

Imerys’s individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
1 2 3 5 6 7 9 10	Research & Development Initiate and participate in research and development studies and projects on biodiversity knowledge and preservation in France and internationally	Worldwide	N/A	Mapping of relevant stakeholders Number of publications	2021	Closed	The Group has mapped its stakeholders and, in parallel, an indicator on local biodiversity partnerships has been in place since 2021 The MNHN has compiled a list of national objectives and action plans resulting from the <i>Convention on Biological Diversity (CBD)</i> in countries where Imerys operates External publications 2018-2020: - 2019: “ <i>Mediterranean ecosystems: understanding them better to restore them better</i> ,” produced by the MNHN, was published in the journal <i>Espaces Naturels</i> - 2020: “ <i>Quarry rehabilitation in the Mediterranean region: challenges or essential needs?</i> ”, produced by the MNHN, was published in the book “ <i>Ecological redevelopment of mining sites in the Milos region, Greece</i> ” by the CNRS-L and the AUF	Internal audit
1 2 3 5 6 7 9	Knowledge development & strategy Develop pilot projects to improve knowledge and validate the company’s overall strategy	Worldwide	N/A	2018 pilot projects in France, Greece, Brazil, and the United Kingdom Rollout of the <i>IQE (Ecological Quality Index)</i> in France and international testing	2020	Closed	2018-2020: Pilot projects in France, Greece, and Brazil. This commitment involves long-term actions. As such, the commitment has been included in the following commitments <i>[ref. cell C19]</i> Objective in France: Support the “ <i>Avoid-Reduce-Compensate</i> ” (<i>ARC</i>) approach and its application to biodiversity management throughout the life cycle of an extractive project. Launch of two R&D projects: - Establishment of indicators to assess the ecological equivalence of offsets <i>(project underway at three pilot sites)</i> - Anchoring of a site biodiversity strategy within its territory Objective in Greece: Support existing initiatives and develop a research project to improve rehabilitation operations. Implementation of a new R&D project addressing site reforestation issues Objective in Brazil: Evaluate current biodiversity management practices, propose new rehabilitation strategies, implement a new R&D project that addresses site reforestation issues The IQE could not be transposed outside France, but other indicators were tested The UK pilot site has been replaced by other sites where the BIRS indicator has been tested	Internal audit
1 3 4 5 7 9	Group strategy Quarterly review of our commitments by the “ <i>CSR Steering Committee</i> ” made up of members of the Executive Committee Define and implement internal requirements in favor of biodiversity at every stage of a career	Worldwide	N/A	2024: 100% of sites	2024	Closed	Governance is in place and sustainable development committees meet regularly Internal requirements are defined and implemented for 100% of the Group. The internal biodiversity policy is implemented and rolled out across all sites in the form of the <i>Biodiversity Protocol</i> . Taking into account the Group’s main impacts on nature and the five main global drivers of biodiversity loss, the policy defines the actions expected in terms of management, knowledge of global and local biodiversity, implementation of <i>ARC (Avoid-Reduce-Compensate)</i> measures, training, and stakeholder relations	Internal audit
1 3 4 5 7 9	Continuous improvement tools Develop and deploy an environmental maturity matrix to assess site progress and implement action plans, and deploy the “ <i>biodiversity toolbox</i> ” to develop best practices for biodiversity	Worldwide	N/A	More than 60% of total mining extraction	2024	Closed	The Matrix and <i>Toolbox</i> are deployed at all extraction sites and used continuously by the sites as follows: - the protocol provides guidelines to follow - the Matrix enables progress to be assessed and areas for improvement to be identified - the Toolbox provides sites with technical advice on how to make these improvements Initially planned to cover 60% of mining operations, these tools are now used by 100% of extraction sites	Internal audit
2 3 5 8 9	Habitat modification Map site biodiversity issues using multi-thematic geographic analysis (<i>MNHN</i>) Deploy ecological quality indicators and associated action plans Prevent and avoid negative impacts wherever we operate by training staff in the sequential steps of the mitigation hierarchy (<i>ARC</i>) Restore natural habitats during and at the end of our operations	Worldwide	N/A	2024: 100% of sites mapped 2024: 75% of production from our quarries in France. One pilot site abroad 2021-2024: Training and 20 on-site audits Implementation of rehabilitated surface area indicators	2024	Closed	Mapping of issues: an ecological atlas has been developed for each operational site <i>(factories and quarries)</i> to identify the ecological issues of the sites and their surroundings, and an assessment methodology has been published: 172 individual atlases, 1 global atlas and 1 public methodological guide Ecological quality indicators: several indicators deployed at pilot sites <i>(BIRS at one French site and two international sites, IQE at two French sites, PERSICAIRE at one French site, Ecoval at three French sites, STOC at one French site)</i> Training: throughout the commitment period, the Group developed webinars and organized training days on the <i>ARC</i> approach, for example: - in 2020, a training day was developed and led in partnership with and with the participation of the DREAL. This day was intended for people with environmental responsibilities at French sites - four workshops were designed and led by the environmental team, enabling the training of engineers in charge of implementing mining plans at the sites. The group’s “ <i>mining and resources</i> ” directors and the group’s “ <i>mining and resources</i> ” vice president were made aware of the <i>ARC</i> sequence during a specific training session delivered in 2021 - the Group’s e-learning training program offers a biodiversity training course in which the <i>ARC</i> sequence and its link to internal policy are explained. To date, 1,764 people have participated in this training - interactive workshops have been offered to local teams and training materials on <i>ARC</i> measures have been designed and shared with environmental teams. These workshops focused on sites where the <i>ARC</i> approach is not regulatory Audits: Every year, Imerys organizes a training seminar for EHS auditors. In 2022, the biodiversity protocol and the associated tools <i>(maturity matrix)</i> used to assess it were presented. During subsequent seminars, the treatment of priority topics to be taken into account during audits was reinforced. Since 2023, biodiversity requirements have been audited using a maturity matrix. To date, more than 20 sites have been covered This commitment will be strengthened in order to identify priority sites in terms of biodiversity and carry out a specific biodiversity review, with associated improvement actions, independently of EHS audits Rehabilitated surface area indicators: The indicator was defined and implemented in 2021. It is completed by the sites in the company’s internal reporting tool	Internal audit
