

IMERYS SUPPLIER ENVIRONMENTAL, SOCIAL & GOVERNANCE STANDARDS



IMERYS COMMITMENTS

Imerys is committed to act as a responsible corporate citizen worldwide, with the aim to fully align with and contribute to the United Nations Global Compact and the United Nations Sustainable Development Goals. We believe that high standards for social and environmental behavior in all of our businesses are essential and as business partners, we expect our Suppliers¹ to follow the same principles. These principles and commitments are expressed in the Imerys Code of Business Conduct and Ethics² (the Code) and are the framework upon which the Imerys Group Corporate Social Responsibility “SustainAgility” ambitions are based. The international standards behind the Imerys Code and our shared commitment to leadership, integrity and transparency, and respect for all relevant laws and regulations serve all stakeholder interests.

SUPPLIER COMMITMENTS

The following standards (the Standards) outline the minimum requirements Imerys expects of its Suppliers for all operations under Supplier’s own control. The Standards are based on the fundamental principles of Human Rights, as defined by the Universal Declaration of Human Rights (United Nations 1948), the Fundamental Conventions of the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises (2011) and the Ten Principles of the UN Global Compact (2000).

Imerys Suppliers shall always comply with all applicable laws and regulations.

HEALTH AND SAFETY

- Comply with all applicable occupational health and safety regulations.
- Implement a health & safety management system in line with recognized international standards.
- Comply with applicable Imerys occupational health and safety policies and protocols for any works being undertaken by Suppliers on Imerys sites.
- Identified, assessed and mitigated all health & safety hazards to as low as reasonably practicable.
- Take the necessary actions to prevent accidents, work related injuries and occupational illnesses.
- Ensure that all workers exposed to specific health & safety hazards received effective and appropriate training.
- Provide the workers under Supplier’s responsibility with the appropriate personal protective equipment.

HUMAN CAPITAL

- Respect internationally proclaimed human rights of all employees, contractors, and third-party employees as well as the communities in which they live.
- Prevent child labor in full accordance with the ILO conventions including on the age limits and type of work permitted.
- Eliminate all forms of forced and compulsory labor in full accordance with the ILO conventions.
- Prevent and take corrective actions against any form of harassment or discrimination based on race, gender, age, nationality, religion, sexual orientation, marital, parental and family status, ethnicity, disabilities, political or trade union affiliation or any other dimension.
- Take decisions concerning employment based on relevant and objective criteria such as competence, experience and performance.
- Promote and develop inclusion to ensure sustainable diversity of the workforce.
- Uphold the freedom of association and the right to collective bargaining. (In countries where the right to freedom of association is regulated, restricted or prohibited by law, the Supplier does not hinder alternative forms of independent and free Worker representation.)
- Comply with the legal limits, as defined in applicable local regulations and/or in applicable collective conventions, for employee compensation and working hours.

¹ The term Supplier in the Standards also includes Imerys contractors and subcontractors.

² Imerys Code of Business Conduct and Ethics: www.imerys.com

ENVIRONMENTAL STEWARDSHIP

- Comply with all applicable environmental regulations.
- Implement an environmental management system in line with recognized international standards.
- Comply with applicable Imerys environmental policies and protocols for any works being undertaken by Suppliers on Imerys sites.
- Ensure that all environmental risks and impacts are identified, assessed and mitigated to as low as reasonably practicable.
- Control the consumption of energy, water and raw materials to maximize the sustainable use of resources.
- Limit the production of waste and promote waste recovery and/or elimination.
- Promote the development and dissemination of environmentally friendly practices, including through effective and appropriate training.

CLIMATE CHANGE

- Take the necessary actions to reduce the impacts of climate change associated with Supplier's own value chain, including defining greenhouse gas emission reduction targets aligned with international commitments.
- Provide information on greenhouse gas emissions or energy consumption data associated with the materials or services provided to Imerys, if requested.

BUSINESS CONDUCT

- Comply with all applicable national and international antitrust and trade control regulations.
- Avoid all public and private corruption, both passive and active, including extortion, bribery, influence peddling, facilitation payments or favoritism.
- Abstain from any direct or indirect support to non-state armed groups, especially through the extraction, transport, trade, handling or export of minerals (procuring minerals from, making payments to or otherwise providing logistical assistance or equipment to).
- Respect the rights of local communities, in particular vulnerable groups.
- Ensure the respect of human rights by public or private security forces used for protection of Supplier's sites or assets.
- Provide information on the traceability of the sites where raw materials are extracted and processed or where materials purchased by the Suppliers are manufactured, if requested.

PRODUCT MANAGEMENT

- Comply with the laws and standards that are applicable in the country or countries where Supplier's products are delivered.
- Provide information on the registration of Supplier products in specific jurisdictions, if applicable and requested.
- Provide information on the environmental, health and safety impacts of Supplier products or manufacturing procedures associated with materials or services provided to Imerys, if requested.

Supplier shall make every effort to cascade these requirements to their own Suppliers, contractors and subcontractors, in general, and in particular among those involved in manufacturing products or providing services for Imerys.

SUPPLIER COMPLIANCE

Our relationships with our Suppliers are based on mutual trust and respect. Imerys' purchasing processes are based on Supplier selection criteria that are objective, fair and loyal, with the goal of ensuring fair treatment. All confidential observations, discussions and written information received from our Suppliers associated with the Standards shall be treated confidentially by Imerys, our employees and any appointed third party organisations.

Compliance with the requirements of the Standards are considered a prerequisite for working with Imerys. Compliance may be demonstrated with the Supplier's own code of conduct provided it is equivalent. Imerys shall verify compliance through one or several of the following control measures:

- Self-declaration: All Suppliers shall sign the statement below committing to compliance with the Standards.
- Self-assessment: Suppliers may be asked by Imerys on a reasonable basis to complete a specific questionnaire related to compliance with the Standards.
- Audit: Imerys or a third-party acting on its behalf may launch on a reasonable basis on-site or distant reviews to verify the Supplier's compliance with the Standards.

Imerys reserves the right to immediately devise and implement necessary actions to mitigate impacts associated with non-compliance with the Standards by the Supplier. In the case Imerys has a reasonable suspicion that Supplier is directly committing a serious violation of the Standards, or sourcing from any party committing a serious violation of the Standards, Imerys may suspend or terminate the relationship with Supplier or take other measures Imerys deems necessary, without any liability toward Supplier.

Suspected violations of Imerys' Code of Business Conduct and Ethics by Imerys or Imerys employees should be reported to Imerys or can also be reported through our [whistleblowing](#) hotline, which is secure and confidential.

SUPPLIER SELF-DECLARATION

COMPANY NAME: _____

COMPANY TAX ID OR VAT NUMBER: _____

COMPANY DETAILS: Street Address _____

City _____

Country _____

Postal Code _____

We hereby confirm that we have read, understood and that we agree to comply with the terms in the Imerys Supplier Environmental Social and Governance Standards. We acknowledge and agree that Imerys may immediately devise and implement necessary actions to mitigate impacts associated with non-compliance with the Standards by the Supplier. In the case Imerys has a reasonable suspicion that Supplier is directly committing a serious violation of the Standards, or sourcing from or linked to any party committing a serious violation of the Standards, Imerys may suspend or terminate the relationship with Supplier or take other measures Imerys deems necessary, without any liability toward Supplier.

NAME: _____

FUNCTION: _____

SIGNATURE: