To exercise your rights please contact the entity you work with as follows:

Life Technology Platform:

1. Life Science and Fluid Control
HR Contact Phone Number: 720-483-0108
HR Email Address: sam.henderson@imi-precision.com
2. Climate Control
HR Contact Phone Number: 972-561-6701
HR Email Address: connor.steed@imi-hydronic.com
3. Transport
HR Contact Phone Number: 612-283-5162
HR Email Address: stu.kohlstedt@imi-precision.com



Automation Platform:

1. Industrial Automation
HR Phone Number: 847-921-4410
HR Email Address: Viviane.lindgren@imi-precision.com
2. Process Automation
Phone Number: 949-858-1877 (choose "HR option")
HR Email Address: hr.americas@imi-critical.com

Please specify in your request what personal information you would like to access, correct or delete.

We will first acknowledge receipt of your request within 10 business days after receipt of your request. We will provide a substantive response to your request within 45 calendar days after its receipt. If we require more time (up to 90 days or the permitted timeframe), we will inform you of the reason and extension period in writing.

Only you or an authorized agent (as described below) may make a verifiable consumer request related to your Personal Information.

- **How to Authorize an Agent.** You may designate an authorized agent to submit your verified consumer request on your behalf, only if the authorized agent has your written permission to do so and you have taken steps to verify your identity directly with us.
- **How We Verify Your Request.** To respond to your request we must verify your identity or the authority of your authorized agent. We will only use the personal information provided to us in context to verify your identity or the authority of your authorized agent to make the request. Making a verifiable consumer request does not require you to create an account with us. To allow us to verify your request, we will require that you provide at least two pieces of personal information, including your email address and phone number, that we already have in our possession. We will verify your consumer request by comparing the information you provide to information already in our possession and take additional steps to minimize the risk of fraud.

The Right to Know

You have the right to request the following information relating to your personal information we have collected and disclosed in the last 12 months:

- The categories of personal information we have collected about you;
- The categories of sources of the personal information;
- The categories of personal information that we have disclosed to third parties for a business purpose, and the categories of recipients to whom this information was disclosed;
- The categories of personal information we have sold about you (if any), and the categories of third parties to whom the information was sold; and
- The business or commercial purposes for collecting or, if applicable, selling the personal information.
- Copy of specific pieces of personal information we have collected from you;

The Right to Request Deletion

You have the right to request the deletion of personal information we have collected from you, subject to certain exceptions.

The Right to Correct



You have the right to request that IMI correct inaccurate information processed by IMI (e.g., to ensure IMI has correct and current contact details in its payroll system). Note that this right is subject to some limitations.

7. Non-discrimination

We will not discriminate against you for exercising any of your CCPA rights.

8. Changes to Privacy Policy

We may update this Privacy Policy periodically to account for changes in our collection and use of your personal information. If we make any changes to this privacy policy, we will provide notice of such changes, as appropriate. For example, we may send you an email notification, or we may post a new policy on Optimize or Workplace.