2014 SUSTAINABLE DEVELOPMENT REPORT
<table>
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</table>
It is our pleasure to present this report on our progress in 2014, the final year of our second three-year plan (2012-2014).

During these last three years, we made steady progress on each of our sustainable development (SD) axes.

First and foremost, with respect to safety, achieving a lost time accident (LTA) rate under 1.0 has been our goal for several years, and we have achieved this goal in 2014 with an LTA rate of 0.95. After implementing the Imerys Safety System in 2011, we added a new program in 2014 entitled "Take 5" which is a simple pre-task risk assessment that all employees are expected to undertake every day in the course of their work shifts. Though we are proud of our progress, there is still much work to be done on prevention of life-changing injuries, and "Take 5" will be amplified in 2015.

With respect to human resources, diversity planning has been extended to more than 10 countries, and further improvement was accomplished on people development and benefits coverage in emerging countries. A new e-learning platform project ("IM-Pulse") also took shape in 2014 and will make the Group's training offerings more accessible.

With respect to communities, we made much progress with programs such as organizing open days to welcome our neighbors and other stakeholders. The creativity of the community projects is reflected in the 10th annual SD Challenge, in which more than 40% of the applicants were community initiatives, including the farming and agricultural cooperatives in South Africa, the community orchard and vegetable garden project in Brazil, and the rural area education support project in India.

With respect to environment, we continued to focus on the quality of our environmental management systems with a scorecard requiring each site to specify its priority environmental risks and the objectives to control these risks in 2014. Significant environmental benefits have been achieved from the energy initiatives, including a 9% improvement in the Group's carbon efficiency using 2009 as a baseline. Priority sites were identified in terms of potential biodiversity and water usage, and these operations were required to create and implement action plans.

With respect to governance, we are in compliance with the AFEP-MEDEF Corporate Governance Code which applies to French listed companies. Our areas of focus are reflected in the Group's Code of Business Conduct and Ethics. In 2014, we adopted a new anti-fraud and anti-bribery policy that reflects the most recent regulatory developments.

A new three-year plan (2015-2017) has been established. In anticipation of this plan, we revamped the Group's SD Charter that realigns our axes around three accepted themes: Environmental, Social and Governance. This new three-year plan defines the action plans to be implemented year after year.

Whether you are a customer, employee, community member, shareholder or other interested person, we believe this report will demonstrate to you that Imerys is a responsible company and a trustworthy partner. Should you have any questions or comments, we welcome your contact through the Imerys website: www.imerys.com.
SUSTAINABLE DEVELOPMENT
Imerys' strategy and organization

IMERYS' STRATEGY AND ORGANIZATION

ISSUES AND STRATEGY

Biodiversity:
preserve and create biodiversity value by
enhancing rehabilitation of mines during their life spans with the
aim of harmonizing with local ecosystems;

Green Innovation:
fan environmental benefits into the
products and services essential to its customers. Sustainable
research and development of products, processes and services
to reduce the Group's environmental footprint throughout the
product life cycle.

Governance and business ethics, environmental stewardship and
social responsibility. The Group's international scale and
mineral-based business model give it a unique stakeholder profile
consisting of employees, contractors, communities, suppliers and
customers.

The Group is committed to the following principles:

Corporate Governance:
respect and implement the
AFEP-MEDEF Corporate Governance Code as applicable to
French listed companies;

After analyzing the principal issues relevant to its business and its
stakeholders, Imerys has further developed its SD strategic
framework since 2013 and structured its commitments into the
following three aspects: social, environmental and governance.

Ethics and Business Conduct:
promote and regulate ethical
business behavior within the Group through the deployment of
appropriate policies and protocols; and monitor their efficient
and compliant implementation.

The Group has organized its commitments around the following
four priority axes:

Safety and Health:
develop a proactive safety and health
culture by implementing the three pillars of the
Imerys Safety System: compliance, continuous improvement and
communication;

Human Resources:
develop the professional and personal
capabilities of the Group's employees, provide them with
appropriate benefits, promote workplace diversity and maintain
industrial relations by fostering an environment of mutual
respect;

The three-year plan is initially drafted after broad engagement
dialogues with multiple SD Working Groups. The SD Working
Groups are made up of internal functional leaders and relevant
experts who represent the diverse business units and geographic
zones. The SD Working Groups creates the initial draft over a
six-month period in a process facilitated by the Group SD Manager
and the Group Vice-President of EHS. The final draft is submitted to the
Group SD Steering Committee for review and approval. The
Group SD Steering Committee is comprised of three members of
the Executive Committee (Group General Counsel, Vice-President
Innovation, Research, Technology and Business Support and
Vice-President of Human Resources), five corporate Function
leaders (EHS/SD, Industrial Management, Investor Relation and
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submitted to the Executive Committee for validation. Finally, the
three-year plan is presented for review to the Audit and Strategy
Committees of the Board of Directors. At the end of 2014, the
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Environmental Management Systems (EMS):
assess relevant
legal requirements and environmental aspects, and continually
improve control measures to reduce adverse environmental
impacts;

Resources Efficiency:
apply advanced technologies and
promote operational excellence to maximize the sustainable use
of raw materials and other natural resources, such as land,
energy and water;

Human Rights:
respect fundamental human rights by referring
to core international conventions and the Universal Declaration
of Human Rights, and take particular actions to avoid child labor
and forced labor.

The Group has organized its commitments around the following
eight priority axes:

Environmental aspect

Organizational aspect

Corporate Governance aspect

Environmental aspect

Social aspect

Ethics and Business Conduct aspect

Human Rights aspect

Human Resources aspect

Safety and Health aspect

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energy and water;
Annual objectives are consistent with the three-year plan. The completion of annual SD objectives is an element of the annual performance review and the annual incentive programs for both the Executive Management and Function leaders when relevant. The Audit and Control Department conducts risk-based audits at the operations level on overall compliance, management control and business activities integrate the Group's policies, objectives and actions, and have freedom to further develop their own. The Group Code of Business Conduct and Ethics. The Group EHS Audit team has also established a set of extra-financial key performance indicators (KPIs) with reference to the Global Reporting Initiative (GRI) guidelines and corresponding reporting protocols to collect protocols, the robustness of environmental management systems, the SD data. This data helps the Group measure and monitor SD implementation and performance through different levels of the mineral solids storage facilities risks. As of December 2014, the organization (see section 7 “Reporting Methodologies” hereafter).

Group EHS Audit Team is comprised of approximately 22 EHS specialists and seven geology & geotechnical experts from corporate services and operations, and conducts about 35 audits per year. Each operation will be integrated into the audit programs on a rolling basis and in terms of risk criteria. The Executive Committee regularly reviews the critical audit findings and associated corrective actions. Imerys also commissions independent third-parties to conduct an annual audit on financial and sustainability data disclosed in the annual Registration Document. Upon Imerys' request the SD data and reporting was verified by a third party in 2011 and 2012. Assurance of compliance with the French environmental law “Grenelle II” was integrated into the verification scope the first time in 2013 and continues with taking any new amendment of the law into account.

An in-house SD Challenge Program is being carried on annually to encourage local initiatives and promote best practices. This program has made important contributions to support the accomplishment of the Group's annual SD objectives. Approximately 32 coordinators have been assigned at the business level to promote the SD Challenge and encourage the participation.

The GRI is an independent institution whose mission is to develop and disseminate globally applicable Sustainability Reporting Guidelines; started in 1971, it is an official collaborating center of the United Nations Environment Program. The latest version guidelines, G4, were released in May 2013.

The Grenelle II Law was passed and transposed into the French Commercial Code in July 2010; the decree application was released in April 2012.

In 2014, 94 projects were part of the challenge in the fields of community relations, environment, energy, innovation, human resources and business ethics.
Imerys monitors and measures its SD performance on both macro- and micro-levels. On the macro-level, Imerys defines the Group’s SD priorities and sets the annual objectives based on relevant variation against annual objectives, review the specific progress and improve the pertinent approaches as needed to meet such objectives depending on their differentiated maturity and objectives.

The table below shows the macro-level achievements of the 2014 Group SD objectives, as well as those of 2015:

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<tr>
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</thead>
<tbody>
<tr>
<td>Social/Societal</td>
<td>Safety and LTA Rate &lt; 1.1 for employees and contractors</td>
<td>0.95</td>
<td>LTA Rate: &lt; 0.85 for employees and contractors (excluding the impact of sites of S&amp;B)</td>
<td>100% Achieved</td>
</tr>
<tr>
<td></td>
<td>Launch “Take 5” program at each operation (new program)</td>
<td>100% Achieved</td>
<td>Take 5 Amplification: each business activity further integrates Take 5 into the day-to-day operations by launching a new program of their own making</td>
<td>100% Achieved</td>
</tr>
<tr>
<td></td>
<td>Refresh training to each Senior Site Manager on Imerys Safety System</td>
<td>100% Achieved</td>
<td>Launch an awareness training initiative on key industrial hygiene subjects</td>
<td>100% Achieved</td>
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<tr>
<td></td>
<td>Create diversity country plans in at least 10 countries</td>
<td>100% Achieved</td>
<td>Take advantage of the Graduates Program to re-establish Diversity objectives and start rolling out a first series of measures</td>
<td>100% Achieved</td>
</tr>
<tr>
<td></td>
<td>Resources</td>
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<tr>
<td></td>
<td>Lead at least one training initiative linked to safety for least-skilled workforce in all activities</td>
<td>50% Achieved</td>
<td>Lead at least two training initiatives linked to safety or least-skilled workforce, in each of the countries with headcount above 600 employees</td>
<td>100% Achieved</td>
</tr>
<tr>
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<td>Continue to analyze the existence and adequacy of benefit program</td>
<td>100% Achieved</td>
<td>Take advantage of the appointment of an EMEA Manager to re-establish Benefits objectives and start rolling out a first series of measures</td>
<td>100% Achieved</td>
</tr>
<tr>
<td></td>
<td>Communities</td>
<td></td>
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<tr>
<td></td>
<td>Community Relations Plan formalized at 35% of operations</td>
<td>100% Achieved</td>
<td>Reinforce compliance with the Community Relation protocol subject to sensitivity via an annual self-appraisal query</td>
<td>100% Achieved</td>
</tr>
<tr>
<td></td>
<td>Launch a three-year micro-business incubation initiative at one pilot operation from each business group</td>
<td>100% Achieved</td>
<td>10 community programs implemented to contribute social or economic development in local context</td>
<td>100% Achieved</td>
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**Note:** The table above does not include all the details due to the limitations of the image. For a complete understanding, please refer to the full document.
## Sustainable Development

### Axes

#### 2014 Objectives

| Human Rights | If more than 5% of the activity's spend is coming from a supplier's manufacturing facilities in one of the “countries of concern”, supplier to confirm compliance with the ILO Conventions on Child Labor and Forced Labor. Define a supply chain safety and environmental engagement policy and roll-out training to the purchasing network. |
| Environment | Conduct Environmental Management System (EMS) audits at 20 most critical operations focusing on “compliance” pillar (desktop unless onsite scheduled per risk matrix). Initiate annual self-evaluation of environmental compliance at each operation. |
| Resources | Efficiencies: track and monitor Energy efficiency: 6% improvement on the 2014 baseline. Draw up an energy action plan for five additional sites from among the significant energy-consuming mining operations. Water efficiency plans at the largest water withdrawal sites. Set up water management plans at the largest water withdrawal operations (>1 million cubic meters in 2013). |
| Biodiversity | Biodiversity management plans at 20% of sites identified in, or adjacent to areas of High Biodiversity Value. Publicize two internal best practices on biodiversity conservation. |
| Green | Environmentally friendly products & processes: five per year. Perform a life cycle assessment of one new product. Quantify in the Innovation pipeline the percentage of projects with a benefit for environment. |

### 2014 Performance

- **Human Rights:** 100% Achieved. (If more than 5% of the activity’s spend is coming from a supplier’s manufacturing facilities in one of the “countries of concern,” supplier to confirm compliance with the ILO Conventions on Child Labor and Forced Labor.)
- **Environment:** 100% Achieved. (Conduct Environmental Management System (EMS) audits at 20 most critical operations focusing on “compliance” pillar (desktop unless onsite scheduled per risk matrix). Initiate annual self-evaluation of environmental compliance at each operation.)
- **Resources:** 75% Achieved. (Efficiencies: track and monitor Energy efficiency: 6% improvement on the 2014 baseline. Draw up an energy action plan for five additional sites from among the significant energy-consuming mining operations. Water efficiency plans at the largest water withdrawal sites. Set up water management plans at the largest water withdrawal operations (>1 million cubic meters in 2013).)
- **Biodiversity:** 100% Achieved. (Biodiversity management plans at 30% of sites identified in, or adjacent to areas of High Biodiversity Value. Publicize two internal best practices on biodiversity conservation.)
- **Green:** 100% Achieved. (Environmentally friendly products & processes: five per year. Perform a life cycle assessment of one new product. Quantify in the Innovation pipeline the percentage of projects with a benefit for environment.)

