

## Imerys’ individual commitments to act4nature international

Biodiversity is an integral part of the **Imerys Group strategy**<sup>[1]</sup>. Under our **Corporate Environmental Charter** we are committed to integrate the preservation of biodiversity into all our operations and take concrete action to provide solutions for the conservation of biological diversity and its restoration. We renew and enlarge our commitments for 2020-2024, as described below:

1 - Integrated into our **code of conduct**

Theme	Commitments	Targets	act4nature common goals
Scientific expertise & environmental strategy	<b>Group strategy</b> <ul style="list-style-type: none"><li>Define and implement the “Mine Cycle Biodiversity” internal requirements.</li><li>Quarterly review of the Biodiversity roadmap by members of the Executive Committee.</li></ul>	2020-2024	1, 3, 4, 5, 7, 9
	<b>Scientific expertise</b> <ul style="list-style-type: none"><li>Renew the biodiversity partnership with the French National Museum of Natural History (MNHN).</li></ul>	2021-2024	
	<b>Continuous improvement tools</b> <ul style="list-style-type: none"><li>Develop and apply an environmental maturity matrix to assess sites progress and to implement action plans.</li><li>Deploy the ‘biodiversity toolbox’ to support biodiversity management on sites.</li></ul>	2024: For >60% of total mining extraction	
Action against the causes of biodiver- sity loss	<b>Loss of habitat</b> <ul style="list-style-type: none"><li>Map sites’ biodiversity stakes with a multi-thematic geographical assessment (MNHN).</li><li>Deploy composite biodiversity monitoring indicators and action plans.</li><li>Prevent and avoid negative impacts wherever we operate by training staff in the sequential steps of the mitigation hierarchy.</li><li>Restore natural habitats during and at the end of our operations.</li></ul>	2024: 100% of sites mapped  2024: Implementation for 75% of our quarries production in France. One pilot site abroad  2021-2024: Trainings- and 20 audits	2, 3, 5, 8, 9
	<b>Climate change</b> <ul style="list-style-type: none"><li>GHG emissions reduction targets aligned on a 2°C trajectory - SBTi validated.</li></ul>	- 36% in 2030 (base year 2018)	
	<b>Invasive alien species (IAS):</b> <ul style="list-style-type: none"><li>Integrate prevention and control measures</li><li>Privilege the use of native species in revegetation operations.</li></ul>	2024 : > 60% of the sites with an IAS management plan.	
	<b>Pollution</b> <ul style="list-style-type: none"><li>Reduce Chemical inputs.</li><li>Reduce environmental impacts and maximize the efficient use of natural resources. <i>(actions are defined in the <b>Universal Registration Document</b> p.64).</i></li></ul>	2024: «Zero pesticide»  Objectives for the Group: <b>URD p.64.</b>	
	Conceive, implement, follow and diffuse projects like: <ul style="list-style-type: none"><li>SYMBIOSIS: International scientific partnership project enhancing mine rehabilitation in tough conditions.</li><li>ECOVAL: Offset dynamic and ecological equivalence assessment tool.</li><li>Territorial strategy for an optimized mitigation.</li><li>Programs on pilot sites.</li></ul>	2020-2023	
		2024: 3 sites  3 existing pilots and 4 new ones.	
Engagement with our stakeholders	<ul style="list-style-type: none"><li>Organize International biodiversity events internally and with the local communities (incl. Open days in sites).</li><li>Develop Employees initiatives via SD Challenge.</li><li>Promote local partnerships with scientific structures and NGOs.</li><li>Diffuse Biodiversity data (INPN, GBIF, etc.).</li><li>Communicate projects results and contribute to scientific knowledge enhancement.</li></ul>	2020	2, 7, 8, 9 10
		2020-2024	

