Biodiversity report 2024

Preserving natural heritage

IMERYS

Contents

Welcome

Welcome to Imerys' biodiversity report 2024, designed to update our shareholders, customers, employees and other stakeholders on the key elements of our biodiversity strategy, and highlight the progress we are making towards our long-term ambition of no net biodiversity loss.

The world is experiencing an unprecedented and dangerous decline across all species and ecosystems. As such, reversing the curve of biodiversity loss is a critical challenge that we must address collectively.

As the world's leading supplier of specialty mineral and advanced material solutions, Imerys contributes to a vast range of products that touch every aspect of daily life. A wide variety of industries use our mineral solutions, from process manufacturing to consumer goods.

Our overriding purpose is to unlock better futures for our people, our customers and our planet. In striving to unlock the sustainable potential of minerals, we are committed to operating in a responsible manner, respecting natural ecosystems, and ensuring that our solutions benefit our stakeholders and society over the long term.

Due to the nature of our business, our operations can impact biodiversity and create pressure on the ecosystems surrounding our sites. This is why our biodiversity strategy, aligned with international objectives and commitments, is designed to better understand our footprint, identify our impacts and opportunities to combat biodiversity loss, and act accordingly.

We also recognize that while we have made significant progress toward minimizing our environmental footprint and fostering biodiversity, there is still much to achieve. The challenges of biodiversity conservation are ever-evolving, and we are committed to adapting our strategies over time to meet them.

Looking ahead, we have already identified new priorities and actions to deepen our impact and are actively pursuing partnerships with external scientific and other organizations to strengthen our approach. At Imerys, our dedication to preserving natural ecosystems drives us to constantly improve, innovate, and align with the highest standards of environmental stewardship. Together, we aim to create a positive legacy for biodiversity, contributing to a sustainable future for all.

Leah Wilson,
Chief Sustainability Officer


©Philippe Zamora

"We are committed to operating in a responsible manner, respecting natural ecosystems, and ensuring that our solutions benefit our stakeholders and society over the long term."

Imerys and biodiversity: at a glance

Our commitment

Manage the impacts of our operations on biodiversity and implement a comprehensive biodiversity improvement plan

Our long-term ambition

Preserve and restore nature, with the ultimate aim of no net biodiversity loss

Our achievements

100%
of our operational sites have completed an ecological atlas

65%
of our 20 priority sites have been audited for biodiversity as of 2024, with 100% projected by the end of 2025

100%
of our 82 sites with quarries have a Biodiversity Action Plan (BAP)

103
projects submitted by our sites to the Imerys Sustainable Development Challenge, focusing on biodiversity and rehabilitation, between 2021 and 2024

3000
biodiversity data points freely accessible via online information systems (SINP, GBIF) thanks to our partnership with PatriNat

Our global biodiversity roadmap

- **Work in partnership with international experts and scientists**
- **Understand our impact**
- **Raise awareness and engage our stakeholders**
- **Take action on sites to preserve and restore biodiversity**

Our progress toward achieving our 2021–2024 **Act4nature International** commitments

Continuously improving our environmental strategy and scientific expertise:

100%

Taking concrete action to fight against the major causes of biodiversity loss:

92%

Conducting studies and research on biodiversity and conservation:

87%

Raising awareness and engaging our key stakeholders:

95%

Imerys' biodiversity timeline

2004

First Imerys Sustainable Development Challenge

2018

- Joined Act4nature
- Established first scientific collaboration with PatriNat (2018-2020)
- Launched first pilot sites, biodiversity studies and indicators (IQE)
- Created our biodiversity management framework

2020

Renewed and reinforced our Act4nature International commitments

2021

- Launched biodiversity research and development programs at pilot sites in France (ECOVAL, STOC)
- Renewed PatriNat scientific partnership (2021-2024)
- Implemented internal biodiversity policy

2022

- Launched R&D project, Symbiosis, to improve the ecological rehabilitation of sites through a microbiology approach
- Introduced Corporate Biodiversity Footprint (CBF) methodology across the Group

2023

Extended ecological mapping of our sites worldwide

2024

Renewed scientific partnership with PatriNat (2024-2028)

ACHIEVING OUR BIODIVERSITY COMMITMENTS

"Biodiversity is all the different kinds of life you'll find in one area—the variety of animals, plants, fungi, and even microorganisms like bacteria that make up our natural world. Each of these species and organisms work together in ecosystems, like an intricate web, to maintain balance and support life. Biodiversity supports everything in nature that we need to survive: food, clean water, medicine, and shelter."

World Wildlife Fund for Nature (WWF)

©Alain Lefebvre

The biodiversity challenge

The world's biodiversity is declining at an alarming rate and is threatened with collapse. According to the World Economic Forum, 'biodiversity loss and ecosystem collapse' is one of the top three global risks over the next ten years.

The Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) has identified five human-activity-related drivers behind the global decline across species and ecosystems:

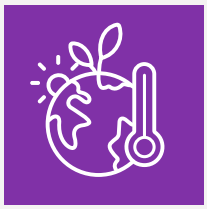
Major direct drivers of biodiversity loss

Changes in land and marine use (i.e. habitat loss and fragmentation)

Overexploitation of resources (i.e. through fishing and hunting)

The introduction of invasive alien species (IAS)

Soil, water and air pollution



Climate change

Imerys' mineral extractive sites have direct or indirect, temporary or permanent impacts on the environment, landscape and biodiversity, because they can:

- degrade or modify natural habitats and populations of different species
- affect natural resources (such as water, air and soil)
- make it easier for invasive alien species (IAS) to disseminate and establish themselves.

As such, Imerys has an active role to play in helping to protect and restore natural ecosystems.

That said, although our activities can put pressure on biodiversity, our quarries and other sites also represent an opportunity to recover nature. For example, we can recreate habitats to ensure the functionality of ecosystem services (the essential benefits that ecosystems provide to people), and contribute to the preservation of biological diversity through concrete conservation actions.

Our systematic sustainability approach

To help Imerys achieve its purpose of unlocking better futures for our people, our customers and our planet, we have implemented an ambitious and systematic Group-wide program, called **SustainAgility**. Aligned with the United Nations Global Compact Principles, this is a robust framework to inform our actions.