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1. The “Societal” information of Grenelle II is covered in both the Social and Governance aspects in this Sustainable Development Report.
2. The lost-time accident rate is calculated per million work hours of both employees and contractors.
3. “Take 5” is a proactive pre-task risk assessment & reduction program that has been recognized as one of the best practices for industrial safety improvement.
4. “EMEA” means Europe, Middle East and Africa.
5. Community relations protocol compliance is required for each operation. The formalization of community management plan starts from the most sensitive sites based upon internal risk assessment.
6. The list of “Countries of Concern” as defined in FTSE4Good Inclusion Criteria is drawn up and reviewed periodically in the light of human rights developments using a variety of sources, including country data and reports of Freedom House, Human Rights Watch and Amnesty International.
7. Imerys Industrial Improvement (I-Cube) Program was launched in the first half of 2014 and aims to transform the Group’s industrial performance into a competitive advantage.
8. The Global Reporting Initiative (GRI) suggests that companies should identify the sites located in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. Imerys uses the World Database for Protected Areas (WDPA), Natura2000 and other reliable public resources to conduct risk mapping with areas of High Biodiversity Value. The WDPA is a joint project of UNEP and IUCN, produced by UNEP-WCMC and the IUCN World Commission on Protected Areas working with governments and collaborating NGOs.
## 2014 Objectives

<table>
<thead>
<tr>
<th>Axes</th>
<th>2014 Objectives</th>
<th>2014 Performance</th>
<th>2015 Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance</td>
<td>Implement the AFEP-MEDEF Corporate Governance Code</td>
<td>100% Achieved</td>
<td>Draw an action plan to increase the representation of women at the Board of Directors to 40% by 2017 (10)</td>
</tr>
<tr>
<td>Ethics and Business corruption</td>
<td>Roll-out of the new Group policy to prevent fraud and revamp the Group anti-trust policy and implement adequate compliance training</td>
<td>80% Achieved</td>
<td>Conduct compliance program</td>
</tr>
<tr>
<td>Business</td>
<td>Review and refresh Group general compliance program</td>
<td>100% Achieved</td>
<td>Rollout compliance training programs regarding new or refreshed 2014 policies</td>
</tr>
<tr>
<td></td>
<td>Issue a Group personal data protection policy</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Issue a Group international trade restriction compliance program</td>
<td></td>
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</tr>
</tbody>
</table>

*It refers to the French Law on the balanced representation of women and men on Boards of Directors and supervisory and professional equality (Law n° 2011-103, January 27, 2011). (10) The percentage of women leadership on board of listed and public businesses shall reach 40% six years after the promulgation of the law.*
The table below summarizes the current and previous year KPI results and is intended to provide a micro-level view of the Group's 2014 SD performance. More chronological data and performance analysis are disclosed in the following sections in this report.

<table>
<thead>
<tr>
<th>Category</th>
<th>KPIs</th>
<th>Unit</th>
<th>2014</th>
<th>2013</th>
<th>Perimeter</th>
<th>GRI Ref.</th>
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<tr>
<td><strong>Social</strong></td>
<td>Health and Safety</td>
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<td></td>
<td>Number of Fatalities</td>
<td>#</td>
<td>1</td>
<td>0</td>
<td>Group</td>
<td>LA7</td>
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<td></td>
<td>Other employees</td>
<td>#</td>
<td>0</td>
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<td>Group</td>
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<td></td>
<td>Frequency rate</td>
<td>/</td>
<td>1.05</td>
<td>1.36</td>
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<td></td>
<td>Imerys employees</td>
<td>/</td>
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<td>5269</td>
<td>P</td>
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<td></td>
<td>Other employees</td>
<td>/</td>
<td>2013</td>
<td>5264</td>
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<td></td>
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<td></td>
<td>Combined rate (employees / other employees)</td>
<td>/</td>
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<td>5269</td>
<td>P</td>
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<td></td>
<td></td>
<td></td>
<td>2013</td>
<td>5264</td>
<td>P</td>
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<tr>
<td></td>
<td>Severity rate</td>
<td>/</td>
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<td>0.07</td>
<td>Group</td>
<td>LA7</td>
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<td></td>
<td>Imerys employees</td>
<td>/</td>
<td>2013</td>
<td>0.08</td>
<td>Group</td>
<td>LA7</td>
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<tr>
<td></td>
<td>Other employees</td>
<td>/</td>
<td>2014</td>
<td>0.04</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td>Other employees</td>
<td>/</td>
<td>2013</td>
<td>0.05</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td>Combined rate (employees / other employees)</td>
<td>/</td>
<td>2014</td>
<td>0.06</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2013</td>
<td>0.07</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td>Others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational illnesses with lost time</td>
<td>#</td>
<td>0</td>
<td>0</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td>Occupational illnesses without lost time</td>
<td>#</td>
<td>2</td>
<td>7</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td>Health and safety topics covered in formal agreements with trade unions</td>
<td></td>
<td>Yes</td>
<td>Yes</td>
<td>Group</td>
<td>LA9</td>
</tr>
<tr>
<td></td>
<td>Average annual headcount on payroll</td>
<td>#</td>
<td>15,494</td>
<td>16,164</td>
<td>P</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Year-to-end total headcount on payroll</td>
<td>#</td>
<td>14,900</td>
<td>15,805</td>
<td>P</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employees by region – Western Europe</td>
<td>#</td>
<td>5,799</td>
<td>6,026</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by region – Central Europe</td>
<td>#</td>
<td>1,409</td>
<td>1,386</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by region – North America</td>
<td>#</td>
<td>2,895</td>
<td>2,884</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by region – South America</td>
<td>#</td>
<td>1,290</td>
<td>1,442</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by region – Asia Pacific</td>
<td>#</td>
<td>3,086</td>
<td>3,448</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by region – Africa</td>
<td>#</td>
<td>421</td>
<td>619</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by function – Operations/Production/Manufacturing</td>
<td>#</td>
<td>9,832</td>
<td>10,615</td>
<td>P</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employees by function – Logistics/Purchasing</td>
<td>#</td>
<td>623</td>
<td>737</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by function – R&amp;D/Geology</td>
<td>#</td>
<td>672</td>
<td>691</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by function – Sales &amp; Marketing</td>
<td>#</td>
<td>1,396</td>
<td>1,307</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Employees by function – Support &amp; Administration</td>
<td>#</td>
<td>2,377</td>
<td>2,456</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Fixed-term contract</td>
<td>#</td>
<td>721</td>
<td>791</td>
<td>Group</td>
<td>LA1</td>
</tr>
<tr>
<td></td>
<td>Rate of employee turnover</td>
<td>%</td>
<td>6.6</td>
<td>6.1</td>
<td>Group</td>
<td>LA2</td>
</tr>
<tr>
<td></td>
<td>Working hours lost due to strikes</td>
<td>Hours</td>
<td>1,063</td>
<td>28,375</td>
<td>P</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Safety team or Committees composed both management and worker</td>
<td></td>
<td>Yes</td>
<td>Yes</td>
<td>Group</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Absenteeism rate</td>
<td>%</td>
<td>3.08</td>
<td>2.49</td>
<td>Group</td>
<td>LA7</td>
</tr>
<tr>
<td></td>
<td>Educational programs to assist workforce members, their families, or</td>
<td></td>
<td>Yes</td>
<td>Yes</td>
<td>LA7</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Country (Brazil &amp; France)</td>
<td></td>
<td>Yes</td>
<td>Yes</td>
<td>LA8</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Number of employees who received training at least once in</td>
<td>#</td>
<td>10,200</td>
<td>10,800</td>
<td>P</td>
<td></td>
</tr>
<tr>
<td></td>
<td>the reporting year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Training hours</td>
<td>Hours</td>
<td>221,000</td>
<td>222,000</td>
<td>P</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Percentage of employees receiving regular performance and career</td>
<td>%</td>
<td>100</td>
<td>100</td>
<td>Group</td>
<td>LA12</td>
</tr>
<tr>
<td></td>
<td>development reviews</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</table>

**Sustainability**
<table>
<thead>
<tr>
<th>Category</th>
<th>KPIs</th>
<th>Unit</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Diversity</strong></td>
<td>Total percentage of women employees</td>
<td>%</td>
<td>16.7</td>
<td>15.9</td>
</tr>
<tr>
<td></td>
<td>Percentage of women by region – Western Europe</td>
<td>%</td>
<td>17.4</td>
<td>16.7</td>
</tr>
<tr>
<td></td>
<td>Percentage of women by region – Central Europe</td>
<td>%</td>
<td>20.0</td>
<td>19.8</td>
</tr>
<tr>
<td></td>
<td>Percentage of women by region – North America</td>
<td>%</td>
<td>15.6</td>
<td>15.3</td>
</tr>
<tr>
<td></td>
<td>Percentage of women by region – South America</td>
<td>%</td>
<td>14.2</td>
<td>11.4</td>
</tr>
<tr>
<td></td>
<td>Percentage of women by region – Asia Pacific</td>
<td>%</td>
<td>15.6</td>
<td>15.7</td>
</tr>
<tr>
<td></td>
<td>Percentage of women by region – Africa</td>
<td>%</td>
<td>19.5</td>
<td>13.1</td>
</tr>
<tr>
<td><strong>Number of employees with disability</strong></td>
<td>#</td>
<td>198</td>
<td>220</td>
<td></td>
</tr>
</tbody>
</table>

| **Community**     | Percentage of sites with a formal action plan managing the impacts of operations on communities | % | 45  | 31  |

| **Relations**     | Total number of incidents of discrimination                             | # | 0   | 0   |
|                   | Percentage of employees under collective bargaining agreement           | % | ~75 | 74  |
|                   | Number of reported human rights violation                                 | # | 0   | 0   |

| **Others**        | Percentage of ISO 9001 or Quality Management System certified operations | % | ~80 | ~78 |

| **Environmental Management** | Percentage of operations with EMS                                      | % | 100 | 100 |
|                            | ISO 14001 or EMAS certified operations                                    | # | 81  | 81  |
|                            | Operations with Imerys 8-pillar EMS                                       | # | 131 | 148 |

| **Water**          | Total water withdrawals                                                  | M liters | 36,128 | 41,626 |
|                   | Water obtained from water suppliers                                       | %        | 10.8  | 10.5  |
|                   | Water withdrawn from ground water                                        | %        | 55.4  | 49.4  |
|                   | Water withdrawn from surface water                                        | %        | 24.3  | 23.4  |
|                   | Water obtained from other sources                                        | %        | 9.5   | 16.7  |
|                   | Number of sites located in a water-scarcity area                          | #        | 16   | 17   |
|                   | Total water recycled                                                      | M liters | 31,954 | 32,950 |
|                   | Sites with recycled water reported                                        | #        | 55   | 54   |

| **Waste**          | Total Industrial Waste produced                                           | Tons    | 281,654 | 264,270 |
|                   | Hazardous industrial waste                                               | Tons    | 1,739   | 920    |
|                   | Recycled hazardous industrial waste                                       | Tons    | 1,434   | 1,919  |
|                   | Non-hazardous industrial waste                                           | Tons    | 150,631 | 125,104 |
|                   | Recycled non-hazardous industrial waste                                   | Tons    | 127,850 | 136,327 |

| **Biodiversity**   | Surfaces disturbed by the Group’s mining activities                       | Hectares | 1,926  | 1,548  |
|                   | Surfaces rehabilitated                                                     | Hectares | 1,027  | 890    |
|                   | Number of sites identified as located in or near a high biodiversity value area | # | 31   | 34   |
|                   | Number of sites with a biodiversity management plan in place              | #        | 8    | 5    |

| **Energy**         | Total energy consumption                                                  | TJ      | 34,859 | 34,615 |
|                   | Natural gas                                                               | %        | 47.2  | 45.3  |
|                   | Other fossil fuels                                                        | %        | 21.6  | 20.7  |
|                   | Biomass                                                                   | %        | 2.8   | 3.6   |
|                   | Electricity (net) and steam                                               | %        | 28.4  | 30.3  |
|                   | Energy efficiency (base 100 in 2009)                                       | #        | 95.2  | 96.6  |

<p>| <strong>Human Rights</strong>   | Total number of incidents of discrimination                             | # | 0   | 0   |
|                   | Percentage of employees under collective bargaining agreement           | % | ~75 | 74  |
|                   | Number of reported human rights violation                                 | # | 0   | 0   |</p>
<table>
<thead>
<tr>
<th>Category</th>
<th>KPIs</th>
<th>Unit</th>
<th>2014</th>
<th>2013</th>
<th>Perimeter</th>
<th>GRI Ref.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GHG</strong></td>
<td>Scope 1 CO₂ emissions</td>
<td>kt CO₂e</td>
<td>1,785</td>
<td>1,705</td>
<td>Group</td>
<td>EN16</td>
</tr>
<tr>
<td>****</td>
<td>Scope 2 CO₂ emissions</td>
<td>kt CO₂e</td>
<td>1,030</td>
<td>1,080</td>
<td>Group</td>
<td>EN16</td>
</tr>
<tr>
<td><strong>Total CO₂ emissions</strong></td>
<td></td>
<td>kt CO₂e</td>
<td>2,815</td>
<td>2,785</td>
<td>Group</td>
<td>EN16</td>
</tr>
<tr>
<td><strong>Carbon efficiency (base 100 in 2009)</strong></td>
<td></td>
<td>#</td>
<td>91.0</td>
<td>92.1</td>
<td>Group</td>
<td>EN18</td>
</tr>
<tr>
<td><strong>CO₂ emissions from energy (without biomass)</strong></td>
<td></td>
<td>%</td>
<td>87.5</td>
<td>88.0</td>
<td>Group</td>
<td>EN16</td>
</tr>
<tr>
<td><strong>CO₂ emissions from processes</strong></td>
<td></td>
<td>%</td>
<td>9.3</td>
<td>7.9</td>
<td>Group</td>
<td>EN16</td>
</tr>
<tr>
<td><strong>CO₂ emissions from biomass</strong></td>
<td></td>
<td>%</td>
<td>3.2</td>
<td>4.1</td>
<td>Group</td>
<td>EN16</td>
</tr>
<tr>
<td><strong>Air emissions</strong></td>
<td>Sulfur dioxide (SO₂)</td>
<td>Tons</td>
<td>3,947</td>
<td>4,577</td>
<td>Group</td>
<td>EN20</td>
</tr>
<tr>
<td>****</td>
<td>Nitrogen oxide (NOₓ)</td>
<td>Tons</td>
<td>5,822</td>
<td>6,042</td>
<td>Group</td>
<td>EN20</td>
</tr>
<tr>
<td><strong>Others</strong></td>
<td>Number of prosecutions</td>
<td>#</td>
<td>9</td>
<td>20</td>
<td>Group</td>
<td>EN28</td>
</tr>
<tr>
<td><strong>Amount of fines (in euros)</strong></td>
<td></td>
<td>Euros</td>
<td>29,554</td>
<td>139,078</td>
<td>Group</td>
<td>EN28</td>
</tr>
</tbody>
</table>

