

UNLOCKING
BETTER
FUTURES

OUR SUSTAINABILITY AMBITION ²⁰²³





Leah Wilson,
Chief Sustainability Officer

“At Imerys, we are striving to unlock the sustainable potential of minerals. We are committed to operating in a responsible manner, respecting natural ecosystems and ensuring that our solutions benefit our stakeholders and society over the long term.”

SustainAgility

Our sustainability program

SustainAgility articulates Imerys' comprehensive approach to doing business in a way that creates value for internal and external stakeholders. The SustainAgility program is articulated around three axes.

Empowering our people

Making sure employees stay healthy and safe, safeguarding human rights and labor practices, nurturing talent, promoting diversity, equity and inclusion, and engaging with communities.

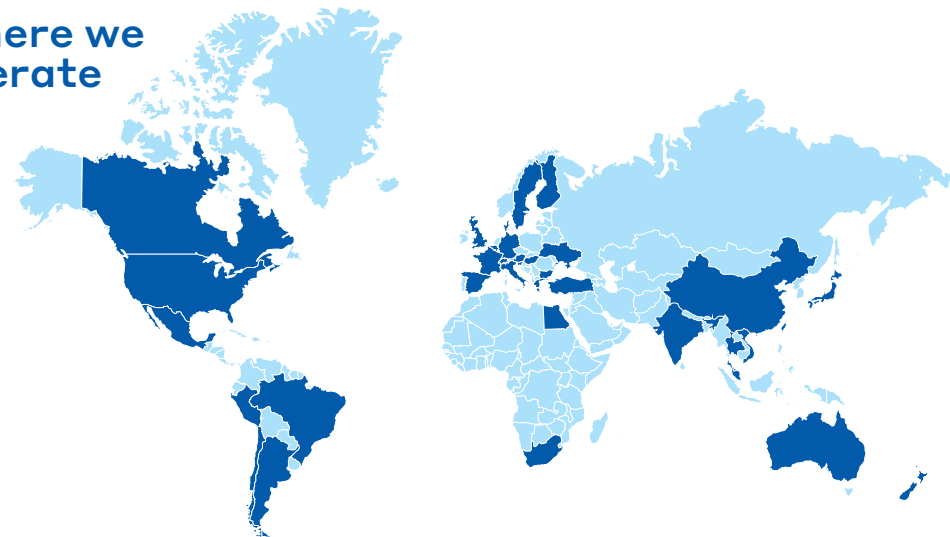
Growing with our customers

Behaving ethically, operating fairly, ensuring responsible purchasing, and advancing sustainable products and processes.

Caring for our planet

Protecting the environment, promoting natural resources efficiency, respecting biodiversity and acting on climate change.

Where we operate



Empowering our people

Imerys has operated mining activities around the world since 1880. As a responsible company and industry leader, we have always made people our primary focus. Every day, we act to ensure safe labor practices, safeguard human rights, nurture talent, promote diversity, equity and inclusion, and engage with our local communities.



Health & Safety



Health and Safety, at the core of our values

We have developed a proactive culture that we call **Safer Together**, which helps us to progress towards an incident-free and healthy workplace.

It is focused on four key areas: being positive about safety; placing health and safety above all; looking out for each other; and taking responsibility. The **Imerys Health and Safety Charter** sets out the responsibility expected of managers and employees.

We also go the extra mile with our

Imerys Connect Day, an annual event with dedicated workshops on health and safety. On this day, all our employees and contractors across all our premises worldwide discuss how their individual and collective behavior can help create a better, safer and healthier place to work. —

Safer Together
Building a Stronger Health & Safety Culture

Human Capital

Diversity, equity and inclusion make the difference

People matter. They are at the heart of Imerys' success. Across the world, Imerys strives to be an exemplary employer, creating an inclusive environment that not only promotes employee development, but that also fosters practices based on fairness, openness and mutual respect. Imerys is fully committed to accelerating efforts towards achieving the United Nations Sustainable Development Goals (SDGs), notably Gender Equality, Decent Work and Economic Growth.

In 2022, Imerys defined its three-year Diversity, Equity and Inclusion (DE&I) program, including a DE&I composite index. Through this program, Imerys sets ambitious targets and promises to monitor metrics in the areas of gender

balance, pay equity, underrepresented nationalities, and disability.