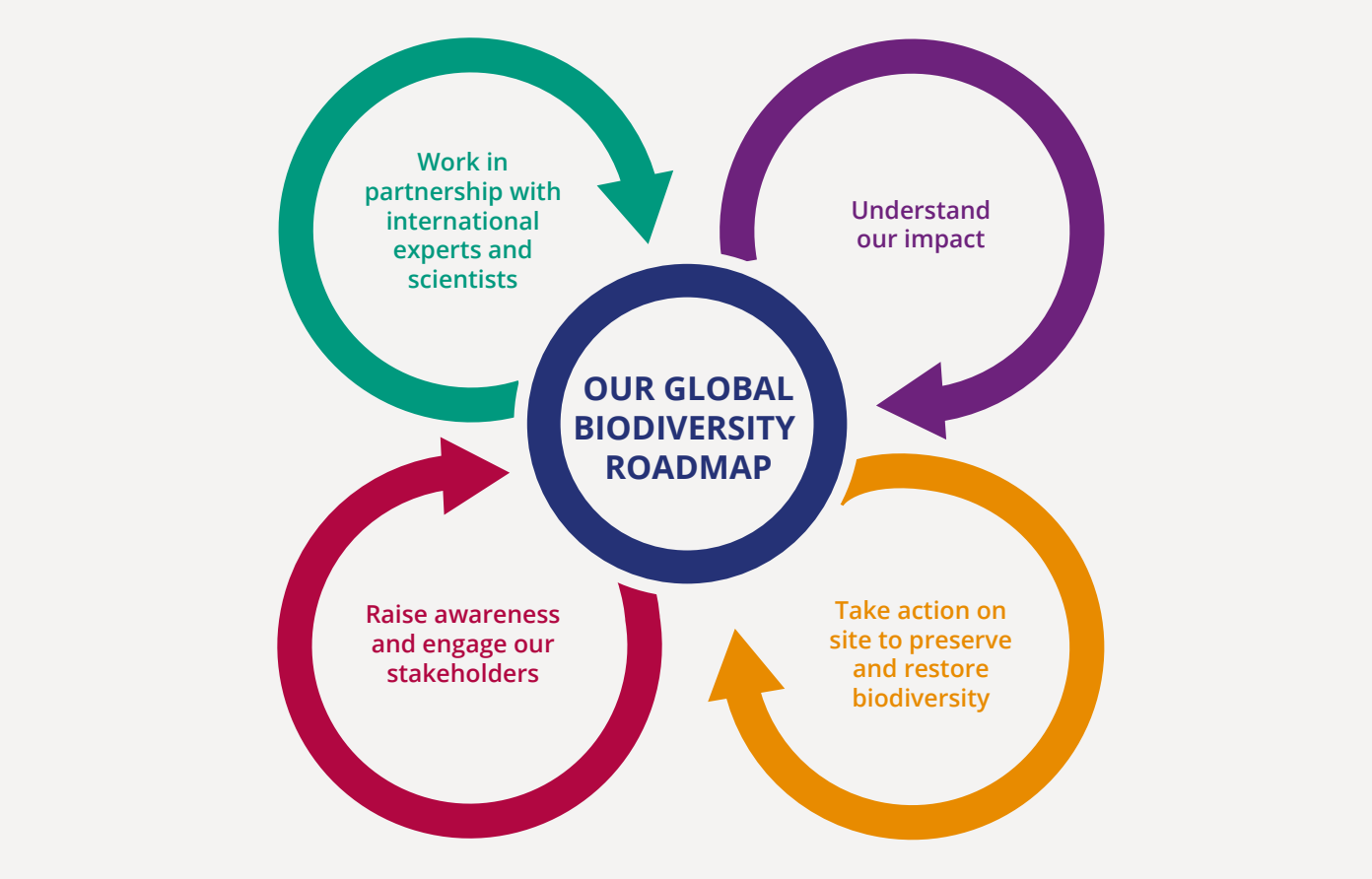
Minimizing the impact of our operations on biodiversity by implementing a comprehensive strategy to preserve and restore nature is a key pillar of our approach to environmental stewardship within SustainAgility. Helping to preserve the environment is a key part of our Group purpose, central to Imerys' values and an integral part of our business strategy. We are working towards a **long-term ambition of no net biodiversity loss.**

SustainAgility: vision and ambition

Our biodiversity roadmap

To coordinate our actions, we have developed a global roadmap to assess and address our biodiversity impacts. Rolled out in 2021, this outlines clear objectives and solutions, taking into account the diverse nature of our operations, locations and their individual ecological contexts.

Our research on biodiversity challenges and land rehabilitation projects helps to build our knowledge and inform our strategy. Raising awareness within Imerys about the main causes of biodiversity loss and what we can do to reduce it is also key to achieving our goals. Solving these challenges requires local action to take account of the characteristics of the areas in which we operate.



We have therefore developed our approach to biodiversity around the guiding principles of the mitigation hierarchy. We set out common standards and mandatory requirements expected across the Group to avoid, minimize, reduce, and offset our biodiversity impacts, while providing flexibility at a local level to address site-specific issues.

But the complexity of the global biodiversity threat means we cannot solve it alone. We partner with leading international organizations in this field and are a signatory to Act4nature International. These arrangements enable us to pool our technical expertise, share best practice, develop solutions and measure results.

This report provides more detail about the various actions outlined in our roadmap, and our progress toward achieving them.

Act4nature International commitments

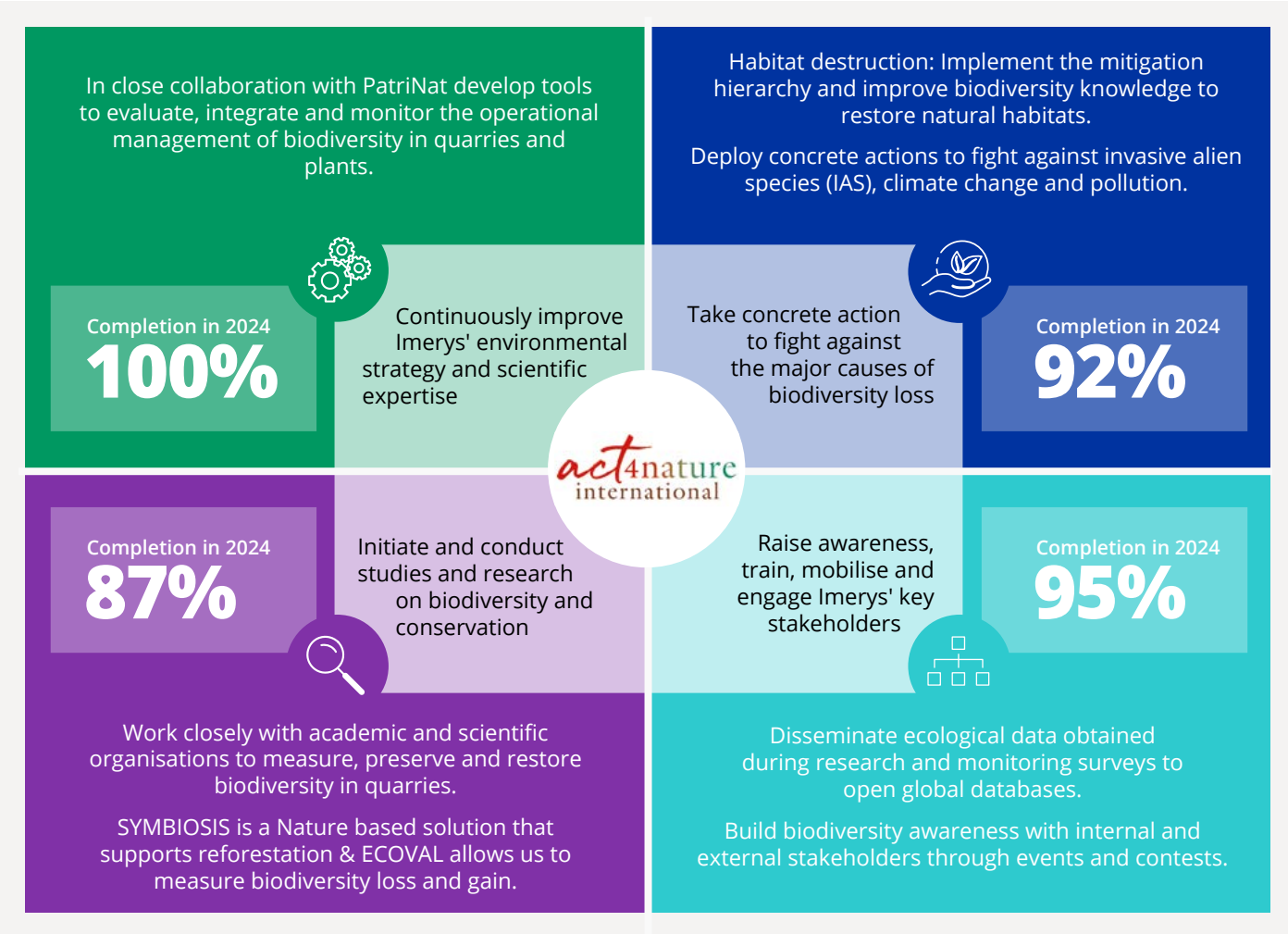
In 2018, Imerys joined Act4nature (now known as Act4nature International), a collaborative effort involving various stakeholders, designed to encourage businesses of all sizes to pledge their commitment to biodiversity conservation. This initiative seeks to create a collective response to protect, value and restore biodiversity, with company CEOs driving these efforts within their organizations.