**Governance**

- Percentage of independent board members | % | 40.0 | 46.7 |
- Percentage of women in the board members | % | 26.7 | 26.7 |

---

(1) Employees of a company under contract with Imerys, in charge of a specific operation on site or providing a service.
(2) Frequency rate: (number of lost time accidents x 1,000,000)/number of hours worked.
(3) Severity rate: (number of lost days x 1,000)/number of hours worked.
(4) EMS: Environmental Management System. The number of sites required for EMS reporting exclude those divested, closed, newly acquired or newly constructed during the reporting period.
(5) EMAS: Eco Management and Audit Scheme (European Standard).
(6) Additional operations were ISO 14001 certified in 2014; the 2014 number remained the same as 2013 but with variation due to divesture and closure of several operations.
The Gaia Index:

- Created by the French securities market foundation (CIFM) and the Socially Responsible Investment Foundation (IFRI).
- Aimed at promoting sustainable development in French companies.
- Composed of the 200 best companies selected on ESG criteria within a pool of 230 French companies.

Finally, Imerys encourages partnerships with relevant NGOs on local initiatives in the areas of education, public health, and social welfare. The Group has actively supported and participated in the initiatives of the French charity in France to assist professional and social reintegration of young people facing difficulties. In addition, Imerys and the Germiquet family created the “Dan Germiquet Fund” in April 2014 to benefit the Foundation de la Deuxième Chance and the Astrée Association.

**Sector Commitments**

The next edition of the “Sustainable Development Report” will be held in September 2015 and will cover the Group’s SD activities from 2014 to 2015. The report will be evaluated by the agency in terms of their corporate responsibility performance against the FTSE4Good Index Series.

**Ethics**

Imerys is actively involved in well-established and reputable trade associations and maintains a dialogue with public authorities, rating agencies, socially responsible investors and non-governmental organizations (NGOs). It acts in accordance with local legislation and implements a Code of Business Conduct and Ethics to promote transparency and integrity during its interactions with stakeholders. Imerys is an active member of the Industrial Minerals Associations of Europe and North America (IMA-Europe and IMA-North America) and the trade associations representing listed French companies (such as AFEP-MEDEF, etc.). Through these associations, Imerys works with the European Union, the French authorities and the United States government to encourage SD commitments.
SUSTAINABLE DEVELOPMENT

SOCIAL RESPONSIBILITY

SAFETY AND HEALTH

Imerys takes safety and health as core values for all of its operations, regardless of where an operation is located in the world or what role an employee or contractor performs. On April 28, 2011, the CEO signed the Health & Safety Charter on his first official day in office. This Charter defines the following principles that must be incorporated into local programs at the operations level:

- Demonstrated leadership commitment;
- In 2006, Imerys initiated the “Serious Six” program, which emphasized six of the 17 safety protocols that can potentially cause the most severe accidents. The “Serious Six” initiatives were progressively expanded in terms of leadership and accountability, identification and control of workplace hazards, and elimination or reduction of workplace risks;
- Continuous Improvement: the following are the main elements of the continuous improvement pillar of the ISS:
  - Systems, training and communication;
  - Accountability at all levels of the organization;
  - All levels of the Group review “Safety Metrics” monthly by completing safety reports. These reports have been integrated into business meetings and performance reviews conducted by a variety of staff members from site managers to top executives.

The Executive Committee reviews safety results with information on major incidents and critical audit findings on a monthly basis; realization that behavior and decisions are in many cases the root cause of incidents. The team also organizes orientation events on newly consolidated operations within 90 days of their acquisition or start-up; “Safety Alerts” are issued whenever a serious incident occurs and a variety of staff members from site managers to top executives.

The Group EHS Umbrella Policy further clarifies the organization, roles and responsibilities, communication, EHS KPIs and competency requirements to guide the implementation of EHS programs and the measurement of EHS performance. The Group also circulates a concise annual analysis of the lost-time accidents that occurred; “Take 5” has been launched as a best practice initiative to drive safety awareness to all employees since January 2014. It consists of evaluating risks in the work area before beginning the job, taking corrective actions to reduce any risk before initiating the work, and doing the job safely. A computer-based training module was designed specifically to support each of the Imerys assignments are completed in addition to the Group EHS audits. Proactive safety and health culture can only be developed through partnership among management, employees, contractors, visitors and the communities in which we operate.

The Group EHS Audit Team conducts the periodic audits to ensure safety compliance (see “Organization and Implementation” in section 1 above).

drw

Imerys Safety System (ISS). The ISS consists of three pillars: compliance, continuous improvement and communication/training. Each of these pillars is discussed below.

Compliance:

Safety compliance for each Imerys operation refers not only to comply with the local laws and regulations, but also the internal standards incorporate the industrial best practices on safety and health into schedule, production and cost; progressive expansion in terms of leadership and accountability, identification and control of workplace hazards, and elimination or reduction of workplace risks;

Continuous Improvement:

The following are the main elements of the continuous improvement pillar of the ISS:

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Imerys considers behavior-based safety to be essential in developing an effective safety culture. As of December 2012, a "safety culture" curriculum was added to the site visit program featuring training modules on risk assessment, employee coaching, root cause analysis, and the monthly self-assessment on the "Serious Six" requiring that each Senior Site Manager interact with workers during the monthly site visit. Furthermore, in 2013, the responsibilities of site supervisors were expanded to include in-person visits with employees. Since April 2013, each supervisor has been required to complete at least one safety visit per month in his or her area of responsibility.

Imerys has been tracking its performance with a combined employee/contractor indicator since 2009. The table below gives the fatalities, accident frequency, and severity rates in the Group for the past five years:

<table>
<thead>
<tr>
<th>Year</th>
<th>No. Fatalities</th>
<th>Frequency Rate</th>
<th>Severity Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>0</td>
<td>1.73</td>
<td>0.12</td>
</tr>
<tr>
<td>2011</td>
<td>0</td>
<td>1.59</td>
<td>0.09</td>
</tr>
<tr>
<td>2012</td>
<td>1</td>
<td>2.19</td>
<td>0.10</td>
</tr>
<tr>
<td>2013</td>
<td>0</td>
<td>3.34</td>
<td>0.07</td>
</tr>
<tr>
<td>2014</td>
<td>0</td>
<td>2.46</td>
<td>0.06</td>
</tr>
</tbody>
</table>

In 2010, the combined lost-time accident rate decreased to 0.95, which represents a 27% reduction compared to the previous year and 61% reduction compared to 2010. The severity rate also went down by 0.01 since 2013.

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In 2012, it is required that every Senior Site Manager take part in an ISU session within 12 months of his or her assignment. In 2014, nine ISUs were organized on five continents with approximately 300 participants, and five safety web seminars were delivered.

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<td>0</td>
<td>3.34</td>
<td>0.07</td>
</tr>
<tr>
<td>2014</td>
<td>0</td>
<td>2.46</td>
<td>0.06</td>
</tr>
</tbody>
</table>

In 2010, the combined lost-time accident rate decreased to 0.95, which represents a 27% reduction compared to the previous year and 61% reduction compared to 2010. The severity rate also went down by 0.01 since 2013. This overall safety improvement is a reflection of both the cultural improvement of the organization and the persistent focus on safety by each individual.

In 2012, it is required that every Senior Site Manager take part in an ISU session within 12 months of his or her assignment. In 2014, nine ISUs were organized on five continents with approximately 300 participants, and five safety web seminars were delivered.

Imerys has been tracking its performance with a combined employee/contractor indicator since 2009. The table below gives the fatalities, accident frequency, and severity rates in the Group for the past five years:

<table>
<thead>
<tr>
<th>Year</th>
<th>No. Fatalities</th>
<th>Frequency Rate</th>
<th>Severity Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>0</td>
<td>1.73</td>
<td>0.12</td>
</tr>
<tr>
<td>2011</td>
<td>0</td>
<td>1.59</td>
<td>0.09</td>
</tr>
<tr>
<td>2012</td>
<td>1</td>
<td>2.19</td>
<td>0.10</td>
</tr>
<tr>
<td>2013</td>
<td>0</td>
<td>3.34</td>
<td>0.07</td>
</tr>
<tr>
<td>2014</td>
<td>0</td>
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ensure that its organization evolves in an effective and coordinated manner.

workers covered by exposure monitoring slightly increased since mid-2012, in the major countries where the Group operates. The Human Resources (HR) Department’s mission is to enable the Human Resources professionals to participate in the reporting, while improving risk assessments for potentially exposed employees and implementing appropriate control measures.

Since mid-2012, Imerys has tracked the occupational illnesses recorded in the Group. All Imerys operations now report this information to the business’s line manager. To improve its occupational health through training and the systematic check of processes, the Group regularly updates its HR policies.

The Human Resources Department is responsible for training practices on topics such as respirable crystalline silica, ergonomics suppression, housekeeping and process optimization. In the same year, an "industrial hygiene club" was initiated to share best practices on key industrial hygiene subjects with Imerys employees and contractors. Specific issues in minerals mining and processing activities include dust, noise and vibration.

Imerys recognizes workplace health as a high priority for the Group’s employees and contractors. Specific issues in minerals mining and processing activities include dust, noise and vibration. Limited quantities of chemicals are also used during industrial hygiene monitoring activities.

The Group’s EHS Function is focused on supporting the key exposure risks and occupational health hazards at specific jobs, which may involve lifting or repetitive tasks with potential ergonomic problems. Imerys has defined five protocols to manage occupational health.

The safety excellence of Imerys operations are often recognized by third-parties. For example, the Carbonates Ipoh site in Malaysia received the highest safety distinction presented by the Malaysian government for its safety best practices with machinery innovation on the molochite brick making line that considerably reduced the level of safety risk.

In 2013, the Group formed a dust management working group and developed best practice guidelines to increase familiarity with dust control measures. In 2014, pertinent training materials have been compiled and four web seminars have been delivered to the audiences in the operations.

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In addition, the business units in the various countries where the Group operates increasingly align their compensation practices to best international standards to which Imerys refers. In 2014, the Group Pension Committee continued its work on the Group's pension system, including industrial performance improvement. A “Learning & Development Committee”, chaired by a business unit manager, meets once a year to give opinions and recommendations on the Group’s training orientations and development.

The Human Resources Department has supported the launch of the Imerys Industrial Improvement (I-Cube) program in December, an operational pilot for 200 people has been rolled out. It will be deployed gradually until 2017, then it will be deployed fully. IM-Pulse, an e-learning platform project, was created in 2014. In 2014, the Imerys Learning Center provided approximately 10,000 hours of training through 49 modules. These include training:

- The processes behind these principles apply to a number of key functions. Following principles were particularly strengthened:
  - safety, non-discrimination, privacy, child labor, compensation and benefits and processes for all activities and functions, including annual performance reviews (PAD) and succession plans (OPR) for its principal managers. This internal mobility goal is a priority for the Group. For that purpose, Imerys has set up common tools to ensure their work is optimal and consistent;
  - communicating across the Group; teams on pilot sites, defining Champions’ status, organizing theoretical and practical training for all participants and foster the sharing of best practices.

More than 30 experienced individuals joined Imerys in 2014. The Group continues to bolster its management structure with new hires. To attract the most suitable candidates both to fill principal management posts and to support organic growth and to roll out new activities. Despite the caution imposed by economic uncertainties, the Group supports organic growth and to roll out new activities. Despite the caution imposed by economic uncertainties, the Group's ethic, especially in terms of diversity, behavior, working conditions and safety, benefits and professional development:

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  - communicating across the Group; teams on pilot sites, defining Champions’ status, organizing theoretical and practical training for all participants and foster the sharing of best practices.
Internal communication:
highlight Imerys' common tagline;
build their sense of membership.

China and India, was extended to Brazil in 2014. In addition,
every employee about the Group's activity and features the
that can help them understand the Group's strategy,

Human Resources reporting:
Group's employees during the year;
Highlight the Group's values to help strengthen its identity:
the Group also publishes brochures on specific topics such
especially managers, are consistent and of high quality;
communication tools, regular discussions have been
with the aim of improving communication between the

In 2014, Imerys continued to update its visual identity. For
event, the Graphite & Carbon activity (previously Timcal)
as the "Code of Business Conduct and Ethics", "Crisis
This process, already set up in Europe, the United States,
together". In addition to internal networking opportunities, the

Group executives together on the topic ‘accelerating growth
a global Onboarding program is being rolled out to ensure

All employees, from the executive level in the chain of command are circulated by the Group

retirement plan was completed in 2014. Pension rights are now communicated under the Imerys brand. The Groups'
cumulated on the basis of a defined contribution plan in which

In the United States, the freeze of the main defined benefit

also enabled Imerys to outsource the management of

Also in the USA, Imerys overhauled its approach to employee

retirement planning. Among other initiatives, employees hired since 2010 already participate.

covered by an internal or Group-funded life insurance. According to a recent survey,
showed that nearly 80% of Imerys employees are covered by

In 2014, was used to conduct 2,400 individual salary reviews and to

services.