You can find more information as well as stories about talent and community engagement on [Imerys.com](https://www.imerys.com). —

30%

Target of senior management positions to be held by women by 2025

Growing with our customers

We believe sustainable products and solutions start with being a responsible company. So we are committed to maintaining the highest standards of business ethics, compliance and responsible purchasing. We grow with our customers by continuously improving the environmental impact of our solutions and the ethical standards of our processes.



Business Conduct

No compromise on ethics

SustainAgility underlines our commitment to **exemplary business conduct across all our operations**, and we expect our partners across the minerals value chain to share and promote the same principles. Imerys' **Code of Business Conduct and Ethics** sets out the ethical business direction we and our business partners must take to sustain our industry leadership and ensure that safety, sustainability, ethics, innovation and profitability all go hand in hand.

We also require our suppliers to adhere to the same high standards. Our Business Code of Conduct and **Supplier ESG Standards** are available on our website. —

75%

of our suppliers will be rated against sustainability criteria by 2025 (53% in 2022).

Portfolio Management

Mineral solutions for a sustainable future

At Imerys, we work tirelessly to provide innovative mineral solutions that help our customers tackle the various environmental and social issues the world is facing. We understand that our customers have many questions they need answered before making their decisions, such as: where do our mineral raw materials come from, how have they been produced and processed, what impact does their production have on the environment, and what sustainable benefits do they bring to downstream value chains?

We have developed the SustainAgility Solutions Assessment framework, aligned with international standards. This comprehensive approach assesses and scores the environmental and social impacts of our products based on life cycle assessments which include their carbon footprint. Our expert teams rate our products, and the best performing products are given the label PIONEER, demonstrating their superior sustainability and low environmental impact. All new products are assessed against this framework.

We invite you to visit our website to discover our portfolio of sustainable products and the **SustainAgility Solutions Assessment methodology**. —



Caring for our planet

Since 2017, Imerys has been addressing climate change as a priority for its business. The Group has committed to significantly reducing carbon emissions within its operations and value chain through transparent objectives and specific actions aligned with the Science Based Targets initiative (SBTi). Imerys also acts to continuously minimize the impact of its activities on the environment and is committed to preserving and promoting biodiversity.



Climate Change

Accelerating decarbonization

Our commitment to combating climate change runs deep.

We have defined our roadmap of decarbonisation and are implementing a climate transition plan across the Group; from the energy we purchase to the processes we use, from the way we manage our supply chain to the products we provide to our customers.

To further accelerate our decarbonization efforts, we recently updated our Scope 1 and 2 target to align with a more

-42%

Target to reduce scope 1 and 2 greenhouse gas emissions (tCO₂eq) from 2021 base year by 2030

ambitious 1.5°C trajectory, and set a new Scope 3 target based on the most recent SCBTi criteria. These new targets were validated by the SBTi in July 2023 —

Our levers for reducing our greenhouse gas emissions:

- Energy efficiency
- Fuel switching and biomass use
- Electrification
- Low carbon electricity
- Process innovation

-25%

Target to reduce scope 3 greenhouse gas emissions (tCO₂eq) from 2021 base year by 2030

Environmental Stewardship

Limiting the environmental impact of our activities

It all starts with preserving the mineral resources we use by constantly optimizing our mining and resources planning. We implement our **biodiversity program** to protect, restore and promote the sustainable use of ecosystems by focusing on the main causes of biodiversity loss: habitat loss and degradation, species overexploitation, climate change, pollution, and Invasive Alien Species. We have also prioritized water management across our operations to minimize our impact on water resources. To support the biodiversity program, Imerys has partnered with recognized scientific experts such as

the **French National Museum of Natural History**. In addition, the Group is committed to the **act4nature initiative**, which aims to mobilize businesses to protect biodiversity.

Visit [imerys.com](https://www.imerys.com) to discover more about how Imerys is taking action to protect the planet. —



act4nature
Les entreprises pour la biodiversité

Global ambition, local actions

Every objective and target we set is achieved through the dedication and efforts of our teams across the world. Here is a small sample of their recent proud moments.

