



Imerys Corporate Social Responsibility Charter

At Imerys, we respect the world in which we operate. We are committed to our role in society, to meet our obligations to the countries and communities in which we do business, as well as to act as responsible environmental stewards. We aim to bring everyone together around a shared ambition to continually improve our products and processes, our relationships and ourselves in order to act as a force for positive changes and contribute to sustainable development through **SustainAgility** our Group Corporate Social Responsibility program.

Under this Corporate Social Responsibility Charter we are committed to:

Empowering our people

- **Ensuring that health and safety come first** by developing and continually improving our health and safety culture and systems, with all our partners, to achieve an injury-free workplace.
- **Developing our Human Capital** by respecting internationally recognized human rights and labor practices as set out in our Code of Business Conduct and Ethics, investing in the talent and skills of our employees, engaging in constructive social dialogue and fostering a culture of workplace diversity and inclusion based on mutual respect.

Caring for our planet

- **Acting as responsible environmental stewards** by assessing environmental risks and continually improving control measures to reduce adverse environmental impacts, maximizing the efficient use of natural resources and conserving and creating biodiversity value.
- **Reducing the impacts of climate change** through the implementation of a long-term climate change strategy to support international commitments and global targets.

Building for the future

- **Ensuring exemplary Business Conduct** by maintaining the highest standards of corporate governance, respecting and implementing fair operating practices, ensuring responsible purchasing with all our partners and engaging with our local communities to create shared values in particular through education and skills development.
- **Innovating through our Product Management** by assessing the sustainability of our products, processes and services to contribute solutions for society.

We shall **keep all our stakeholders informed** of our objectives and the **practical results** of our collective commitment, regularly reviewing our Corporate Social Responsibility performance in a continuous improvement cycle.

Alessandro DAZZA
Chief Executive Officer
February 17th 2020