By joining Act4nature International, Imerys became a signatory to ten common commitments, which require us to integrate the preservation of biodiversity into all our operations and take concrete action to provide solutions for the conservation of biological diversity and its restoration. (For more information about the ten common commitments, please visit the Act4nature International website.)

To ensure we meet the common commitments, we developed our individual commitments, which are tailored to our industry and our business's unique challenges and characteristics.

In 2020, we renewed and reinforced our commitments. This included publicly reporting our progress, setting new individual commitments and sharing our actions. Our individual commitments for 2020-2024 include 23 actions organized across four overarching themes, as shown below.

Progress toward achieving our Act4nature International individual commitments

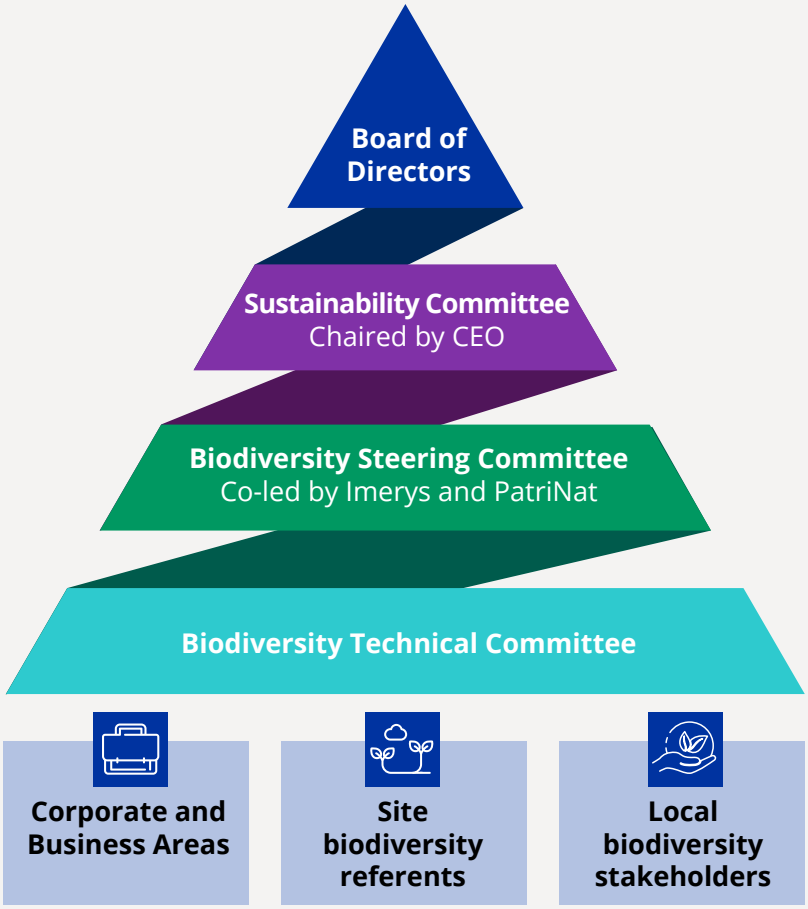


Ensuring effective governance

Our Board of Directors plays a strategic role in validating the Group's biodiversity commitments and monitoring progress. The Board's Strategy and Sustainability Committee is mandated to assess and provide recommendations on the Group's biodiversity program. Our Audit Committee scrutinizes sustainability-related information, including biodiversity impacts, risks and opportunities. The Board has appointed one of its independent directors as Environmental, Social and Governance (ESG) Referent Director to assist it and its committees in ensuring that environmental risks and opportunities are integrated into our business strategy.

Our biodiversity objectives and progress towards them are overseen by a Sustainability Committee, chaired by the Group CEO. Our biodiversity commitments are delivered through a dedicated organization within Imerys, with defined roles and responsibilities, a solid management system, time-bound action-plans, performance monitoring indicators, audit procedures and a continuous improvement process, as part of our SustainAgility program.

Imerys' biodiversity governance framework



Developing beneficial partnerships

Collaborating with expert strategic partners is a key aspect of our biodiversity strategy. We have a comprehensive network of partnerships with scientific bodies, international organizations and industry leaders that allow us to combine resources and expertise and share data so we can make a difference in protecting the environment together.

Our partnership with PatriNat

Alongside our engagement with Act4nature International (see page 9), we have established a scientific partnership with PatriNat, a French organization dedicated to promoting knowledge and data on biodiversity. It brings together experts from:

- the French National Museum of Natural History (MNHN)
- the French Agency for Biodiversity (OFB)
- the Institute of Research and Development (IRD)
- and the French National Center for Scientific Research (CNRS).

This collaboration is governed by two annual steering committees, involving the Imerys Chief Sustainability Officer and a PatriNat director, that review our Group biodiversity strategy and supervise our ongoing program. Technical committees meet at least twice a year to coordinate our various biodiversity projects.

Based on the success of this partnership initiated in 2018, which resulted in significant progress toward our biodiversity commitments, we renewed it in 2021, and again in 2024.

Our collaboration is structured around three pillars, as shown in the graphic below.

Our collaboration with PatriNat

Global policy framework

- Support and challenge Imerys' biodiversity strategy
- Mobilize knowledge on the biodiversity, conservation and restoration of our sites
- Create and deploy tools to reinforce biodiversity management on sites

Local fieldwork and scientific projects

- Improve understanding of key ecological components
- Develop biodiversity indicators
- Produce and share nature-based data
- Monitor the evolution of sites
- Trial actions to support biodiversity on sites

Communication and training

- Disseminate results to raise awareness and train our stakeholders on ecological issues, for example through seminars, workshops, learning resources and articles

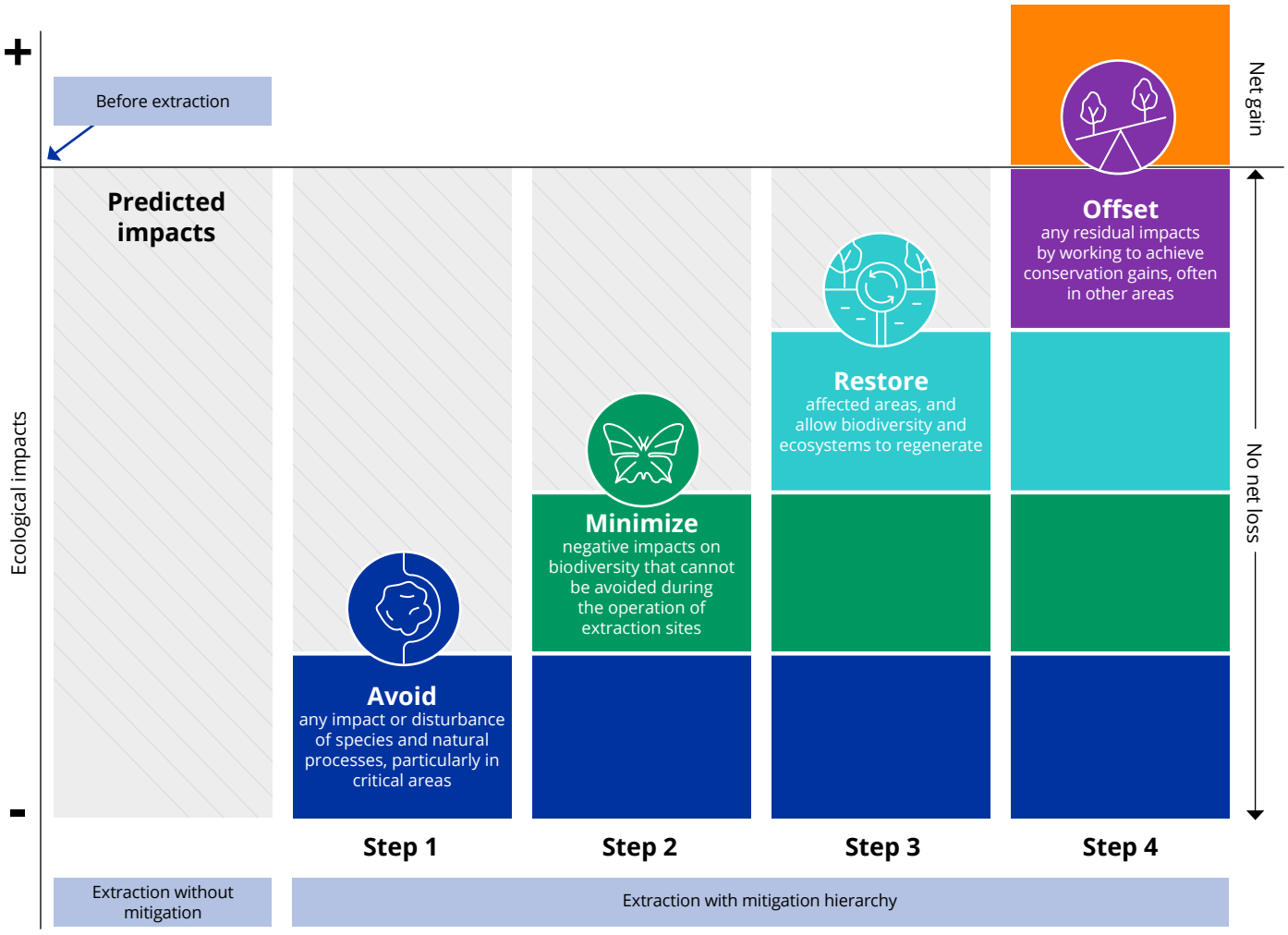
The President of the MNHN (National Museum of Natural History), Gilles Bloch, and the CEO of Imerys, Alessandro Dazza, sign the partnership agreement between these two organizations