Reducing our carbon footprint through solar energy in Malaysia



Imerys committed to a long-term partnership with B2B solar distributor TotalEnergies ENEOS in order to install a 1.8 megawatt-peak solar photovoltaic system at one of its Malaysian facilities. With the help of this system, 10% of the facility will be powered by renewable energy. With about 3,200 installed modules, the photovoltaic system will produce about 2,450 megawatt-hours of renewable electricity each year. This will result in significant cost savings and a reduction of Imerys' carbon footprint by about 1,600 tons of CO₂ emissions, equivalent to planting around 2,400 trees. —

Empowering South African women to succeed in the workplace

Imerys South Africa is empowering women in the mining industry by creating a platform to raise awareness around female empowerment in the workplace. The initiative stems from the South Africa Minerals Council's Women In Mining (WIM) program. Imerys South Africa launched its own WIM chapter called We Rise, which provides workshops and counseling services to help women achieve their full potential. —



Rehabilitating ecosystems in the Americas



Since 1996, Imerys has delivered significant environmental benefits through land reclamation across the Americas. By using nutrient-rich materials, the team has rehabilitated former quarries with flourishing flora and fauna. For example, our Sandersville site in Georgia, USA, has witnessed a significant increase in vegetation and wildlife, including wild turkeys and deer. To date, 4,410 acres have been rehabilitated in Georgia for use by the local community. —

SustainAgility Our roadmap



(-D to A)



Imerys rating above industry average (C)

Minings & Metals



(0 - 100)



Imerys rating above industry average (43)

Mining

**A robust performance recognized
by leading rating agencies (2022)**

For more information and up to date guidance
on our external Sustainability ratings, visit
Imerys.com

Results
2022

Target
2025

EMPOWERING OUR PEOPLE

HEALTH & SAFETY

Occupational safety management

Improve Group Safety Culture Maturity* across all business areas

3.0

3.3

Occupational health management

Increase global Occupational Health action plan improvement rate

NEW

75%

HUMAN CAPITAL

Diversity, Equity and Inclusion

Increase the score of the Diversity, Equity & Inclusion (DE&I) Index, including KPIs related to gender, nationality, disability and inclusion

NEW

100%

GROWING WITH OUR CUSTOMERS

BUSINESS CONDUCT

Ethics & compliance

Improve the external sustainability rating of the Group compared to 2022 assessment

69

+7%

Responsible purchasing

Deploy a sustainability rating scheme of Group suppliers (by spend)

53%

75%

PORTFOLIO MANAGEMENT

Product sustainability

Assess the Products in Application Combinations (PAC) of Imerys' product portfolio (by revenue) according to sustainability criteria
Ensure the Group New Product Developments are scored as SustainAgility Solutions **

55%

75%

75%

75%

CARING FOR OUR PLANET

ENVIRONMENTAL STEWARDSHIP

Environmental management

Reduce environmental impacts by assessing the maturity level of sites against environmental management requirements***

NEW

100%

Natural resource efficiency

Improve water management by ensuring major sites comply with new water reporting requirements***

NEW

100%

Improve mineral resources efficiency by ensuring priority sites (by mineral waste volume) comply with new mineral waste reporting requirements*** by the end of 2025

NEW

80%

Biodiversity & land rehabilitation

Reduce our impact on biodiversity by fulfilling our act4nature commitments and conducting biodiversity audits on 20 priority sites

NEW

20

CLIMATE CHANGE

Scopes 1 & 2

Reduce Group Scope 1 & 2 greenhouse gas emissions (tCO₂e) by 42% from 2021 base year in alignment with a 1.5°C trajectory

NEW

-42%
(2030)

Scope 3

Reduce Group Scope 3**** greenhouse gas emissions (tCO₂e) by 25% from 2021 base year

NEW

-25%
(2030)

* Maturity Level 3 corresponds to Proactive level on the Imerys Safety Culture Maturity Matrix, where Imerys Safety System is "fully implemented, employees are engaged and contribute actively".

** Based on the SustainAgility Solutions Assessment framework, a "SustainAgility Solution" is a product in an application that has scored within the two highest categories of the four possible categories. *** As defined by Imerys protocols based on leading international environmental standards.

**** Scope 3 emissions covered: purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, and investments



SustainAgility

FOSTERING POSITIVE CHANGES



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