In 2014, was extended to Brazil in 2014. In addition,

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China and India, was extended to Brazil in 2014. In addition,
The management data base is consistent with current regulations on the exchange and protection of personal data. At the end of 2014, it included more than 4,000 executive and manager profiles.

This tool gives fast access to the relevant employees’ career paths and the components of their compensation, and clearly boosts HR processes.

### Employee Headcount

<table>
<thead>
<tr>
<th></th>
<th>12/31/2014</th>
<th>12/31/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Group</td>
<td>14,900</td>
<td>15,805</td>
</tr>
<tr>
<td>Average annual headcount</td>
<td>15,494</td>
<td>16,164</td>
</tr>
</tbody>
</table>

As of December 31, 2014, the Group had 14,900 employees, of which 721 on fixed-term contracts, i.e. 4.8% of the total headcount. As of December 31, 2013, the headcount was 15,805 of which 791 fixed-term contacts (i.e. 5%).

To estimate the Group's total workforce, agency workers and on-site contractors should be included (3,237 people as of December 31, 2014). The countries that make use of this external workforce the most are Brazil (714), the United States (691) and India (577). Imerys' total headcount (including agency workers and on-site contractors) therefore was 18,137 as of December 31, 2014, compared with 19,048 as of December 31, 2013.

### Highlights in 2014

- The 2014 year-end headcount decreased, as compared to 2013 year-end headcount.
- The Group's average headcount for 2014 was 15,494 employees, compared with 16,164 in 2013 (of which 933 and 934 on fixed-term contracts, respectively).
SUSTAINABLE DEVELOPMENT

Employees by region

<table>
<thead>
<tr>
<th>Region</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western Europe</td>
<td>5,799</td>
<td>6,026</td>
</tr>
<tr>
<td>of which France</td>
<td>2,559</td>
<td>2,735</td>
</tr>
<tr>
<td>of which United Kingdom</td>
<td>1,195</td>
<td>1,255</td>
</tr>
<tr>
<td>Central Europe</td>
<td>1,409</td>
<td>1,386</td>
</tr>
<tr>
<td>North America (inc. Mexico)</td>
<td>2,895</td>
<td>2,884</td>
</tr>
<tr>
<td>of which United States</td>
<td>2,429</td>
<td>2,415</td>
</tr>
<tr>
<td>South America</td>
<td>1,290</td>
<td>1,442</td>
</tr>
<tr>
<td>of which Brazil</td>
<td>1,072</td>
<td>1,077</td>
</tr>
<tr>
<td>Asia-Pacific</td>
<td>3,086</td>
<td>3,448</td>
</tr>
<tr>
<td>of which China</td>
<td>1,001</td>
<td>1,416</td>
</tr>
<tr>
<td>of which India</td>
<td>624</td>
<td>620</td>
</tr>
<tr>
<td>Africa</td>
<td>421</td>
<td>619</td>
</tr>
<tr>
<td>Total</td>
<td>14,900</td>
<td>15,805</td>
</tr>
</tbody>
</table>

The breakdown of employees by region was relatively stable from 2013 to 2014, with 48% of employees located in Europe, 21% in Asia-Pacific, 19% in North America, 9% in South America and 3% in Africa.

Following various divestments, closures and restructuring operations, Imerys' presence in South America, Asia-Pacific and Africa decreased.

Employees by function

<table>
<thead>
<tr>
<th>Function</th>
<th>2014</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations – Production – Manufacturing</td>
<td>9,832</td>
<td>66.0%</td>
</tr>
<tr>
<td>Logistics – Purchasing</td>
<td>623</td>
<td>4.2%</td>
</tr>
<tr>
<td>Research &amp; Development – Geology</td>
<td>672</td>
<td>4.5%</td>
</tr>
<tr>
<td>Sales &amp; Marketing</td>
<td>1,396</td>
<td>9.4%</td>
</tr>
<tr>
<td>Support &amp; Administration</td>
<td>2,377</td>
<td>16.0%</td>
</tr>
<tr>
<td>Total</td>
<td>14,900</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

The breakdown of employees by function is unchanged, with however a slight increase in the Research & Development/Geology, Sales & Marketing and Support & Administration functions.

Turnover

Turnover as indicated below is analyzed as the number of voluntary contracts. The countries that recruited the most people on departures in the year, compared with the previous year (as of January 1, 2014), for open-ended contracts only.

The countries that recruited the most people on fixed-term contracts were: Sweden (239 jobs), Finland (157 jobs) and South Africa (143 jobs).

Turnover in 2014 was 6.6% for the full scope of the Group (6.1% in 2013). This rate remains relatively low, particularly in Western Europe where it was 4.3%. In North America it reached 8.6%.

All causes of departure considered, excluding the end of fixed-term contracts, 2,156 people left the Group in 2014 (of which 31% resignations and 37% economic redundancies), compared with 1,801 in 2013 (of which 34% resignations and 27% economic redundancies).

Recruitment

In 2014, 2,254 people joined the Group (2,227 in 2013), of which 1,176 were hired on permanent contracts and 1,078 on fixed-term contracts.
The proportion of women in the Group's total workforce was stable compared with 2013. The proportion of female senior managers (members of support or operations management teams) rose to 15% in 2014. The proportion of women has risen steadily since 2009 (14.7% in 2013, 9.2% in 2009), but remains marginal in the "workers" category (6.2% in 2014).

Employment of disabled people

According to the definition used by Imerys (1), the Group employs local regulations or laws. The implementation of this procedure and 198 disabled people who have registered themselves as such with their Human Resources Department (220 in 2013). The most declared cases are in Europe (175, i.e. 2.4% of the European workforce). Legislation in many European countries encourages the reporting of this indicator and makes the integration of disabled employees easier.

More than 221,000 effective training hours (corresponding to a precise program and content) were given out in 2014, compared with 222,000 in 2013. Awareness-raising training on health and safety procedures and measures represents 51% of all training hours, technical expertise development training 35% and management training 13%.

Although 62% of the Group's permanent (open-ended contracts) employees are in the "over 40" age group, there are wide regional disparities in age distribution. In developing zones or regions where the Group has established bases more recently (South America, Asia-Pacific), Imerys mainly employs people aged under 40 (56% of employees in South America, 54% in Asia Pacific), but only 28% in Western Europe.

COMMUNITY RELATIONS

The overall distribution of seniority is balanced; 49% of permanent employees have less than 10 years' seniority (27% 4 to 10 years) and 51% more than 10 years (26% more than 20 years). The expectation of the communities near the Group's industrial and mining sites is an important factor for Imerys' activities. Through community relations efforts worldwide, Imerys seeks to increase the positive outcomes of its activities and reduce the negative aspects.

The communities in which Imerys operates include a diverse group of property owners and users, local business owners, local employees and their families, schools and charities, administrative authorities, indigenous or ethnic communities, and relevant non-governmental organizations. Consequently, the Group's management structure with local empowerment is appropriate for dealing with community relations. This flexibility enables each entity to adapt to the values and local constraints of the host communities. Under its "Community Relations" protocol, Imerys formally delegates responsibility for community relations to the most senior employee in charge of managing the facility. The Senior Site Manager is required to undertake a stakeholder assessment to identify and prioritize the stakeholders, set up pertinent action plans and conduct periodic management reviews. Available in seven languages, the protocol also encourages constructive dialogue with stakeholders and requires an appropriate response to every stakeholder complaint.

In 2014, 1,063 working hours were lost due to strikes, of which 579 in Belgium, 253 in Italy (28,375 in 2013). The Group's absenteeism rate was 2.88% in 2014 (2.49% in 2013).

The Group's protocol encourages the Group to work in harmony with the expectations of its stakeholders. The Group's commitment to sustainable development goes beyond its own actions: it is an essential part of the Group's overall vision and part of its commitment to responsible business. The Group's approach is based on the conviction that companies have a responsibility to respect human rights, protect the environment and promote free, fair and open competition.

The Group's vision includes the development of its external social commitment and the implementation of a responsible business strategy. In 2014, the Group continued to implement its "Corporate Social Responsibility" strategy, which aims to contribute to the sustainable development of the Group and its stakeholders.

The Group's Corporate Social Responsibility strategy is based on the conviction that companies have a responsibility to respect human rights, protect the environment and promote free, fair and open competition.

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Imerys South Africa Pty Ltd (ISA) revamped its stakeholder engagement strategy in 2014 to drive good practices; this was observed during a training project in 2014 on education in the rural areas. Management at ISA, in collaboration with the Social & Ethics Committee, reviewed the stakeholder relations management strategy and plan in 2014 by forming a Stakeholder Engagement Forum. The Social & Ethics Committee brought together key leaders from ISA Management and Directors and is chaired by one of the Directors. The Stakeholder Engagement Forum comprises of representatives of the entities identified in the stakeholder map. Engagement with local stakeholders is formalized in quarterly forum meetings. Development and execution of awareness raising and training activities at each of the F&PA operations. This business group level action is reflected by the number and quality of the projects focusing on community relations submitted for the in-house SD Challenge program. In the past 10 years, 533 projects have been part of the SD Challenge program. The success of this approach to community relations is reflected by the number and scope of projects addressing a number of community development needs including start-up inputs (e.g., seeds, fruit, livestock and tools), and organic fruits and vegetables;

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...
2014, more than 10 country-wide diversity plans have been
initiated and will be renewed in 2015 with analysis of the "pros
and cons". Two new projects to promote gender and ethnically
associated with these activities. In 2015, the threshold of
required to determine if more than 5% of the divisional spend is
coming from a supplier's manufacturing facilities in one of the
operations located in South Africa and Zimbabwe. The Group's
activities was
prepared for management to review on a quarterly basis. As of
September 2014). In 2014, each of the Group's activities was
evaluated in terms of the "Countries of Concern". Each activity with a positive
assessment for new projects and its internal auditing activities.

For more information on the SD Challenge program from operations in Brazil and France
special focus on women employed in operational roles was
initiated in 2012. In 2014, a women's mentoring program was
implemented in four locations. In addition, a special emphasis on developing community relations and managing pertinent risk annually,
including regulatory watch on the indigenization program.

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Sustainable Development

Social responsibility

Pertinent human rights risks and impacts have also been integrated into the country-level stakeholder engagement activities (see the Community Relations protocol above) and selectively verified by the technical dialogue with pertinent trade associations and integrates Group’s Internal Audit Function. Imerys has no operations involved in Conflict Minerals (1).

Since the end of 2010, the Group has had a simplified Annual Reporting process that enables Group activity managers to report any breaches of the Code of Business Conduct and Ethics, particularly fraud, corruption or violations of human rights. Follow-up grievance actions must be taken in any case of reporting and must involve the three executive members that are accountable. In 2014, the Group and its subsidiaries also communicated transparently in their responses to the customers’ SD questionnaires and surveys. Neither a human rights violation nor a discrimination case was reported or identified by the internal auditing programs.

In 2014, the Group began responding to supply chain queries from key customers involving third-party management tools. For instance, the Group and more than 10 of its subsidiaries have been registered on Ecovadis and/or Sedex in order to provide regular feedback to the customers in a consistent manner. In 2015, a protocol in 2013 on Supplier Risk Management. This protocol requires each activity to conduct an annual supplier risk assessment including potential violations of environmental and social laws and pertinent ethics standards. The results of the annual supplier risk assessment must then be used to form a supplier risk management plan to control identified risks and continuously improve the risk management profile of the Imerys supply chain.

Conflict minerals are minerals mined in conditions of armed conflict and human rights abuses, mostly refer to coltan, cassiterite, gold, wolframite or their derivatives from the eastern provinces of the Democratic Republic of the Congo and adjoining areas.


GHS/CLP: Globally Harmonized System/Classification, Labelling and Packaging of chemicals.

Since late 2010, the substances marketed in Europe by Imerys operations have undergone additional risk studies pursuant to the implementation of the GHS/CLP (2) regulations. As a result of these studies, a few substances were classified as “hazardous”, and appropriate notification was given to the European Chemicals Agency (ECHA). In most cases, the hazard stems from the presence of crystalline silica in alveolar form. Working with the IMA-Europe, Imerys has helped define an industry-wide methodology for quantifying the percentage of the hazardous substance in a finished product.

PRODUCT RESPONSIBILITIES AND OTHER STAKEHOLDER ENGAGEMENT

Imerys aims to identify and manage the health, safety and environmental issues associated with its products for customers and end users throughout the product lifecycle. For products manufactured in (or imported into) Europe, the Group implements the European Community Directive on “Regulation, Evaluation and Authorization of Chemicals” (REACh). Under REACh, “naturally occurring minerals” are exempt from registration, and this exemption significantly reduces the effects of these regulations on labor in the supply chain, the Group also launched a purchasing protocol in 2013 on Supplier Risk Management. This protocol requires each activity to conduct an annual supplier risk assessment including potential violations of environmental and social laws and pertinent ethics standards. The results of the annual supplier risk assessment must then be used to form a supplier risk management plan to control identified risks and continuously improve the risk management profile of the Imerys supply chain.