Our collaboration not only benefits Imerys, but also provides PatriNat with opportunities to develop and test new tools, scientific methods and indicators, and to build its ecological knowledge and data.

Setting our biodiversity policy framework

Given the inherent complexity and interconnections within nature, it can be difficult to manage biodiversity. This complexity creates another challenge: there is no standardized method or single indicator to measure impacts on biodiversity. There are, however, recognized tools to manage ecological impacts. We adopted the mitigation hierarchy methodology, which is widely used to limit negative impacts on biodiversity, and consists of four steps: avoid, minimize, restore and offset. This hierarchy is the cornerstone of our biodiversity policy.

Mitigation hierarchy: management of biodiversity at each phase of the life cycle of a site



Our biodiversity policy

Our biodiversity policy, aligned with the mitigation hierarchy, sets out the common standards and minimum requirements expected across the Group to avoid, minimize, restore and offset the impacts of our operations on natural habitats, fauna and flora, through all stages of the life cycle of all sites.

Imerys biodiversity policy

Biodiversity management

Ensuring regulatory compliance, clear roles and responsibilities, and effective monitoring and reporting, as part of our environmental management system

Biodiversity knowledge and expertise

Carrying out inventories for the specific local context (including biodiversity sensitivity, flora, fauna, habitat and invasive alien species (IAS))

Mitigation hierarchy actions

Taking action to preserve biodiversity during all phases of the operational life cycle of a site based on the mitigation hierarchy

Training

Providing knowledge to local teams on key biodiversity requirements, tools, and techniques

Communication

Raising awareness of biodiversity challenges among internal and external stakeholders

OUR PROGRESS TO DATE


©MIF

Understanding our impact on the environment

Our operations directly interact with the natural environment. By understanding how our activities relate to local ecosystems, we can identify areas where we are able to manage our footprint and influence positive change. This not only helps Imerys to meet its regulatory requirements but also supports sustainable practices that benefit both the environment and our long-term business viability.

Evaluating our impact

In 2022, Imerys evaluated its high-level biodiversity footprint using the Corporate Biodiversity Footprint (CBF) methodology. This measures the extent of a Group's impact on biodiversity, taking into account the main direct pressures on biodiversity identified by IPBES. This is a useful tool to prioritize our actions in terms of where our impact is greatest.

The CBF methodology uses the Mean Species Abundance (MSA) metric, which measures the level of 'integrity' or 'naturalness' of ecosystems. It is calculated based on the abundance of species under the influence of various pressures, compared to its abundance in an undisturbed situation. The CBF is measured in both absolute (km^2.MSA) and relative (km^2.MSA/financial or km^2.MSA/physical KPI) terms.

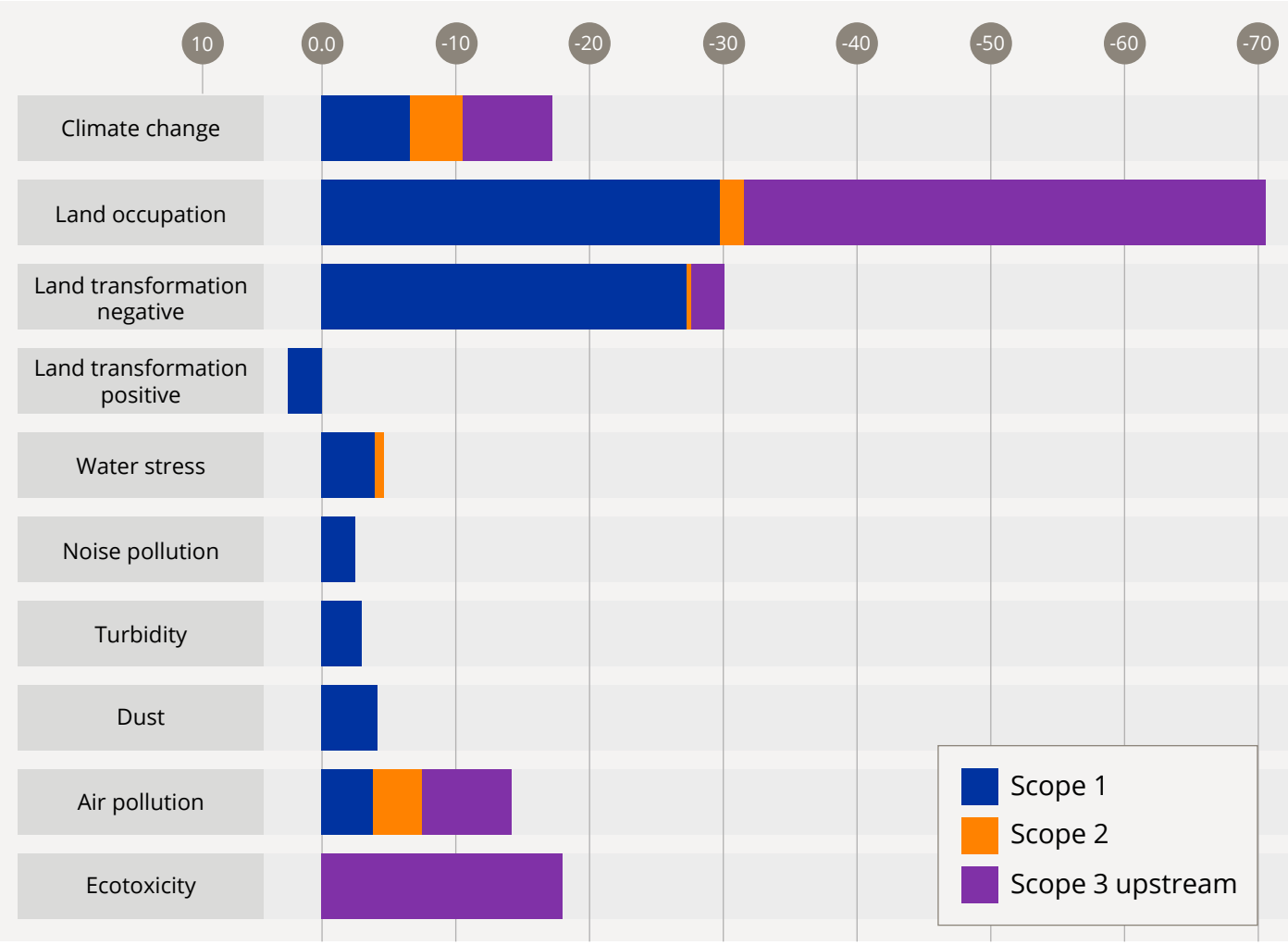
Our footprint has been evaluated against ten indicators (shown in the chart on page 16) covering our scope 1, 2 and 3 upstream activities.