2 3 5 8 9	Invasive alien species (IAS) Integrate prevention and control measures Prioritize the use of native species in revegetation operations	Worldwide	N/A	More than 60% of sites with an IAS management plan	2024	In progress	The biodiversity protocol requires sites to implement measures to prevent and control invasive alien species (IAS). 100% of sites have created and are implementing a <i>Biodiversity Action Plan (BAP)</i> , some of which, having been audited beforehand, include measures to prevent and manage IAS. However, the proportion of sites with a specific IAS action plan has not been fully calculated. Implementation is ongoing The selection of native species in revegetation operations is part of the Group’s internal policy and is included in the <i>Biodiversity Protocol</i>	Internal audit
2 3 5 8 9	Pollution Reduce chemical inputs Reduce environmental impacts, and maximize the efficient use of natural resources <i>(actions defined in the Universal Registration Document)</i>	Worldwide	N/A	“ <i>Zero pesticides in the Group</i> ”	2024	Closed	The Group has introduced an indicator to calculate and monitor the quantity of herbicides used on green spaces at each site Communication campaigns have also been conducted to publicize the ban on the use of herbicides on green spaces. The consolidated results show that the amount of herbicides used is very low and that, in certain cases where they are used, there are no effective alternatives. This is the case, for example, for the treatment of certain invasive alien species, or when the environmental authority itself prescribes their use	Internal audit
3 5 9	Design, implement, monitor, and disseminate R&D projects Symbiosis: International scientific partnership aimed at improving mine rehabilitation in difficult conditions Ecoval: Tool for assessing the dynamic and ecological equivalence of offsets Territorial strategy for optimal mitigation Pilot site programs	Symbiosis: Greece, Brazil, and France Ecoval & territorial strategy: France Pilot sites <i>(existing and new)</i> : Brazil, France, Greece	N/A	Symbiosis: rollout over the 2020-2023 period Ecoval & territorial strategy: rollout at three sites by 2024 Pilot sites: three existing pilot sites and four new sites	2024	In progress	The Symbiosis project was carried out with scientific partners at two international sites. The project has been completed The Ecoval project was tested at three sites and will continue at certain sites at a frequency yet to be determined At other pilot sites, other indicators have been tested. As part of the European project “ <i>Life in Quarries</i> ”, a tool called “ <i>bioplanner</i> ”, developed to identify and manage temporary nature in quarries, has been tested The territorial strategy project for optimal mitigation has been launched but is currently on hold for operational reasons	Internal audit
2 7 8 9 10	Engagement with our stakeholders Organize biodiversity events at all our sites, either internally and/or with local communities <i>(open days)</i> Promote employee initiatives through the <i>Sustainable Development Challenge (SDC)</i> Develop local partnerships with scientific organizations and NGOs Communicate project results and contribute to improving scientific knowledge Disseminate biodiversity data <i>(INPN, GBIF, etc.)</i> from R&D projects	Worldwide	N/A	300 events by 2024 30 projects by 2024 By 2024, 30% of mining will be carried out on sites that have a partnership with a scientific organization or NGO Annual communication	2024	Closed	Imerys has carried out various initiatives, with internal and external stakeholders, to raise awareness among its stakeholders about biodiversity issues In 2021, an interactive workshop on biodiversity was included in the program for “ <i>Imerys Connect Day</i> ” at all of the Group’s sites, offices, and laboratories. Participants took part in workshops on the causes of biodiversity loss, interspersed with collaborative sessions to identify actions and solutions to reduce potential impacts Between 2021 and 2024, 103 initiatives were presented through the <i>Sustainable Development Challenge</i> in the Biodiversity and Rehabilitation category The Group produced an educational video on biodiversity for its employees to share details of the program and raise awareness In 2021, an internal environmental community was created and the Group organized educational sessions on biodiversity for employees to promote the dissemination of best practices and knowledge on biodiversity throughout the Group. To contribute to the goal of no net loss and prevention of negative impacts, Imerys continues to train its staff in the application of the <i>Hierarchy of Mitigation Measures (ARC sequence)</i> Imerys also rolled out an e-learning training course on biodiversity in 2021, which will be updated in 2023. This 20-minute course, developed by the Group’s environmental department, is mandatory for all company managers, from the CEO to site managers. It is also available to all employees with an email address Imerys also continues to participate in external forums dedicated to biodiversity with other industrial players and associations. In particular: - 2021: <i>International Union for Conservation of Nature (IUCN) World Conservation Congress</i> , GBIF Business Seminar - 2022: IQE Community of Practice - 2024: Biodiversity and Economy Forum Imerys also shares ecological data on the GBIF and SINP platforms. By the end of 2024, 2,661 data points had been shared In its biodiversity protocol, the group encourages its sites to establish partnerships with a scientific organization or local NGO. This indicator is measured annually	Internal audit

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.