21 IMERYS 2014 SUSTAINABLE DEVELOPMENT REPORT
The Group’s environmental materiality assessment will be updated to drive progress and provide the operations with their expertise. The Imerys states its environmental policy in the SD Charter and defines the strategy. The SD Charter was recently revised in 2013. At the Group level, the Group Vice-President of Innovation, resource efficiencies, biodiversity and green innovations have been identified as the four key environmental axes in the SD Charter.

Relevant environmental policies, objectives and actions while incorporating initiatives with a delegated Group Energy Manager. Process Audit team sets up the annual auditing plan based upon on a risk portfolio, changes in regulatory requirements and evolution of the objectives. The corporate functions of Group Industrial Management team leads energy efficiency through smart mine planning and advanced technologies. Finally, the Group Innovation team drives new development of products, processes and services with environmental benefits.

The business activities have freedom to further develop their capabilities and provides services to the operations to help them implement the Group’s current commitments. The corporate functions of Group EHS and any other missions accordingly.

The Group considers environmental stewardship as an integral part of its strategy. The Group has had no new material issues related to soil and water as their highest priority environmental objectives. The Group has had no new material issues related to soil and water as their highest priority environmental objectives. The Group has not identified any significant concerns regarding dioxins and furans, or persistent organic pollutants (POPs) during external audits. Imerys has no new material issues related to soil and water as their highest priority environmental objectives.
The Senior Site Manager is responsible for ensuring the staff are aware of the environmental aspects and impacts, and for establishing objectives and targets for environmental performance improvement that will prioritize the constant improvement of controls. The objectives and targets for environmental performance improvement will be supported by action plans that identify responsible members of the organization or by external parties. These action plans will prioritize the implementation of controls for the significant environmental risks and issues. The objectives and targets for environmental performance improvement that will be supported by action plans will include an assessment of the management system to determine whether the controls were properly implemented and maintained and whether they were within the scope of the applicable legislative and regulatory requirements. Audit results will be reported to the Senior Site Manager, who is responsible for implementing corrective actions. Audit results will also be reported to the Executive Management, who will be required to approve all objectives and targets.

The Senior Site Manager is responsible for ensuring that the staff are aware of the environmental aspects and impacts, and for establishing objectives and targets for environmental performance improvement that will prioritize the constant improvement of controls. The objectives and targets for environmental performance improvement that will be supported by action plans will include an assessment of the management system to determine whether the controls were properly implemented and maintained and whether they were within the scope of the applicable legislative and regulatory requirements. Audit results will be reported to the Senior Site Manager, who is responsible for implementing corrective actions. Audit results will also be reported to the Executive Management, who will be required to approve all objectives and targets.

The number of sites required for EMS reporting exclude those sites that were divested, closed, newly acquired or newly constructed during the reporting period. These operations exclude those operations that were newly certified with ISO14001 in 2014. The variation of the total number of sites is 10,854. Operations with Imerys 8-pillar EMS includes operations that are certified with ISO 14001 or EMAS and operations with Imerys 8-pillar EMS. The table below gives the number of Imerys operations with an EMS:

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of operations</th>
<th>Number of certified operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>9,000</td>
<td>600</td>
</tr>
<tr>
<td>2011</td>
<td>9,000</td>
<td>610</td>
</tr>
<tr>
<td>2012</td>
<td>9,000</td>
<td>630</td>
</tr>
<tr>
<td>2013</td>
<td>9,000</td>
<td>650</td>
</tr>
<tr>
<td>2014</td>
<td>9,000</td>
<td>670</td>
</tr>
</tbody>
</table>

Most certified operations have properly maintained their environmental management system certifications and embraced the core elements of the international standards. Since early 2012, the Group’s emphasis has been on assessing the robustness of existing management systems. A self-appraisal EMS procedure was requested by and presented to Executive Management on a quarterly basis. The scorecard gives the site’s adherence to legislative and regulatory requirements and the site’s self-evaluation of compliance with the applicable legislative and regulatory requirements.

Since the beginning of 2013, more than 80% of the operations achieved their targets defined in their Environmental Management System (EMS) scorecards. By the end of 2014, the EMS scorecard was requested by and presented to Executive Management on a quarterly basis. The scorecard gives the site’s adherence to legislative and regulatory requirements and the site’s self-evaluation of compliance with the applicable legislative and regulatory requirements. Since early 2012, the Group’s emphasis has been on assessing the robustness of existing management systems. A self-appraisal EMS procedure was requested by and presented to Executive Management on a quarterly basis. The scorecard gives the site’s adherence to legislative and regulatory requirements and the site’s self-evaluation of compliance with the applicable legislative and regulatory requirements.
Furthermore, an EMS audit process was established in 2012 and optimizing the raw materials utilization through sound industrial management.

In the first half of 2014, the Group launched, with its Industrial Management team, an industrial improvement program called “I-Cube” to transform its industrial performance into a competitive advantage. The I-Cube reference documents introduce standardized methods and good practices that enable operations to measure their minerals/materials recovery ratios and identify opportunities for improving "compliance" pillar and implement three specific programs: a) an annual self-evaluation of compliance by each operation; b) an audit of the "compliance" pillar at each of the 20 most critical operations already creates benefits focused on maximizing the sustainable use of minerals, as well as other natural resources (see "Energy Efficiency", "Water Scarcity and Efficiency", "Waste, Overburden and Mineral Solids" hereafter); and c) a project to ensure that compliance documents for lands, permits and permissions are securely stored and easily accessible at the Group level.

Minerals Efficiency

Minerals and tailings:

Technological improvements and newly developed applications make it possible to transform low-grade materials, tailings and wastes into marketable resources. Numerous projects have been initiated by the Imerys operations to recycle reserves and sources approximately 10 other minerals or derived mineral products. The sustainable use of mineral resources is of great importance both economically and environmentally. The Group strives to improve yields and reduce wastes using the following approaches:

- Using process tailings as a substitute for fly ash in the cement producing process.
- Establishing and maintaining effective management of mineral reserves and resources:
  - Professionals in the Group Mining and Geology Department have strong technical expertise in geology, mine planning and publicly available data on the recycling rates show that a total of 40% to 50% of all minerals consumed in Europe are recycled in the mining processes, ensuring protection of this minerals asset.

Appropriate mine surveying and planning are used to balance ore grades, maintain stripping ratios at reasonable levels, and reduce tailings and other residues. In June 2013, the Group’s LOM reporting requirements were reinforced with a new procedure requiring a Five Year Mine Plan. This formalized approach enables the Group to better extract and use its mineral resources, and reduce risks of unplanned variability in tonnage, quality or cost. As of December 2014, all of the 99 active mining operations have established their LOM plans according to the procedure. Approximately 60 LOM plans have an acceptable score and passed the Group Geology and Mining Department’s review; the remaining LOM plans are to be improved with additional supporting documentation (see section 1.3 in chapter 1 of the Registration Document);

See “Green Innovation Life of Mine (LOM)” section.
Sustainable Development

The Group encourages its employees to take on the responsibility of promoting best practices. In addition, a number of the largest energy-consuming operations generated several of the largest energy-saving projects.

OYOERJ OPINMDYM

The Group's Industrial Department helps identify opportunities between operations is imperative for improving the Group's energy efficiency and reducing greenhouse gas (GHG) emissions. The Group began tracking individual plant energy and production in 2011, the energy efficiency improvement plan was set.

Following the analysis of energy efficiency at each pilot operation, the Group set new energy efficiency targets. The Group Energy Manager maintains a dashboard of key energy-related projects to help identify the priority areas for improvement.

In 2014, the process improvements in one location, the kiln process optimization resulted in a significant gas and electricity saving. The energy efficiency of this operation was boosted by 20% in 2014 as scope of this project has gradually involved, and more than 20 mining operations were involved by the end of 2014. The F&A expansion project in the Ukraine (Refractory Minerals), and another biomass use conversion project in Mexico (Carbonates) and a biomass use conversion project in Sweden (Filtration and Additives North America) generated a number of new energy efficiency projects with favorable impact on the Group's energy efficiency.

In 2014 and will continuously drive the systemic improvement in Utilities, the Best Practice Guidelines for Operating Heavy Equipment (ie, use heavy equipment (drilling, excavating, milling and grinding), etc.) have been released. The kiln process optimization resulted in a significant gas and electricity saving. The energy efficiency of this operation was boosted by 20% in 2014 as scope of this project has gradually involved, and more than 20 mining operations were involved by the end of 2014. The F&A expansion project in the Ukraine (Refractory Minerals), and another biomass use conversion project in Mexico (Carbonates) and a biomass use conversion project in Sweden (Filtration and Additives North America) generated a number of new energy efficiency projects with favorable impact on the Group's energy efficiency.

The Group Energy team in collaboration with the Industrial Technology and Business Support, including the expected and potential opportunities for improvement and track the support needed to optimize process and equipment efficiency. A number of industrial projects are completed within the scope of this project has gradually involved, and more than 20 mining operations were involved by the end of 2014. The F&A expansion project in the Ukraine (Refractory Minerals), and another biomass use conversion project in Mexico (Carbonates) and a biomass use conversion project in Sweden (Filtration and Additives North America) generated a number of new energy efficiency projects with favorable impact on the Group's energy efficiency.

In 2014, the energy efficiency program on eight pilot operations is generating a number of new energy efficiency projects with favorable impact on the Group's energy efficiency.

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The table below gives the total energy consumption and energy efficiency over the past six years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Energy Consumption (thousands of GJ)</th>
<th>Energy Efficiency (base 100 in 2009)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>34,859</td>
<td>95.2</td>
</tr>
<tr>
<td>2013</td>
<td>34,615</td>
<td>96.6</td>
</tr>
<tr>
<td>2012</td>
<td>35,288</td>
<td>96.5</td>
</tr>
<tr>
<td>2011</td>
<td>35,597</td>
<td>96.9</td>
</tr>
<tr>
<td>2010</td>
<td>35,180</td>
<td>97.7</td>
</tr>
<tr>
<td>2009</td>
<td>28,322</td>
<td>100</td>
</tr>
</tbody>
</table>

The total energy consumption of year Y-1 is slightly calibrated because of continual improvement on the data verification and analysis.

Several Imerys sites use Combined Heat and Power (CHP) facilities. Excess electricity from these facilities is sometimes sold on the grid. The total energy consumption does not count the resold electricity.

It is the ratio analyzing the change (from year Y-1 to year Y) in total energy consumption per ton at constant perimeter and mix.

Breakdown of change in energy consumption by factor:

<table>
<thead>
<tr>
<th>Factor</th>
<th>Variation (thousands of GJ, + increasing, - decreasing)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entity</td>
<td>-27</td>
</tr>
<tr>
<td>Volume</td>
<td>+1,926</td>
</tr>
<tr>
<td>Product</td>
<td>-11</td>
</tr>
<tr>
<td>Efficiency</td>
<td>-1,164</td>
</tr>
<tr>
<td>Total</td>
<td>-481</td>
</tr>
<tr>
<td>Change</td>
<td>+243</td>
</tr>
</tbody>
</table>

The annual total energy consumption increased 243 thousand GigaJoules (Tera Joules or TJ) between 2014 and 2013, taking into account each variation factor's effect. Although the Group did not achieve its goal to improve energy efficiency by 10% over five years (2009-2014), it has been validated by the Executive Management. The goal will be supported by the I-Cube program and ongoing efforts on the high priority projects described above.

Looking ahead, a new energy efficiency objective has been set up:

Breakdown by energy source (actual data):

<table>
<thead>
<tr>
<th>Year</th>
<th>Electricity and Steam (%)</th>
<th>Natural Gas (%)</th>
<th>Other Fossil Fuels (%)</th>
<th>Biomass (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>28.4</td>
<td>47.2</td>
<td>21.6</td>
<td>2.8</td>
</tr>
<tr>
<td>2013</td>
<td>30.3</td>
<td>45.3</td>
<td>20.7</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>30.2</td>
<td>43.7</td>
<td>22.2</td>
<td>3.9</td>
</tr>
<tr>
<td>2011</td>
<td>30.1</td>
<td>41.1</td>
<td>24.2</td>
<td>4.6</td>
</tr>
<tr>
<td>2010</td>
<td>30.7</td>
<td>39.2</td>
<td>25.9</td>
<td>4.2</td>
</tr>
<tr>
<td>2009</td>
<td>29.0</td>
<td>39.9</td>
<td>27.0</td>
<td>4.1</td>
</tr>
</tbody>
</table>

The breakdown of energy consumption by source varies slightly between 2014 and 2013, mainly explained by the following factors:

- A shift from heavy oil to liquefied petroleum gas or natural gas,
- The Imerys Refractory Solution operation in India changed the ramp up of a newly commissioned Brazilian lime plant in the production fuel from coal with indirect inefficient gasifier to direct combustion of pet coke powder;
- A slight increase in other fossil fuels;
- In 2015, two projects will bring additional contribution to the divesture of several brick manufacturing plants with high biomass percentage: a project to increase existing biogas use at a Refractory Mineral operation in France, and a project to switch biomass;
- An existing biomass project in the Ukraine was scaled up. Nonetheless, the comparable percentage of biomass remained at the same level between 2013 and 2014 (2.8%).
- Renewable energy sources (e.g., mainly hydropower and wind power) are also being employed in the electrical power grid and indirectly supplied to Imerys operations. The Group has not taken any measures to validate the renewable energy supply mix. In addition, Imerys contributes to the development of renewable energies in partnership with other companies including the following:

IMA-Europe launched the Industrial Minerals Sector 2050 Roadmap in September 2014 which included a sector commitment: specific energy consumption reduced by half by 2050.
In March 2014, the Imerys kaolin operation in the United Kingdom completed construction of a 12-Megawatt solar park in operations is derived from the electrical power grid. Low-carbon partnership with a photovoltaics energy supplier. The land used for the project was a historic mica dam. The production of solar electricity brought second life to the land and will provide renewable energy to the neighboring communities. Similar ideas are being considered for other surplus land owned by Imerys in the UK.