Scope 1, 2 and 3 upstream activities explained

Scope 1	Scope 2	Scope 3
Pressures exerted by operations owned or controlled by Imerys, i.e. pressures directly related to production, for example, land occupation by operating sites, direct greenhouse gas (GHG) emissions, sulphur oxides, nitrogen oxides and other pollutant emissions	Indirect pressures related to our consumption of purchased electricity or direct pressures from the electricity producer. GHG emissions related to steam production are also included	All other indirect pressures not included in scope 2 that are exerted in our value chain, but limited to upstream for this analysis

The first assessment using the CBF (shown in the chart below) indicated that at least half of our footprint concerns Scope 1 and that our most significant pressures are on land occupation and transformation. We are continuing to work to estimate the MSA with greater accuracy to improve how we measure our footprint. The CBF results are used to help adapt our biodiversity strategy.

Results of Imerys' first CBF assessment (Scope 1, 2 and 3 MSA.km²)



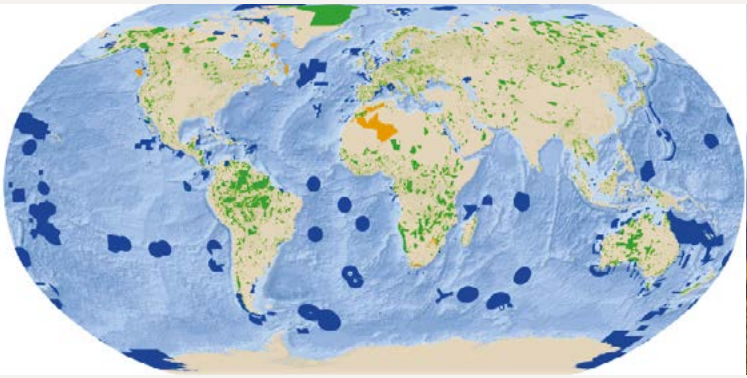
Please note that these results provide only an approximate indication of our footprint as the CBF methodology is not yet standardized and we are still gathering further data.

Analyzing our sites for biodiversity sensitivity

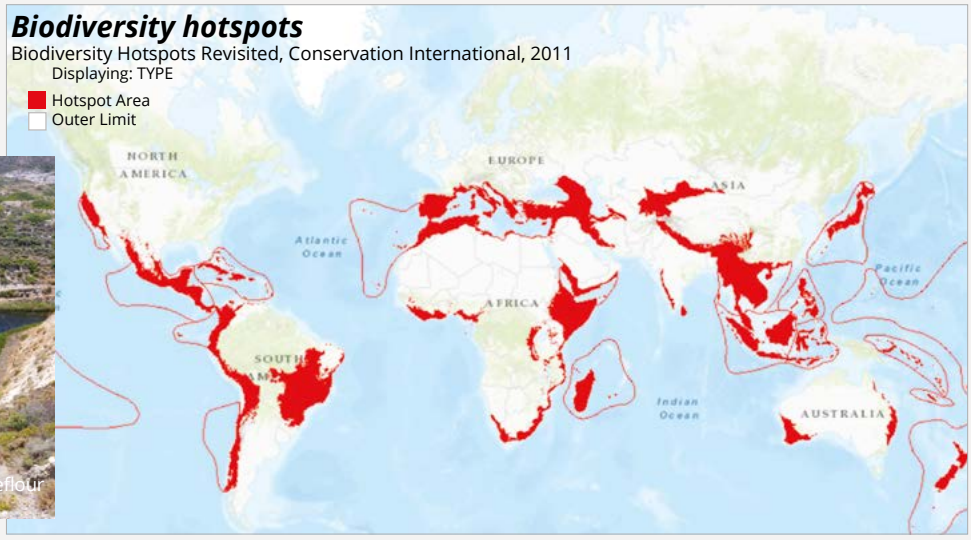
We have mapped all our plants and quarries against various cartographic datasets to better understand their ecological sensitivity. This includes using the classified protected areas identified by the International Union for Conservation of Nature (IUCN) to prioritize sites for our biodiversity program.

The IUCN has classified protected areas into six different management categories, with categories I, II and III having the highest level of protection. This mapping has also identified biodiversity hotspots, which are areas recognized to have a very rich biodiversity that are also very vulnerable to habitat loss. These two classifications help us define the Group's most sensitive sites.

IUCN classified protected areas



Biodiversity hotspots



Twenty of our sites have been identified as priority sites for biodiversity. These are defined as sites with a quarry that:

- extracts more than 1 million tons per year, or
- is located within a radius of 5km to a sensitive area.

65% of our priority sites have already been audited against our biodiversity framework and policy by internal experts, together with our partner PatriNat. Our goal is to audit 100% by the end of 2025.

Improving our knowledge of biodiversity at our sites

To efficiently preserve, manage and restore nature wherever we operate, we need to have a good understanding of the biodiversity on our sites. We use a range of tools and approaches to gain insights into the natural heritage within our site perimeters and their surroundings.

These include using data, desktop analysis and on-site field monitoring to map the ecology of our sites, prioritize conservation or management actions, and identify opportunities to restore and preserve biodiversity on our sites. This is essential to improving our knowledge of ecological issues, assessing the sensitivity of sites, anticipating the impacts of the various phases of operations, and adapting a site's response to impacts according to the local context.

