



Imerys Sustainability Charter

At Imerys, we aim to **Unlock Better Futures** for our people, our customers and our planet. We respect the world in which we operate. We are committed to our role in society, to meet our obligations to the countries and communities in which we do business, as well as to act as responsible environmental stewards. We aim to bring everyone together around a shared purpose to continually improve our products and processes, our relationships and ourselves in order to act as a force for positive change. We contribute to sustainable development through **SustainAgility**, our Group Sustainability program.

Under this Group Sustainability Charter we are committed to:

Empowering our people

- **Ensuring that health and safety come first** by developing and continually improving our health and safety culture and systems, with all our partners, to achieve a healthy and injury-free workplace.
- **Developing our human capital** by respecting internationally recognized human rights and labor practices as set out in our Code of Business Conduct and Ethics, investing in the talent and skills of our employees, promoting a workplace culture of diversity, equity and inclusion and engaging with local communities to foster transparent dialogue and sustainable local development.

Growing with our customers

- **Ensuring exemplary business conduct** with all our partners by maintaining the highest standard of business ethics and compliance, respecting and implementing fair operating practices, and ensuring responsible purchasing within our value chain.
- **Advancing sustainable products and processes** through an innovative portfolio management that provides sustainable solutions to society.

Caring for our planet

- **Acting as responsible environmental stewards** by assessing environmental risks and continually improving control measures to reduce adverse environmental impacts, maximizing the efficient use of natural resources and conserving and creating biodiversity.
- **Reducing the impacts of climate change** through the implementation of a long-term climate change strategy to support international commitments and global targets.

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

Alessandro Dazza
Chief Executive Officer
September 26th 2023