The Group considers the improvement of its energy efficiency as the main approach to reducing its greenhouse gas emissions (GHGs), and the use of thermal energy in minerals transformation is the major source of GHGs in the Group (53% of total). Indirect emissions from the consumption of electricity in production are the second largest source (38% of total). Finally, some of the processes used in the Imerys operations cause CO$_2$ emissions themselves (9% of total) (e.g., de-carbonation of raw materials). In accordance with the energy efficiency objective, the Group has set a target of 10% carbon emission reduction by 2014 from the 2009 baseline.

The table below gives the CO$_2$ emissions by scope and carbon efficiency:

<table>
<thead>
<tr>
<th>Year</th>
<th>Scope 1 CO$_2$ emissions (Thousands of tons)</th>
<th>Scope 2 CO$_2$ emissions (Thousands of tons)</th>
<th>Total CO$_2$ emissions (Scope 1 and Scope 2) (Thousands of tons)</th>
<th>Carbon efficiency (base 100 in 2009)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>1,785</td>
<td>1,030</td>
<td>2,815</td>
<td>91.0</td>
</tr>
<tr>
<td>2013</td>
<td>1,705</td>
<td>1,080</td>
<td>2,785</td>
<td>92.1</td>
</tr>
<tr>
<td>2012</td>
<td>1,753</td>
<td>1,115</td>
<td>2,868</td>
<td>94.3</td>
</tr>
<tr>
<td>2011</td>
<td>1,810</td>
<td>1,099</td>
<td>2,909</td>
<td>95.5</td>
</tr>
<tr>
<td>2010</td>
<td>1,745</td>
<td>1,214</td>
<td>2,959</td>
<td>97.5</td>
</tr>
<tr>
<td>2009</td>
<td>1,306</td>
<td>932</td>
<td>2,238</td>
<td>100</td>
</tr>
</tbody>
</table>

The carbon emissions of year Y-1 are slightly calibrated because of continual improvement on the data verification and analysis. (1) It is the ratio analyzing the change (from year Y-1 to year Y) in total CO$_2$ emissions per ton (Scope 1 and Scope 2) at constant perimeter and mix.

Breakdown of change in total CO$_2$ emissions by factor (see section 7 hereafter):

<table>
<thead>
<tr>
<th>Perimeter</th>
<th>Volume</th>
<th>Reporting Entity</th>
<th>Efficiency</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>+11</td>
<td>+154</td>
<td>-104</td>
<td>-31</td>
<td>+30</td>
</tr>
</tbody>
</table>

The annual total Scope 1 and Scope 2 CO$_2$ emissions slightly increased by 30 kt between 2014 and 2013. The overall carbon efficiency improved by 1.2% (2014 vs. 2013) corresponding to 31 kt of CO$_2$ emissions saved, which resulted in a cumulative improvement. As indicated previously, a new carbon efficiency improvement of 9.0% from the 2009 base year (1.0% below the objective has been included in the three-year SD plan (2015-2017): 10% target). The CO$_2$ emissions attributable to thermal energy efficiency improved by 6% improvement by 2017 from base year 2014.

Breakdown by emission source (actual data):

<table>
<thead>
<tr>
<th>Year</th>
<th>Energy (excluding biomass)</th>
<th>Processes</th>
<th>Biomass</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>87.5%</td>
<td>9.3%</td>
<td>3.2%</td>
<td>100%</td>
</tr>
<tr>
<td>2013</td>
<td>88.0%</td>
<td>7.9%</td>
<td>4.1%</td>
<td>100%</td>
</tr>
<tr>
<td>2012</td>
<td>87.9%</td>
<td>7.5%</td>
<td>4.6%</td>
<td>100%</td>
</tr>
<tr>
<td>2011</td>
<td>87.4%</td>
<td>7.6%</td>
<td>5.0%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Lkr\"u \ÖEyer\@y ov \Ér-Mzh; v' z \És s wt \Ét\Ö/zz zC\"zuv'zD

L vru w gr zz s wt -7569 35689.  avz v v... g v cv x z o z Orn xt e r...

hs s - z s v x 0\ ---0 v w u y - y / 5 5 / 598 1548 175 74

Eyv rÖr- \Ér-\d\ÖEyr-6 rÖr dt\Éyr-7 Mzh; v' z \Éo -85 s v vv\Ö7569 rÖr\Ö 75683 eyv E v -tr\ÖEyr- v v z 7568 3 7568, tÖEyr e\ÉEyr- É 86" EwMzh; v' z \Éo 63 r v u y 6 -v u r i t 7 v z év\ÖEyr\ÉEyr\ÖE v v y 755c s r v r-e63 s svÉy y 65) rÖEv\Ö3 eyv Mzh; v' z \Éo r r rsy ÉEv r-vÖk...
SUSTAINABLE DEVELOPMENT

Imerys has participated in the climate change program of Carbon Disclosure Project (CDP) since 2006. In addition to Scope 1 and Scope 2 emissions, increasing attention has been paid to the relevant Scope 3 emissions, especially the indirect emissions generated by fuel use in Imerys' contracted activities and Imerys' reduction, internal innovation initiatives at Imerys have also driven travel activities. Pilot data on the two aspects has been incorporated in the CDP submittal since 2013. Some of the Group's roof tiles have been accredited with an A+ rating under the UK waste reduction and recycling initiatives contributed to the BREEAM (Building Research Establishment Environmental Assessment Methodology) which applies to "green buildings".

Imerys remains at Level B on the CDP performance band. However, Imerys has been actively engaged in communication with its customers regarding the carbon footprint of its products. The increase in disclosure demand from CDP on Scope 3 emissions. The Group takes climate change into account in its business strategy by focusing on industrial performance. The Group tracks several indicators related to energy efficiency and waste reduction, as well as indicators related to innovation and new green product development. Climate change is also integrated into formal, recurrent processes to analyse the Group's main risks. Based on all past analysis and stakeholder engagement feedback, the Group's main risks do not appear to be related to climate change. The greater number and intensity of extreme weather events such as hurricanes, tornados, or floods related to climate change could affect the Group's units (production stoppages, damage, etc.). Imerys publishes below an estimate of its SO\textsubscript{2} and NO\textsubscript{x} emissions, applying specific conversion factors to each source of consumed fuel. As of 2012, Imerys' reporting also includes "process" SO\textsubscript{2}. These are emissions occurring when SO\textsubscript{2} is released from sulfur-containing minerals during thermal processing.

<table>
<thead>
<tr>
<th>Year</th>
<th>SO\textsubscript{2} (tons)</th>
<th>NO\textsubscript{x} (tons)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>4,591</td>
<td>6,395</td>
</tr>
<tr>
<td>2011</td>
<td>3,530</td>
<td>6,665</td>
</tr>
<tr>
<td>2010</td>
<td>3,788</td>
<td>6,322</td>
</tr>
<tr>
<td>2009</td>
<td>4,577</td>
<td>6,042</td>
</tr>
<tr>
<td>2008</td>
<td>3,947</td>
<td>5,822</td>
</tr>
</tbody>
</table>

The evolution of SO\textsubscript{2} and NO\textsubscript{x} emissions at constant perimeter is favorable due to broader use of clean energy and improvements in combustion techniques. The total SO\textsubscript{2} and NO\textsubscript{x} emissions in 2014 remained at low levels with a 13.8% and 3.7% reduction respectively from 2013.

REPASACK GmbH is a German organization specialized in the take-back and recycling of used paper bags from trade and industry.
SUSTAINABLE DEVELOPMENT

Environmental stewardship

WATER SCARCITY AND EFFICIENCY

An assessment has been performed using the WBCSD’s (World Business Council for Sustainable Development) Global Water Tool. Imerys’ water sources include groundwater (55%), surface water (24%) and water suppliers (11%). This water is essential in transforming industrial minerals. In contrast to the metals and energy exploration sectors, Imerys processes minerals mostly without toxic substances drainage or residue.

The Group often extracts nearby groundwater and surface water to maintain its water issues. As of December 2014, 16 operations are located in water scarce areas according to the Water Stress Index of the Global Water Tool. Two operations in the scope of 2013 were removed due to divesture and closure; and one newly-built operation in Egypt will set up its plan in the near future.

Therefore, beginning in 2012, an annual overall water scarcity risk assessment and pertinent action plan to manage the high priority issues. As of December 2014, 16 operations are located in water scarce areas according to the Water Stress Index of the Global Water Tool. Two operations in the scope of 2013 were removed due to divesture and closure; and one newly-built operation in Egypt will set up its plan in the near future.

The following table reflects the Imerys water profile by region (as of December 31, 2014):

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage of water withdrawal in each geographic region</th>
<th>Low</th>
<th>Medium</th>
<th>Stress</th>
<th>Scarce</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia Pacific</td>
<td>76.7%</td>
<td>1.0%</td>
<td>2.2%</td>
<td>19.5%</td>
<td>0.6%</td>
<td>3,798</td>
</tr>
<tr>
<td>Europe, Middle East and Africa</td>
<td>97.3%</td>
<td>0.2%</td>
<td>2.2%</td>
<td>0.0%</td>
<td>0.2%</td>
<td>12,955</td>
</tr>
<tr>
<td>North America</td>
<td>88.0%</td>
<td>5.5%</td>
<td>0.0%</td>
<td>6.5%</td>
<td>0.0%</td>
<td>16,236</td>
</tr>
<tr>
<td>South America</td>
<td>99.8%</td>
<td>0.0%</td>
<td>0.2%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>3,139</td>
</tr>
<tr>
<td>Percentage of total water withdrawal</td>
<td>91.1%</td>
<td>2.6%</td>
<td>1.1%</td>
<td>5.0%</td>
<td>0.2%</td>
<td>36,128</td>
</tr>
<tr>
<td>Number of total operations</td>
<td>177</td>
<td>19</td>
<td>3</td>
<td>16</td>
<td>5</td>
<td>220</td>
</tr>
</tbody>
</table>

The 16 operations distributed by region: three in Asia Pacific, five in EMEA, seven in North America and one in South America.

(1) The number of total operations includes those sites divested or closed during the reporting period.

(2) In addition to looking at the operations located in areas of water scarcity, a preliminary study of the Group’s large quantity water users was completed in the second half of 2013. This study showed that the Top 10 water users in the Group comprised more than 50% of the total annual water withdrawal. In 2014, the Group began encouraging the top water users to improve water efficiency by the Group’s activities. In addition to the water withdrawals customarily reported by industrial users, Imerys also reports the amount of water recycled by its operations in order to achieve improved water recycling rates, and consequently, a reduction in its operational withdrawals of fresh water.

Group-level water disclosure will be gradually improved by focusing on water efficiency at operations in areas of water scarcity and large quantity water users.

One exemption is the andalusite operation in Glomel France which has acid rock drainage that is collected and treated on site prior to discharge.

The World Business Council for Sustainable Development (WBCSD) provides companies with an assessment tool for their risks relating to the quality and quantity of their water supply.
SUSTAINABLE DEVELOPMENT

Environmental stewardship

The table below presents trends in water withdrawals for the past five years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total water withdrawals (millions of liters)</th>
<th>Of which:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>36,128</td>
<td>10.8%</td>
</tr>
<tr>
<td>2013</td>
<td>41,626</td>
<td>10.5%</td>
</tr>
<tr>
<td>2012</td>
<td>48,538</td>
<td>11.9%</td>
</tr>
<tr>
<td>2011</td>
<td>52,893</td>
<td>12.0%</td>
</tr>
<tr>
<td>2010</td>
<td>53,491</td>
<td>14.4%</td>
</tr>
</tbody>
</table>

- Water obtained from water suppliers
- Water withdrawn from ground water
- Water withdrawn from surface water
- Water obtained from other sources

Some Imerys operations may obtain water from sources other than those listed above. For example, an operation may collect rainwater or obtain water from customers. The term “water obtained from other sources” refers to this type of water.

In 2013, approximately 70% of “water obtained from other sources” is from the customers because the Imerys operations serve the customers’ paper mills and shared their utilities.

Imerys withdrew 36.1 millions of cubic meters of water in 2014, and its water withdrawal per Euro of turnover is 9.8 liters/€, which is relatively low when compared to other companies in the mining industry. The Group's total water withdrawal decreased by 13.2% from 2013 and reduced by almost one-third in the past five years.

The table below presents trends in water recycling for the past five years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total water recycled (millions of liters)</th>
<th>Of which:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>31,954</td>
<td>9.5%</td>
</tr>
<tr>
<td>2013</td>
<td>32,950</td>
<td>16.7%</td>
</tr>
<tr>
<td>2012</td>
<td>30,645</td>
<td>14.9%</td>
</tr>
<tr>
<td>2011</td>
<td>19,753</td>
<td>13.6%</td>
</tr>
<tr>
<td>2010</td>
<td>19,137</td>
<td>15.6%</td>
</tr>
</tbody>
</table>

By number of sites with recycled water reported

The recycled water reporting protocol was slightly modified in 2014 and clarified that the cooling water supplied by third-party facilities (e.g., a customer’s paper mill) and circulated back in a close loop should not be counted as recycled water by Imerys operations.