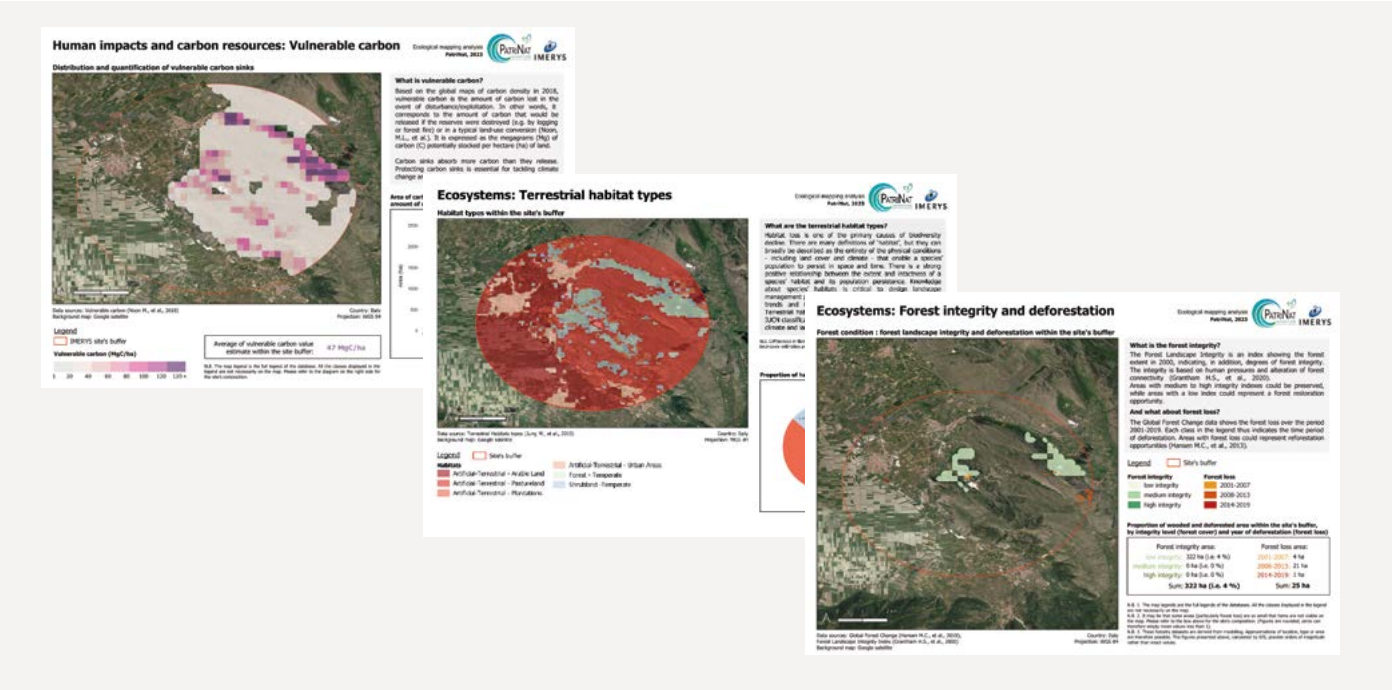
Desktop analysis

In partnership with Imerys, PatriNat has developed two methodologies, Cartographic Assessment of Ecological Potential (CARPO) and World Ecological Mapping, to characterize and map the ecological context of sites.

This has resulted in a set of cartographic tools being deployed across the Group, mapping every quarry and plant site around the world and producing over 150 ecological atlases, geospatial layers for the Geographic Information System (GIS), and global dashboards with all sites' results.

Trained to use these atlases, our teams have started to identify ecological challenges specific to each site and how to address them effectively by developing an adapted biodiversity action plan, which is reviewed annually.

An example of the map sheets and key figures that comprise the individual atlas of a site, illustrating the ecological context of our sites.



On-site field monitoring

To gain a full understanding of the ecological components of our locations, experts conduct various types of surveys to gather data and recommend best practices.

Wildlife surveys

Wildlife surveys provide essential baseline data about the species and ecosystems present before operations begin, and how they evolve during operation or after land reclamation.

Wildlife surveys conducted in Asia in 2022

Fauna observation

Setting up a mounted camera trap

Installing a pitfall trap

Wildlife surveys conducted in North America in 2023

Dusky Salamander found on site

Raccoon caught on wildlife camera on site

Using biodiversity indicators

While there is no universal unique indicator, various projects have been developed aimed at measuring biodiversity. These help us to understand if we are collectively making progress towards our long-term global ambition of no net loss of biodiversity.

Testing and integrating biodiversity monitoring indicators, based on field surveys, into our operations is crucial to accurately assessing and managing our environmental impact and steering our biodiversity strategy at a local level.

Robust data from these indicators help guide our decisions, ensuring that we prioritize elements needing protection or restoration. Regular monitoring allows us to detect changes in biodiversity early, enabling prompt interventions to mitigate negative impacts. This helps us adapt our strategies in real-time, ensuring our actions are responsive to the dynamic nature of ecosystems. By tracking the progress of our projects, we aim to continually refine our techniques for better ecological outcomes.

Key biodiversity indicators deployed at Imerys

Ecological Quality Index (IQE) assesses a 10-100 ha site's overall biodiversity, ecological functionality, and the outcomes of ecological management measures over time.

Pressures, State, Responses of Sites in Anthropized Contexts: Rapid Inventory and Evaluation (PERSICAIRE) characterizes biodiversity, sources of impacts and actions implemented on sites under 10 ha.

Evaluation of Ecological Equivalence (ECOVAL) evaluates the ecological equivalence between biodiversity losses from a project and biodiversity gains from offsetting, to guide project managers in monitoring offsets and verifying if compensation goals are achieved.

Biodiversity Indicator and Reporting System (BIRS) assesses habitat extent, ecological condition, regional significance and overall suitability for biodiversity to help us measure and report on habitat impact, mitigation effectiveness, and management activities.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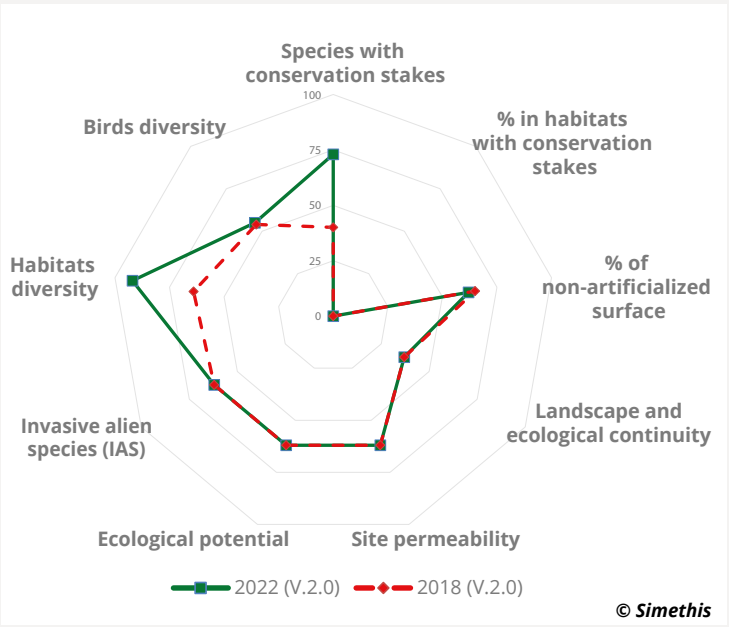
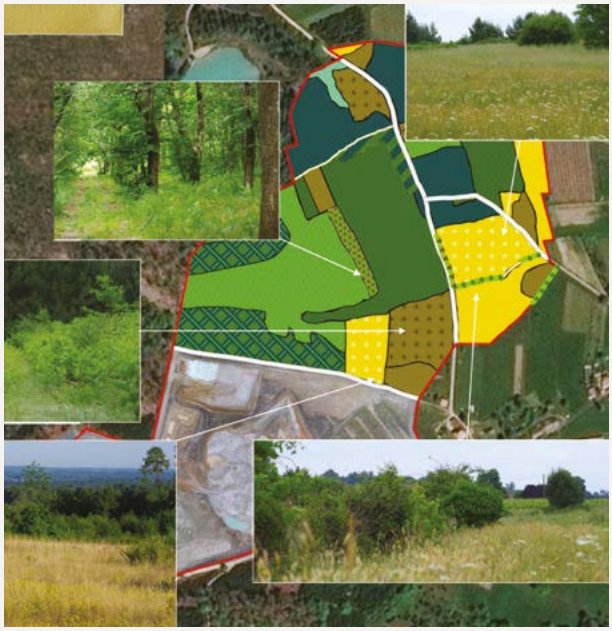




Results of the IQE profile at a French site, based on field surveys (in 2018 and again in 2022) of habitats, plant and animal species along a transect through all natural habitats.

Assessing our progress

The environmental maturity matrix

In parallel with on-site monitoring indicators, we use a range of internal tools to help sites develop and improve their Biodiversity Action Plans (BAPs).

For example, our internal environmental maturity matrix helps sites to verify that their actions conform with our biodiversity policy and best practices. The matrix also helps internal auditors to review biodiversity performance on site.

The results of this assessment place each site in a maturity category ranging from 0% to 100%. Of our 20 priority sites, 13 have been assessed by our experts since 2023. The first result showed a global maturity score of 62%. Improvement actions are defined after each review with a dedicated follow-up to help sites to progress. After just one year, the global maturity score for these 13 sites increased to 69%.

