

IMERYS' INDIVIDUAL COMMITMENTS IN *act4nature*



Imerys is a French company and a world leader specialised in industrial minerals. Operating in more than 50 countries on 270 sites, the group generated sales of €4.6 billion in 2017. It extracts and processes minerals.

Imerys respects the world in which it operates and has been committed to preserving biodiversity for many years. Much of our activity involves quarrying and mining throughout the world, often in sensitive environments, which makes our commitment to local action all the more important. We are involved in numerous projects to revitalise natural environments, preserve biodiversity and safeguard threatened species worldwide.

We pay particular attention to sites in or near sensitive areas; all of these sites have a Biodiversity Management Plan⁽¹⁾.

Given the serious global threat to biodiversity, Imerys wanted to further structure and harmonise its approach, in order to continue transforming and mobilising the group and its teams around this major issue, which is particularly important to the extraction industry. As one of the priorities of its Corporate Social Responsibility (CSR) strategy, Imerys has designed and implemented a biodiversity project in line with international CSR standards⁽²⁾, the main goals of the National Biodiversity Strategy and the general commitments of *act4nature*.

Between June and December 2017, Imerys carried out an assessment of the issues facing its business, in collaboration and consultation with key stakeholders, and based on the EBEvie approach.

The action program was drawn up between late 2017 and early 2018 by an internal working group involving a range of support and operational functions.

This program is designed to respond to these challenges and will be implemented at all Imerys sites around the world.

It is based on four key areas:

- 1 design and deploy a global continuous improvement approach
- 2 initiate and conduct studies and research on biodiversity knowledge and conservation
- 3 develop pilot projects
- 4 raise awareness, train and involve internal and external stakeholders

The ambition and complexity of the project led Imerys to form a scientific partnership for the period 2018-2021 with the UMS 2006 Patrimoine Naturel (Muséum National d'Histoire Naturelle - Agence Française pour la Biodiversité - CNRS) to advise and support it in this initiative.

(1) Learn more: Imerys website - paragraph 6.4, chapter 6 of the 2017 CSR Report - Cerabees program on the "Imerys Replay" channel on www.youtube.com/user/ImerysReplay

(2) The main principles of the UN Global Compact and the Sustainable Development Goals (SDG):

Principle 7: businesses should support a precautionary approach to environmental challenges

Principle 8: undertake initiatives to promote greater environmental responsibility

Principle 9: encourage the development and diffusion of environmentally friendly technologies

SDG 15: protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halve biodiversity losses.

INDICATORS / APRIL 2018 - MARCH 2021

- Sensitivity mapping of sites in France (end 2018) and internationally
- Continuous improvement framework (1st version in 2019)
- General guide to good practice (1st version in 2019)

1 Develop and deploy a roadmap to understand and measure the impact of our activities on biodiversity and take action in response to commitments 1, 2, 3, 5, 6, 9.

Imerys, with the scientific support of the UMS 2006, launched an analysis of the impact of its activities, based on the environmental sensitivity mapping of its sites and an inventory of biodiversity practices. This study will allow us, on the one hand, to identify areas that warrant the implementation of priority actions, and, on the other hand, to develop a framework of good practice. In parallel, with the help of its partner, Imerys will design and implement, at each of its sites, an improvement framework including the following key elements: knowledge of the environment, integration of the ERC approach, and the evaluation and monitoring of actions. This global approach will be informed by the findings of the studies carried out in areas 2 and 3.

INDICATORS / NOVEMBER 2018 - JUNE 2021

- Mapping of related stakeholders
- Number of publications

2 Initiate and participate in studies and research and development projects on understanding and preserving biodiversity in France and internationally, in response to commitments 1, 2, 3, 6, 7, 9, 10.

The implementation of the project as a whole requires us to develop robust tools and methodologies adapted to Imerys' activities and operational locations. The group is committed to supporting bibliographic studies and research contributing to their development.

This work, coordinated by the UMS 2006, will draw on the knowledge and expertise of local partners, including NGOs, universities and local authorities. To this end, we will draw up a mapping of partners by country.

Research findings will be the subject of scientific publications and presentations to our stakeholders.

INDICATORS / APRIL 2018 - DECEMBER 2020

- 2018 pilots in France, Greece, Brazil and the UK
- Implementation of the EQI (Ecological Quality Index) in France and international test

3 Develop pilot projects to improve our knowledge and validate our overall strategy, in response to commitments 1, 2, 3, 5, 6, 7, 9.

Imerys operates in more than 50 countries with highly varied contexts, including environment, climate, regulations etc... This diversity is a major challenge for the deployment of a global strategy that needs to address all operations regardless of their specific characteristics. Pilot projects will be launched in several countries to validate the tools and methodologies developed and to refine the improvement approach. The sites, selected for the diversity of their challenges, will serve as "laboratories"; and as such will be studied and monitored regularly under the coordination of the UMS 2006 and with the support of local partners.

INDICATORS / APRIL 2018 - MARCH 2021

- Number of employees trained
- Number of Biodiversity projects for the SD Challenge
- Number of local partners

4 Raise the awareness, train, mobilise and engage our key stakeholders in response to commitments 2, 7, 8, 9, 10.

This "Biodiversity" commitment is a pivotal project for Imerys. At its design, piloting and porting phase, it will use functional and operational resources. To ensure ownership of the process by all employees, we plan to implement "biodiversity" awareness and training modules. We will promote and disseminate good practices and support innovative initiatives at each of our sites through an internal competition, the "SD Challenge", which includes a large number of projects relating to biodiversity.

Because biodiversity action requires local action, Imerys is committed to strengthening and increasing the number of its partnerships with local naturalist and scientific organisations in order to work with them closely on its project.

Imerys' commitment to biodiversity has been validated by the group's Executive Committee and approved by its President. A joint committee (UMS 2006/Imerys) will manage and monitor the project.