WASTE, OVERBURDEN AND MINERAL SOLIDS

As stated in an Imerys environmental protocol, all waste streams are required to be identified and characterized sufficiently to determine the applicability of local regulations and to manage relevant risks. Normally, waste management and statutory obligations on collection, storage, labelling, transportation and disposal are also addressed in each site's EMS.

The table below shows the trends of industrial waste generation and recycling for the past five years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total industrial waste (tons)</th>
<th>Of which:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>281,654</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>264,270</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>287,827</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>297,228</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>312,583</td>
<td></td>
</tr>
</tbody>
</table>

- Hazardous industrial waste
- Recycled hazardous industrial waste
- Non-hazardous industrial waste
- Recycled non-hazardous industrial waste

In 2014, the Group’s activities generated 282 kt of industrial waste, mainly due to old industrial activity, without surveillance necessity. 45.9% of which was non-hazardous. The total industrial waste is recycled (vs. 52.3% in 2013); and 45.2% of the hazardous waste is recycled (vs. 67.6% in 2013). The unfavorable trend in waste recycling is also mainly caused by those operations mentioned above. These operations are seeking to reduce or recycle the waste with industrial improvements or additional permitting conditions. The industrial waste generation rate per Euro of turnover is 0.08 kg/€ in 2014. The Group’s industrial waste generation is relatively low when compared to other companies in the mining industry and has been below 0.1 kg/€ for several years.

The soil was considered hazardous because the area of the construction was historically classified as “low polluted area, 30
Respecting the ecosystems surrounding its operations and biodiversity risk is more relevant to the Group’s mining operations and Geology Department also set up policies and guidelines to concluded that 31 out of the Group’s 121 mining operations (both additional three of the “concerned sites” established a site-specific plan of High Biodiversity Value in environmental risk assessment, as well as lessons learned from GRI reporting guidelines for the mining sector, an internal reference document established an “Internal Biodiversity Management Plan (BMP)” protocol that requires every mining site to describe the location of the site within the local context. As expected, the analysis showed that 8% of the Group’s operations are near or inside an area of High Biodiversity.

In 2011, a global biodiversity sensitivity analysis was undertaken to identify biodiversity concerns at the Imerys sites. This included areas of High Biodiversity Value. Imerys use the World Database for Protected Areas (WDPA), Natura2000 and other reliable public resources to conduct risk assessment were improved to incorporate new international trends. The enhanced analysis enables Imerys to plot the proximity of its mining operations’ coordinates to the closest areas of High Biodiversity. In many countries, an environmental impact review is required to conduct an environmental impact review before the development of a mine project or obtaining regulatory and social licenses to operate, each Imerys mining operation is required to conduct an environmental impact review prior to the development of a mine project and at the time of its closure.

Rehabilitation is also an essential element of mine planning from an economic perspective. In 2009 the Group defined a “Post Mining Rehabilitation” protocol that requires every mining site to describe the waste reduction and recycling in the coming years. Several Imerys activities are taking innovative actions to implement a sustainable way and to report those specific efforts in the annual SD Challenge program. In 2014, approximately 15 materials recycling projects involved transformation of waste into sellable products for Asphalt roofing shingle manufacturers. It is expected that the I-Cube program will achieve a significant environmental benefit by recycling the significant scale. These materials are usually stored on or near production areas at the quarries since they may be useful in the future when technological progress is made or new market opportunities arise.

The Group encourages its operations to utilize mineral solids in a sustainable way and to report those specific efforts in the annual SD Challenge program. In 2013, Imerys’ methodologies for biodiversity risk assessment were improved to incorporate new international trends. The enhanced analysis enables Imerys to plot the proximity of its mining operations’ coordinates to the closest areas of High Biodiversity. In many countries, an environmental impact review is required to conduct an environmental impact review before the development of a mine project or obtaining regulatory and social licenses to operate, each Imerys mining operation is required to conduct an environmental impact review prior to the development of a mine project and at the time of its closure.
cases. For instance, the Imerys Rio Capim Kaolin operation in mining operations not yet involved are being encouraged to use alternative energy sources.

The Group's environmental policy and goes beyond the local statutory requirement to integrate biodiversity conservation into the implementation of the mine rehabilitation plan. A significant number of quarries under the Imerys Clay Roof Tiles activity have participated in a study carried out by IMA-Europe to evaluate the recyclability of minerals. The study analyzed the applications of several industrial minerals and measured the recyclability of such products; a few examples can be given for products with a benefit for the environment. In 2014, 75% of the calcium carbonate consumed in Europe is used in paper that in turn is recycled at a rate of 94%. This contributes to 28% of the recycling rate as a percentage of the total recyclability of calcium carbonate. This study was published in May 2013 and shows the following figures:

- **Lime**: 68%
- **Feldspar**: 49%
- **Talc**: 60%
- **Bentonite Clay**: 60%
- **VII**
- **VI**
- **V**
- **IV**
- **III**
- **II**
- **Ib**
- **Ia**
- **I**

The IUCN (International Union for Conservation of Nature) categories for the 31 sites are listed in the following table (updated as of December 31, 2014):

- **Protected area with sustainable use of natural reserves**
- **Biological reserve**
- **Strict Nature Reserve**
- **National Park**
- **Regional park**
- **Regional nature reserve**
- **IUCN Category**

Mine rehabilitation activities, such as transposition of organic soil, levelling the surface to a minimum, continuously restore the surface whenever possible, and take offset measures when appropriate. A number of quarries under the Imerys Clay Roof Tiles activity have greatly increased over the last three years. Innovation potential is therefore high and is regularly evaluated by the Group.

The Group has decided to significantly enhance its efforts to drive the four levers:

- **Environmental stewardship**
- **Raw material resource efficiency**
- **Product resource efficiency**
- **Recycling**

In 2012, two land use indicators were defined and implemented at the start of the year. In 2013, the site started monitoring the dwelling and evolution of native species in an area of 1,027 hectares. In 2014, the total disturbed surface area of the 46 mining activities was 1,926 hectares, and the total rehabilitated area of those sites was 581 hectares. This represents a 17.4% increase over 2013. The rehabilitation plan was built to restore 30 to 50 hectares of the mined areas and integrate them into the original landscapes. The rehabilitation plan was expanded in 2013 to include all 36 Imerys mining activities, as well as rehabilitated surface. Application of these indicators quantifies the surface disturbed by the Group's mining activity.

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Environmental stewardship

Steagreen: Steagreen™ product was designed for recycled environmental management system (EMS). To confirm regulatory plastic applications demanding higher performance. This compliance and conformity with the Group's protocols, Imerys product enables manufacturers to improve performance of operations are audited at regular intervals. In 2014, 24 EHS compliance audits, 15 EMS audits and 10 mine safety reviews (MSR) were completed by the Group EHS Audit Team.

WRG IC ESR is a blend of fused powders for Investment casting applications allowing an easy shell removal and Regulatory compliance is also a feature of Imerys' internal replacing Zircon sand, environmental incident reporting process and database which requires reporting of the following events:

- Eco-Phyl® is a new product designed to reduce VOC (Volatile organic compound) content. It has a very low resin demand, enabling paint manufacturers to reduce the amount of any significant structural deterioration of an impoundment (e.g., significant sloughing, cracking, discolored leakage, etc.); additional solvent required for application, any release of discolored water that has potential to create a credible nuisance to the local community or attract media attention; lower sintering temperature and made of more environmentally friendly products than the traditional frits used in the industry.

- The Ceraflux Range: A new range of fluxes products for glazes developed by Imerys Ceramics Thailand, allowing any non-routine inspection, investigation or notice of noncompliance from an environmental regulatory agency; and any credible complaint concerning an environmental condition.

In every country where it operates, Imerys is subject to various laws (e.g., dust, odor, gases, noise, water, waste, vibration, etc.) and regulations. The Group's commitment to compliance is clearly related to the operation. Stated in the Imerys SD Charter and the Imerys Code of Business Conduct and Ethics. The site level environmental regulatory compliance risks are regularly assessed and managed as part of each operation's

A summary of environmental incidents is presented quarterly to the Executive Committee.

The two tables below give a summary of environmental-related prosecutions and penalties for the past five years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Prosecutions</th>
<th>Amount of Fines (in euros)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>9</td>
<td>29,554</td>
</tr>
<tr>
<td>2013</td>
<td>20</td>
<td>139,078</td>
</tr>
<tr>
<td>2012</td>
<td>17</td>
<td>1,181</td>
</tr>
<tr>
<td>2011</td>
<td>30</td>
<td>1,417</td>
</tr>
<tr>
<td>2010</td>
<td>10</td>
<td>28,872</td>
</tr>
</tbody>
</table>

Environmental regulatory risk management has been significantly improved since the systematic introduction of EMS in 2011. The main portion of the fines in 2014 were the result of four monetary penalties (€27,400 in total): two were linked to air emission issues in the United States, and two were linked to water discharge issues (one in Turkey and one in Canada). These issues have been fully addressed by corrective actions.
The governance aspect is considered to be the cornerstone of the Forced Labor Protocols, the Risk Management Policy, the Group's management, business and other SD commitments. Employee and Industrial Relation Policies, and the Internal Control Regulations. Imerys endeavors to conduct its activities ethically and transparently worldwide while preserving the best interests of its stakeholders.

These policies and protocols are regularly updated to raise the standard and level of business Conduct and Ethics expected to apply throughout the Group. In this context, a new Anti-Fraud and Imerys Code Of Business Conduct and Ethics and Anti-Bribery Policy was adopted in 2014 to reflect the most recent regulatory developments and enhance the internal risk management policies rules and controls applicable in the Group. The Group is closely monitoring the development of the new European Accounting and Transparency Directives (approved by European Parliament in June 2013) and is evaluating its implications for Imerys. The Code of Business Conduct and Ethics summarizes the principles of ethical behavior the Group expects from all of its employees (with a special responsibility vesting on managers), contractors, suppliers and other partners. It is designed to be integrated into the Group compliance framework with an implementation plan in 2015 and released timely according to the statutory requirement. The Code of Business Conduct and Ethics is presented at in-house seminars (including all Welcome Sessions organized to new joiners) and regularly featured in articles in Imerys News. On-site training sessions focusing on anti-fraud and antibribery, but also antitrust and international trade restrictions, are regularly organized throughout the group by the members of Imerys' legal team, with the assistance from time to time by outside legal experts. In addition, compliance online training is regularly followed by all employees in the United States and at least once by all the other main managers and employees of the Group. In 2014, a new eLearning tool related to compliance topics has been elaborated and will be gradually implemented within the Group in 2015.

The Group's General Counsel is acting as Ethics and Compliance Officer for the Group. Since the end of 2013, he is now assisted in this function by an Anti-trust and Compliance Legal Manager. For Brazil, India, China and South Africa, country Chairmen or coordinators have been appointed to ensure fulfillment locally of the Group's commitments under Imerys Code of Business Conduct and Ethics and its related policies. The Internal Control and Audit Department conducts periodic reviews which include a review of the operations' and Functions' implementation of this Code. The auditing results are presented half-yearly to the Executive Committee and, at the Board level, to the Audit Committee. In addition, the objectives and scope of the Group's general compliance program are regularly updated and a summary of its status, progress and results is presented every year to the Audit Committee as part of its annual review of the Group's main risks. A series of Group policies and protocols complements and details these rules and includes: the Internal Charter of the Board of Directors, the Corporate Governance Policy, the Anti-fraud and Anti-Bribery Policy, the Anti-Trust Policy, the Child Labor and Protection of the environment and human rights; ■ Preventing and preventing of fraud or corruption; ■ Training and communication on conflicts of interest; ■ Protection of the Group's assets; ■ Fair competition; and ■ Transparency and integrity. The Code of Business Conduct and Ethics defines the rules for: ● Compliance with applicable laws and regulations, ● Employee relations with local communities and diversity; ● Compliance with local legislation and abides by the principles of ethical behavior the Group expects from all of its employees (with a special responsibility vesting on managers), contractors, suppliers and other partners. It is designed to be integrated into the Group compliance framework with an implementation plan in 2015 and released timely according to the statutory requirement. The Code of Business Conduct and Ethics is presented at in-house seminars (including all Welcome Sessions organized to new joiners) and regularly featured in articles in Imerys News. On-site training sessions focusing on anti-fraud and antibribery, but also antitrust and international trade restrictions, are regularly organized throughout the group by the members of Imerys' legal team, with the assistance from time to time by outside legal experts. In addition, compliance online training is regularly followed by all employees in the United States and at least once by all the other main managers and employees of the Group. In 2014, a new eLearning tool related to compliance topics has been elaborated and will be gradually implemented within the Group in 2015.
The Group has also put in place a process of electronic certification in order to communicate internal control rules and policies. Managers and other relevant employees must certify that they have read the communication and that they have committed to ensure complying with the recommendations of the AFEP-MEDEF Corporate Governance Code applicable to French listed companies.

Reporting and control
Since 2010, Imerys has established a simplified annual reporting process that enables Group activity managers to report any breaches of the Code of Business Conduct and Ethics, particularly fraud, corruption, or violations of human rights, that they may have been made aware of. In the context of this process, the Group Internal Audit and Control Director, the Vice-President of Human Resources and the Group General Counsel are informed of any reported violation. After reviewing the results, they determine collectively whether there is a need for further investigation and potential grievance actions.

