



Imerys Diversity, Equity and Inclusion Charter

Diversity, Equity and Inclusion (DE&I) are recognised as core Imerys values that empower our people to thrive in a safe and inclusive environment.

Diversity is our visible and invisible human differences. These include, but are not limited to, personal characteristics, perspectives, cultures, experiences and talents.

Equity is the fairness of treatment and acknowledgement that every employee is unique with different needs.

Inclusion is the recognition and acceptance of our differences as an asset.

We aim to embrace and facilitate diversity, equity and inclusion in all its dimensions in order to be an inclusive employer, to foster an environment of innovation and creativity, to help enhance business decisions and to drive a culture where every person matters.

Under this DE&I Charter we are committed to:

- **Promote a culture based on mutual respect and appreciation**, unlocking our collective potential.
- **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, ensuring there is no place for any form of discrimination, harassment, bullying or behavior that is divisive or open to misinterpretation.
- **Openly share our commitment** to diversity, equity and inclusion and **our expectations** for non-discrimination.

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

Alessandro Dazza
Chief Executive Officer
September 26th 2023

