



Imerys Health and Safety Charter

At Imerys we hold health and safety as a core value.

We care about our employees, contractors and visitors and cannot accept that somebody may be injured while working at or visiting our premises. Everyone is responsible for health and safety and must actively contribute. Managers and supervisors walk the talk and lead by example.

We are convinced that through the **continuous improvement** of our health and safety culture and systems we can achieve an **injury free workplace**. Our immediate priority is the prevention of **life changing accidents** and **fatalities**.

- **Employee commitment goes beyond respecting rules and procedures.** Everyone is personally responsible to proactively **identify and report unsafe conditions**, to ensure corrective actions are taken before an injury happens. Employees shall develop ideas for safety improvement and play an active role in their implementation.
- **Supervisors make sure ideas for improvements are acted upon and will coach their teams to develop competencies. Zero tolerance will be applied if our Serious 7 critical standards are breached.** Supervisors relentlessly look for opportunities to reduce risk exposure and will never let production priorities compromise safety.
- **Site managers are responsible for health and safety management on their site.** They ensure that protocols and guidelines are transformed into procedures aligned with local legal requirements and are accountable for full legal compliance of their operation. Site managers provide employees and contractors with adequate training in the **Imerys Take 5 and Serious 7 standards**. They spend as much **time** as possible **on the shop floor** and drive **continuous improvement** with their employees.
- **Senior leaders ensure that no business decision occurs at the expense of health and safety.** They **lead by example**, verify the implementation of Imerys systems through regular discussions with employees during site visits and provide the necessary resources.

Respecting health and safety standards is a **condition for employment** at Imerys. We recognize that a proactive health and safety culture can only be successfully developed through **collective ownership by all Imerys employees, contractors and visitors of our sites**.

Alessandro Dazza
Chief Executive Officer
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