In 2014, the members of the Group Internal Audit Department received a specific training on the antifraud and antibribery policy. Since then, the scope of the internal audit missions is including compliance with the antibribery policy and a specific questionnaire was developed to assist with this new task.
The following is a list of reporting perimeters and aspects which may be unique to Imerys:

1. **Human Resources**
   - Imerys employees and contractors working on projects on customers' sites.
   - Data associated with contractors not on payroll, third-party facilities (e.g., a customer's paper mill) and temporary task on-site more than once a month and who are requested to return by Imerys.

2. **Environment, Health, and Safety**
   - Water withdrawal data reported for analysis of water.
   - Additional data for surface merely to maintain mines in good operating condition is not considered by the Group to be "used" in the operations.

3. **Procurement**
   - All services, regardless of whether they are purchased from IMERYS or by third-party facilities (e.g., a customer's paper mill) and temporary task on-site more than once a month.

The Group's SD reporting covers all of the activities over which it exerts operational control. There are four protocols and pertinent data are reported by Imerys and simplified approach, the termination due to disability, death or other conventional situations under mutual agreement are calculated into voluntary departure; "correlation table with the elements of 'Grenelle II'" hereafter (Section 8).

Given consideration to its materiality assessment and the other sections to the right, based on the GRI's checklist and clarifications in the right paragraph of each aspect, in addition to the GRI-suggested indicators, other indicators have been tracked to reflect the Grenelle II framework and special stakeholder interests.

Generally, the SD data reporting parameters include each of the reporting methodologies.
Scope 1 emissions from direct energy are automatically reports actual emissions and evaluates the carbon intensity at and consumed by the subcontractors mainly for (http://www.ghgprotocol.org/calculation-tools/all-tools); comparing the performance of current year and previous database of specific energy resources, plus the process data, the Group directly calculates specific energy consumption perimeter emission recalculation for structural changes. Imerys currently acquired during the period, minus the consumption of closed The total direct energy net used is the sum of direct plus indirect energy consumed in year Y-1, emissions; Scope 2 emissions of purchased electricity, heat, reporting entity mix the GHG protocol requires that companies make historic reasonable estimations, the total energy net used divided by the site total production. tons (dmt). With the energy consumption data and production same specific energy consumption as year Y-1 minus the energy use minus energy sold to third parties. For Imerys, into account:

- greenhouse gas protocol (GHG Protocol) is the most widely used international accounting tool for government and business leaders to understand, quantify and manage greenhouse gas emissions. The GHG Protocol is managed in a partnership between the World Resources Institute (WRI) and the World
- following exceptions:
- energy and CO$_2$ emissions during the use of refrigeration and air conditioning from joints, seals, packing and gaskets; hydrofluorocarbon intentional or unintentional releases (e.g., equipment leaks on these fugitive emissions. Fugitive emissions result from
- the GHG protocol requires reporting of fugitive emissions and all other facilities within its organizational boundary, minerals processing facilities, but also emissions from offices mining and transportation and mining activities at a few Imerys
- energy efficiency is analyzed and taking the following variables divesture is analyzed with the actually reported data when
- during the reporting period in dry metric produced by the entity during the reporting period in dry metric
- production data is related to the quantity of final products
- (activity variation): this is the amount of variable production units and the sum of the volume effects of each
- (Group structure): the Group structure effect
- progress is made or new market opportunities arise. In many
- not quantified and reported backfilling or re-profiling materials in post-mining restoration work. For these reasons, they are not quantified and reported
- processing operations which are placed back in the Imerys
- overburden and mineral solids (e.g., tailings, minerals that are valuable to its customers from other
- Imerys mining operations remove overburden and separate
- such overburden and mineral solids (e.g., tailings, minerals that are valuable to its customers from other
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SUSTAINABLE DEVELOPMENT

Reporting methodologies

Product mix (for a given entity): this is the difference between the micro-audit template with the data in the current reporting year and a question checklist are prepared by the Symphony administrator and sent to the audit team 30 days in advance. Findings and corrective action plans are then integrated into the auditing process;

Efficiency: this is the sum of the efficiency effects of each plant's process blocks. The efficiency effect of a process block corresponds to the difference between total energy variance, as calculated above, and all other variances, water withdrawal, waste, energy consumption and production variance and all other variances, energy efficiency ratio: this is the ratio of (i) the efficiency variance, as calculated above, to (ii) the consumption of year Y-1.

The detailed information of KPIs definitions, GRI's G3.1 guidelines correlation information, reporting procedures and consolidation methodologies are also available on the Imerys website www.imerys.com/Sustainable Development section. A monthly safety report, a monthly headcount report, a quarterly energy report and a quarterly environment report are also distributed throughout the Group. These regular reports create enhanced visibility and accountability of the data among each level of the process with a Contributor and Validator, as well as the Symphony Group.

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Under the new regulatory obligations stemming from the French environmental law “Grenelle II”, the Group retained Ernst & Young to verify its data collection processes and selected indicators for 2014. This assignment resulted in a report that is shown in the section entitled “Attestation of Completeness and limited Assurance Report of one of the Statutory Auditors” hereafter.

Control and assurance

Functions of automatic checks and comparisons, enables the Group to check and verify the data quality at the business level on an ongoing basis. The Group level internal verification includes three approaches:

1. The Group EHS Auditors conduct a micro-audit on both the data collection process and data quality during each on-site audit. Under the new regulatory obligations stemming from the French environmental law “Grenelle II”, the Group retained Ernst & Young to verify its data collection processes and selected indicators for 2014. This assignment resulted in a report that is shown in the section entitled “Attestation of Completeness and limited Assurance Report of one of the Statutory Auditors” hereafter.

2. Since April 2013, a reporting tips sheet with answers to the most-frequently questions and visual explanations of typical misunderstandings has been developed and put on the welcome page of Symphony to avoid repeated discrepancies.

3. The detailed information of KPIs definitions, GRI's G3.1 guidelines correlation information, reporting procedures and consolidation methodologies are also available on the Imerys website www.imerys.com/Sustainable Development section.
SUSTAINABLE DEVELOPMENT

Attestation and correlation table

ATTESTATION AND CORRELATION TABLE

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ATTESTATION OF COMPLETENESS AND LIMITED ASSURANCE REPORT OF ONE OF THE STATUTORY

❚

AUDITORS

ERNST & YOUNG et Associés

INDEPENDENT VERIFIER'S REPORT ON CONSOLIDATED SOCIAL, ENVIRONMENTAL AND SOCIETAL INFORMATION

PRESENTED IN THE MANAGEMENT REPORT

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

Year ended the December 31, 2014

To the Shareholders,

In our quality as an independent verifier accredited by the COFRAC (1), under the number 3-1050 and as a member of the network of one of the Statutory Auditors of Imerys, we present our report on the consolidated social, environmental and societal information established for the year ended on the 31 12 2014, presented in chapter 2 of the management report, hereafter referred to as the “CSR Information,” pursuant to the provisions of the article L. 225-102-1 of the French Commercial Code (Code de commerce).

Responsibility of the Company

It is the responsibility of the Board of Directors to establish a management report including CSR Information referred to in the article R. 225-105-1 of the French Commercial Code (Code de commerce), in accordance with the protocols used by the Company (hereafter referred to as the “Criteria”), and of which a summary is included in sections “2.1.5 Reporting method and scope” and “2.2.4 Reporting methodology and definitions” of chapter 2 of the Reference document including the management report, and available on request at the Company’s headquarters.

Independence and quality control

Our independence is defined by regulatory requirements, the Code of Ethics of our profession as well as the provisions in the article L. 822-11 of the French Commercial Code (Code de commerce). In addition, we have implemented a quality control system, including documented policies and procedures to ensure compliance with ethical standards, professional standards and applicable laws and regulations.

Responsibility of the independent verifier

It is our role, based on our work:

■

to attest whether the required CSR Information is present in the management report or, in the case of its omission, that an appropriate explanation has been provided, in accordance with the third paragraph of R. 225-105 of the French Commercial Code (Code de commerce) (Attestation of presence of CSR Information);

■

to express a limited assurance conclusion, that the CSR Information, overall, is fairly presented, in all material aspects, in accordance with the Criteria;

Our verification work was undertaken by a team of 4 people between November 2014 and February 2015 for an estimated duration of 8 weeks.

We conducted the work described below in accordance with the professional standards applicable in France and the Order of May 13, 2013 determining the conditions under which an independent third-party verifier conducts its mission, and in relation to the opinion of fairness and the reasonable assurance report, in accordance with the international standard ISAE 3000 (2).

(1) Scope available at www.cofrac.fr

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical information.
SUSTAINABLE DEVELOPMENT

Attestation and correlation table

1. Attestation of presence of CSR Information

We obtained an understanding of the Company's CSR issues, based on interviews with the management of relevant departments, a presentation of the Company's strategy on sustainable development based on the social and environmental consequences linked to the activities of the Company and its societal commitments, as well as, where appropriate, resulting actions or programmes.

We have compared the information presented in the management report with the list as provided for in the article R. 225-105-1 of the French Commercial Code (Code de commerce).

In the absence of certain consolidated information, we have verified that the explanations were provided in accordance with the provisions in article R. 225-105-1 paragraph 3, of the French Commercial Code (Code de commerce).

We verified that the information covers the consolidated perimeter, namely the entity and its subsidiaries, as aligned with the meaning of the article L. 233-1 and the entities which it controls, as aligned with the meaning of the article L. 233-3 of the French Commercial Code (Code de commerce) with the limitations specified in the Methodological note “2.1.5 Reporting method and scope” and “2.2.4 Reporting methodology and definitions” in chapter 2 of the Reference document.

Based on this work, we confirm the presence in the management report of the required CSR information.

2. Limited assurance on CSR Information

Nature and scope of the work

We undertook approximately ten interviews with the persons responsible for the preparation of the CSR Information in the different departments of Sustainable Development, Human Resources and HSE, in charge of the data collection process and, if applicable, the people responsible for internal control processes and risk management, in order to:

- assess the suitability of the Criteria for reporting, in relation to their relevance, completeness, reliability, neutrality, and understandability, taking into consideration, if relevant, industry standards;
- verify the implementation of the process for the collection, compilation, processing and control for completeness and consistency of the CSR Information and identify the procedures for internal control and risk management related to the preparation of the CSR Information.

We determined the nature and extent of our tests and inspections based on the nature and importance of the CSR Information, in relation to the characteristics of the Company, its social and environmental issues, its strategy in relation to sustainable development and industry best practices.

For the CSR Information which we considered the most important:

- at the level of the consolidated entity, we consulted documentary sources and conducted interviews to corroborate the qualitative information (organization, policies, actions, etc.), we implemented analytical procedures on the quantitative information and verified, on a test basis, the calculations and the compilation of the information, and also verified their coherence and consistency with the other information presented in the management report;
- at the level of the representative selection of sites that we selected, based on their activity, their contribution to the consolidated indicators, their location and a risk analysis, we undertook interviews to verify the correct application of the procedures and undertook detailed tests on the basis of samples, consisting in verifying the calculations made and linking them with supporting documentation. The sample selected therefore reaches a 20% coverage of the main environmental and social KPI's.

Environmental Information: Sites covered by an EMAS or ISO 14001 certification, Total energy consumption and by source, CO2 emissions related to energy consumption, Process CO2 emissions, Quantity of hazardous and non-hazardous waste produced (minimization, recycling and disposal), Water Withdrawals;

Social and Safety Information: Total headcount and breakdown (geographical, by branch, by category and by gender), Age pyramid and seniority, Turnover and personnel management (recruitments and departures), Training hours, Frequency and Severity rate of lost-time accidents, Occupational Illnesses.

Imerys Minerals Malaysia Sdn Bhd – Ipoh (Malaysia), Imerys Ceramics India Private Ltd (India), Calderys Indonesia - PT Indoporlen (Indonesia), Imerys Carbonates – Sylacauga (USA), Somerset (USA), C-E Minerals - Andersonville (Mulcoa) (USA), Imerys Fused Minerals - Brazil (Salto) (Brazil), CAPIM (Brazil), Imerys Graphite & Carbon Belgium (Willebroek) (Belgium), Imerys Talc Luzenac France – Luzenac (France), Imerys TC – Quincieux (France), Imerys TC - Saint Germer (France), Imerys Oilfield Solutions Wrens (USA).
For the other consolidated CSR information, we assessed their consistency in relation to our knowledge of the Company. Finally, we assessed the relevance of the explanations provided, if appropriate, in the partial or total absence of certain information. We consider that the sample methods and sizes of the samples that we considered by exercising our professional judgment allow us to express a limited assurance conclusion; an assurance of a higher level would have required more extensive verification work. Due to the necessary use of sampling techniques and other limitations inherent in the functioning of any information and internal control system, the risk of non-detection of a significant anomaly in the CSR Information cannot be entirely eliminated.

Conclusion

Based on our work, we have not identified any significant misstatement that causes us to believe that the CSR Information, taken together, has not been fairly presented, in compliance with the Criteria.

Paris-La Défense, March 18, 2015

Independent Verifier

ERNST & YOUNG et Associés

Christophe Schmeitzky

Bruno Perrin

Sustainable Development
# SUSTAINABLE DEVELOPMENT

## Attestation and correlation table

### CORRELATION TABLE WITH THE ELEMENTS OF “GRENELLE II”

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**Notes:**
- See 2014 Registration Document
- 2014 SUSTAINABLE DEVELOPMENT REPORT

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**IMERYS**
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**IMERYS 2014 SUSTAINABLE DEVELOPMENT REPORT**