



Imerys Health and Safety Charter

At Imerys, health and safety is a core value. **Every person matters!**

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 and to ensure corrective actions are taken before an injury happens. Employees shall propose ideas for safety improvements and play an active role in their implementation.
- **Supervisors make sure ideas for improvements are acted upon and coach their teams to develop competencies.** Zero tolerance is applied if our standards and procedures are breached. Supervisors relentlessly look for opportunities to reduce risk exposure and 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 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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