Our biodiversity toolbox

Our team has developed a best practice guide for preserving and managing biodiversity at our sites. This includes a four-step roadmap for progressively improving biodiversity management, along with ten thematic technical guides. These cover a variety of topics, such as:

Microhabitat enhancement | Wetland creation | Forest management | Invasive alien species management | Topsoil conservation | Staff training

Raising awareness and engaging our stakeholders

Human activities play a major role in both the destruction and preservation of nature. To reduce our impact and improve our efforts to preserve and restore biodiversity around our sites, we provide training and awareness-raising activities for our employees, local communities and other stakeholders.

Raising awareness about the main causes of biodiversity loss and what we can do to reduce it is one of our primary Act4nature International commitments.

Training employees

Global biodiversity workshop

Every year, Imerys' teams across the world take a day out from their routines to focus on topics linked to our core values of safety and environment. In 2021, we ran an interactive workshop for all staff on **'Caring for our planet'**. This included presentations on the causes of biodiversity loss and collaborative sessions to identify ideas and solutions on how Imerys can mitigate the impact of our activities.

Biodiversity e-learning

We train our staff on biodiversity and the application of the mitigation hierarchy (see page 12 for details), including through a digital training course covering the impacts of our activities and our biodiversity strategies. Mandatory for all senior managers as well as specific function and operational teams, the biodiversity course is available to all employees. As of 2024, 1,773 people have enrolled in this training.

Community initiatives

Many of our employees have developed voluntary initiatives aimed at protecting the local environment, involving their families, nearby schools, and local communities. These include open house events, awareness programs, and the preservation or transformation of spaces to support bird life and microfauna.

Joining forces for biodiversity and wellbeing

We have partnered with St Stephen Churchtown Academy in Treviscoe in the UK to create a natural play area aimed at promoting children's health and wellbeing while enhancing biodiversity. Our local team dedicated a day to give students hands-on experience in environmental stewardship and local suppliers contributed recycled materials for the project.

Bird-friendly workplace

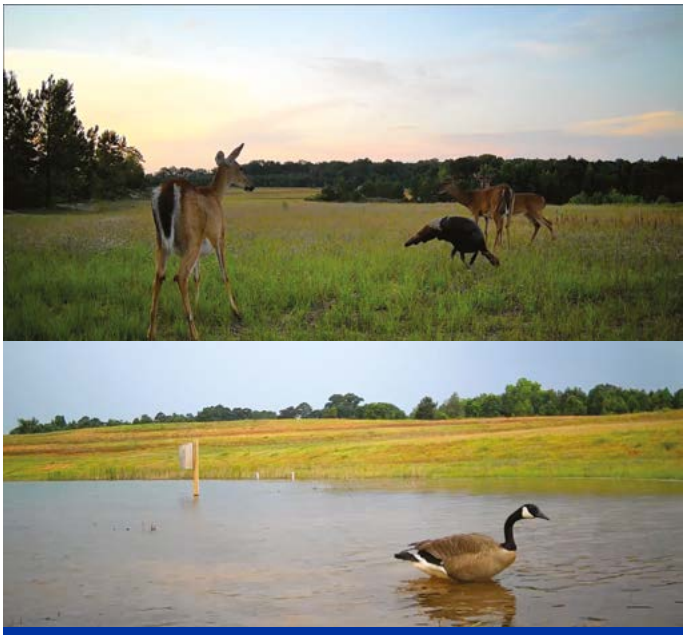
Our team in Hungary has worked with the Hungarian Ornithology and Nature Conservation Organization on a 'bird-friendly workplace' initiative to help the birds living in and around our plant and buildings, installing different types of nests and drinking and feeding stations to help them settle and flourish.

School awareness campaign

Our team in Thabazimbi, South Africa, has collaborated with a primary school as part of a wider environmental awareness campaign on the importance of biodiversity conservation, including presentations, Q&A sessions and planting trees to demonstrate the importance of biodiversity.

The Imerys Sustainable Development Challenge

Running annually since 2004, our Sustainable Development (SD) Challenge is a competition giving employees across all our sites and business areas the opportunity to submit initiatives in various environmental and social categories linked to our SustainAgility pillars. The objective is to make sustainable development a reality by sharing best practices, innovations and technical solutions. This helps to bring our SustainAgility program to life at an individual level and has inspired employees across more than 30 countries to make a positive difference.



2024 winner: OWPerry Mine Reclamation and Biodiversity Improvements

Our Andersonville site in the US won the 2024 SD Challenge in the biodiversity and land rehabilitation category. The OW Perry site was mined between 2010 and 2019 before the reclamation started. Before operations the area was a cotton farming region for decades, with low diversity levels. Our teams planted grass progressively, and planted trees to diversify flora species and provide an additional food source for wildlife. Bird and bat boxes were erected to encourage local nesting and ponds were populated with multiple fish species. Cameras were installed to monitor wildlife activity: to date we have detected herons, ducks, geese (including goslings), and egrets in the vicinity of the pond; and deer (including fawns) and turkeys in the fields.

Arts for biodiversity

To help raise awareness across the Group, the 2021 SD Challenge included an additional category called Arts for Biodiversity. Participants were asked to submit drawings, photographs or other art that capture the wonder of biological natural heritage at our quarries, sites, laboratories and offices, or reflect on nature, environmental and biodiversity protection and the importance of caring for our planet. More than 500 photographs and drawings were submitted by Imerys employees or subcontractors and their families.

Sharing our biodiversity research data

It is up to all of us to do our best to preserve our nature heritage. We believe that sharing our learnings and data with the community so that we can work collectively is key to doing this. That is why, in line with our Act4nature International commitments and in collaboration with PatriNat, we have tested various ecological indicators (as described on page 20), collected extensive ecological data from our sites, and launched various research projects to enhance natural restoration (e.g. the Symbiosis project, see page 29 for more information).

Conducting biodiversity assessments at our various sites around the world means we produce extensive datasets on local species, habitats, and ecosystems. This valuable resource contributes not only to our own knowledge of our sites, but also to the dissemination of knowledge and advancement of biodiversity research among the global scientific and conservation community.

Adhering to international standards and best practices for biodiversity data management, our experts have worked with PatriNat to curate and prepare these datasets, and make them freely accessible to researchers, conservationists, policymakers, and the public online.

For example:

- We publish our findings from our French sites on the National Inventory of Natural Heritage (INPN: Inventaire National du Patrimoine Naturel). **As of 2024, we have published more than 3,000 species occurrence data on the INPN.**
- More recently, we have started uploading our data from sites in other parts of the world to the Global Biodiversity Information Facility (GBIF).

This open access to biodiversity data not only enhances scientific knowledge but fosters a collaborative approach to preserving the planet's biodiversity.

Datasets from our studies carried out with PatriNat have contributed to multiple research programs – obtaining 493 citations in scientific literature, in line with our commitment to raising awareness.

TAKING ACTION ON SITE

In line with our biodiversity policy (see page 13), our sites around the world adapt on-the-ground actions to address the impacts of our operations and identify opportunities to manage biodiversity loss according to their local context. Some examples of our efforts to enhance and protect the ecological quality of our surroundings, following each step in the mitigation hierarchy, are shown in this section.

