



Imerys Diversity and Inclusion Charter

Workplace diversity is a combination of visible and invisible human differences. These differences may influence employees in their attitudes, behaviors, values and ways of working within their professional environment and include, but are not limited to gender, age, nationality, citizenship, ethnicity, religious status, educational background, sexual orientation, physical and mental abilities, marital and parental status, or political affiliation.

With an active presence across the world, at Imerys, we strive to recognize, accept and value differences as an asset, fostering an inclusive environment based on mutual respect and dignity.

We aim to embrace this diversity and facilitate inclusion in all its dimensions in order to be an attractive Group for a diverse workforce, to foster an environment of innovation and creativity, to help enhance business decisions and thus to drive a high-performance culture.

This Diversity and Inclusion Charter formally outlines Imerys' commitment and responsibility to achieving and valuing diversity and inclusion across our Group.

Under this Charter we are committed to:

- **Promote a culture based on mutual respect and appreciation**, where the value and contribution of each individual is welcomed and recognized.
- **Develop programs** focused on achieving greater diversity as well as inclusion both at global and local levels.
- Respect and promote the **principle of non-discrimination and equal opportunity** in all aspects of our operations, in particular with regards to human resources management.
- **Work together to eliminate any barriers or unconscious biases** that may run contrary to the culture of diversity and inclusion we wish to foster.
- **Openly share our commitment** to diversity and inclusion and **our expectations** for non-discrimination, ensuring there is no place for any form of bullying, harassment or behavior that is divisive or open to misinterpretation.

We shall keep all our stakeholders, internal and external, informed of our objectives and the practical results of our collective commitment, regularly reviewing our diversity and inclusion performance in a continuous improvement cycle.

Alessandro DAZZA
Chief Executive Officer
February 17th 2020