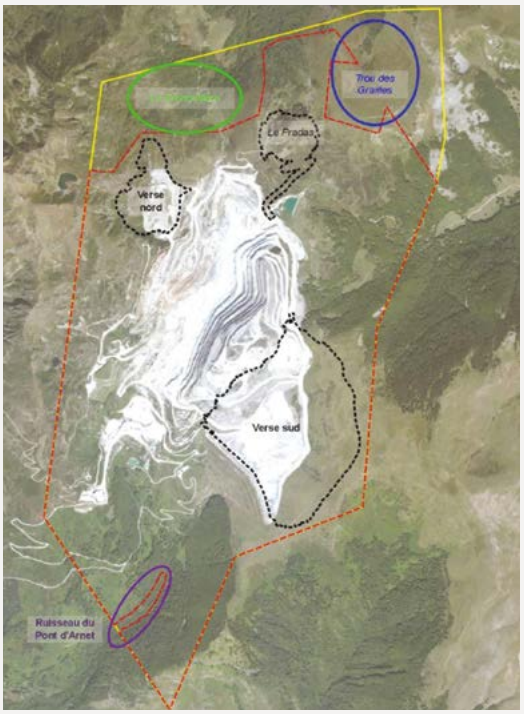
©Philippe Gourdain

Avoid

The first step in the mitigation hierarchy is to avoid having an impact and disturbing species and natural processes from the outset, particularly in critical areas. This includes the careful location of projects or timing operations sensitively to avoid critical seasons.

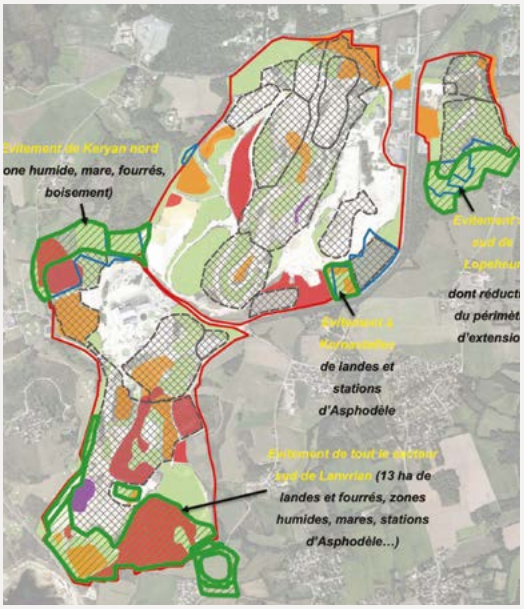
Preserving 248 hectares of precious biodiversity

Using our deep knowledge of the fauna and the flora around our Trimouns site in the south of France, we have identified sensitive areas close to the site and excluded these areas from our operation, helping to preserve 248 hectares of key habitats for biodiversity. The local environmental NGO (ANA Conservatoire d'espaces naturels) supports us in our biodiversity knowledge on site.



Modifying site perimeters to avoid sensitive areas

To preserve natural habitats and species, including in sensitive areas close to the Ploemeur kaolin quarry in Brittany, France, we have modified the site perimeter to exclude 20.7 hectares of the most ecological sensitive land from operations. With this mesure we can preserve protected species habitats and 95% of the site's protected flora.



Maps showing the avoided areas in both sites

Minimize

If an impact cannot be avoided, our teams take action to reduce the duration, intensity and/or extent of residual impacts, including through measures to reduce pollution, building wildlife crossings, translocating potentially affected species and managing invasive alien species (IAS), among others.

Temporary nature management and rewilding

Our bentonite, zeolite and perlite quarry at our Kardjali site in Bulgaria is surrounded by natural areas, and only operates for about two months a year. These conditions allow for the creation of temporary habitats and refuges for small fauna. Diversifying the existing habitats on site also helps to maintain particular animal species.

Examples of pioneer grasslands and temporary wetlands hosting suitable habitats for insects, such as bush crickets

Managing invasive alien species (IAS)

Our quarry in Ranong, Thailand has implemented various actions against invasive alien species (IAS). Introduced to an ecosystem through human activities (for example the *Acacia mangium* tree), IAS invade the ecosystem, leaving no space for native biodiversity. To help identify and manage IAS, the site introduced posters describing the differences between IAS and native fauna and flora. A 'girdling' technique has also been implemented to further improve local biodiversity and to eradicate an invasive population of acacia on site.

Management of invasive Acacias

Restore or rehabilitate

The third step in the mitigation hierarchy aims to improve degraded ecosystems, especially when impacts cannot be completely avoided or minimized. The aim of restoration and rehabilitation is to restore ecological functions of degraded habitats, recreate a reference ecosystem or to return an area to the original ecosystem present before our activity. Although such actions are frequently implemented towards the end of a project's life cycle, they can also be implemented at some sites during operation (known as progressive or coordinated rehabilitation).

Inoculating soil to improve rehabilitation

The old quarry at our Milos site in Greece has been rehabilitated by reshaping the land, adding local topsoil, hydroseeding with locally collected seeds, planting trees, and protecting the area to allow growth. As extreme weather conditions, browsing and a lack of topsoil made it difficult to establish vegetation, the Imerys nursery in Milos found ways to effectively inoculate all young plants against fungal infections, improve the plants' survival rate, and enrich the soil in the restored areas. This research and development project, called Symbiosis, uses the natural symbiotic interactions between microbes (bacteria and fungi in the soil) and plant roots to improve the success of revegetation.

Gerakopetra quarry Before - After

1993 | 2000 | 2009 | 2013 | 2025

Recreating the landscape of clay mining regions

Over 250 years of china clay (kaolinite) working has resulted in a mosaic of active and disused clay pits, tips and mica dams in Cornwall, UK. We have recreated almost 2,000 acres of lowland heathland by landscaping and reprofiling sites, seeding and planting heathland plant species and native trees, and installing stock management facilities to enable grazing management. To date, we have planted over 1.8m trees and established 40km of pathways. This program accounts for 15% of the UK's Biodiversity Action Plan for heathland creation.

Progressively rehabilitating threatened species

Our Ranong site in Thailand has used the framework species technique to restore the disturbed area by selecting, with the help of local scientific organizations, 50 native species of the tropical rainforest, including eight threatened species. Seedlings are obtained from our staff who collect seeds, or from local communities through our Seedling Bank Project. We plant and monitor the survival rates of seedlings from pioneer and climax species rates. This project has resulted in a seedling survival rate of 80%, as well as new species brought by wild animals.

Plant nursery in Ranong site

Offset

Biodiversity offsetting or compensation aims to counterbalance the impacts of a project onsite by implementing measures to conserve or enhance biodiversity elsewhere (outside of the site, as opposed to "restoration/rehabilitation" performed onsite). This involves operations like habitat restoration, creation of new habitats, or protecting existing ecosystems offsite to ensure that the total biodiversity is maintained or improved, achieving a "no net loss" or a "net gain" in biodiversity. Offsetting is the final stage of the mitigation hierarchy, since the process typically follows a hierarchy of avoiding and minimizing impacts first, then restoring affected areas onsite, and finally offsetting any remaining unavoidable impacts offsite.

At the Trimouns talc quarry on our Luzenac site in France, the site offsets have begun, with the aim of recreating a mosaic of habitats to enhance the local mountain biodiversity of the Pyrenees. Semi-open habitats are being recreated by reducing the density of shrubby formations through mechanical clearing and fine shredding. Extensive grazing, managed by local shepherds, will help maintain favorable ecological conditions in these areas. Forests with diverse layers will be restored to benefit key species of local concern, creating clearings and limiting logging activities. Aquatic habitats are being improved through pond dredging, creating suitable shelters, ecologically restoring streams, and establishing ponds. These combined techniques ensure functional habitats for targeted species such as the Pyrenean Desman and the Western Capercaillie.

In Sandersville, Georgia in the US, a 25-year master plan was developed in 2001 to offset the impact of our operations. This included offsets such as 1,200 acres of Oconee River swamp preserved with restrictive covenants and the recreation of 471 acres of wetland and 46,780 linear feet of stream, all conducted concurrently with our operations. More than 20 years later, the site is a haven of biodiversity, boasting an old-growth humid forest with well-structured strata, a variety of dead wood and a diversity of animal and plant species.

43 Quai de Grenelle, 75015 Paris – France
Tel: +33 1 49 55 63 00

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