



Our sustainability journey

IMI Fabi Sustainability Report 2022

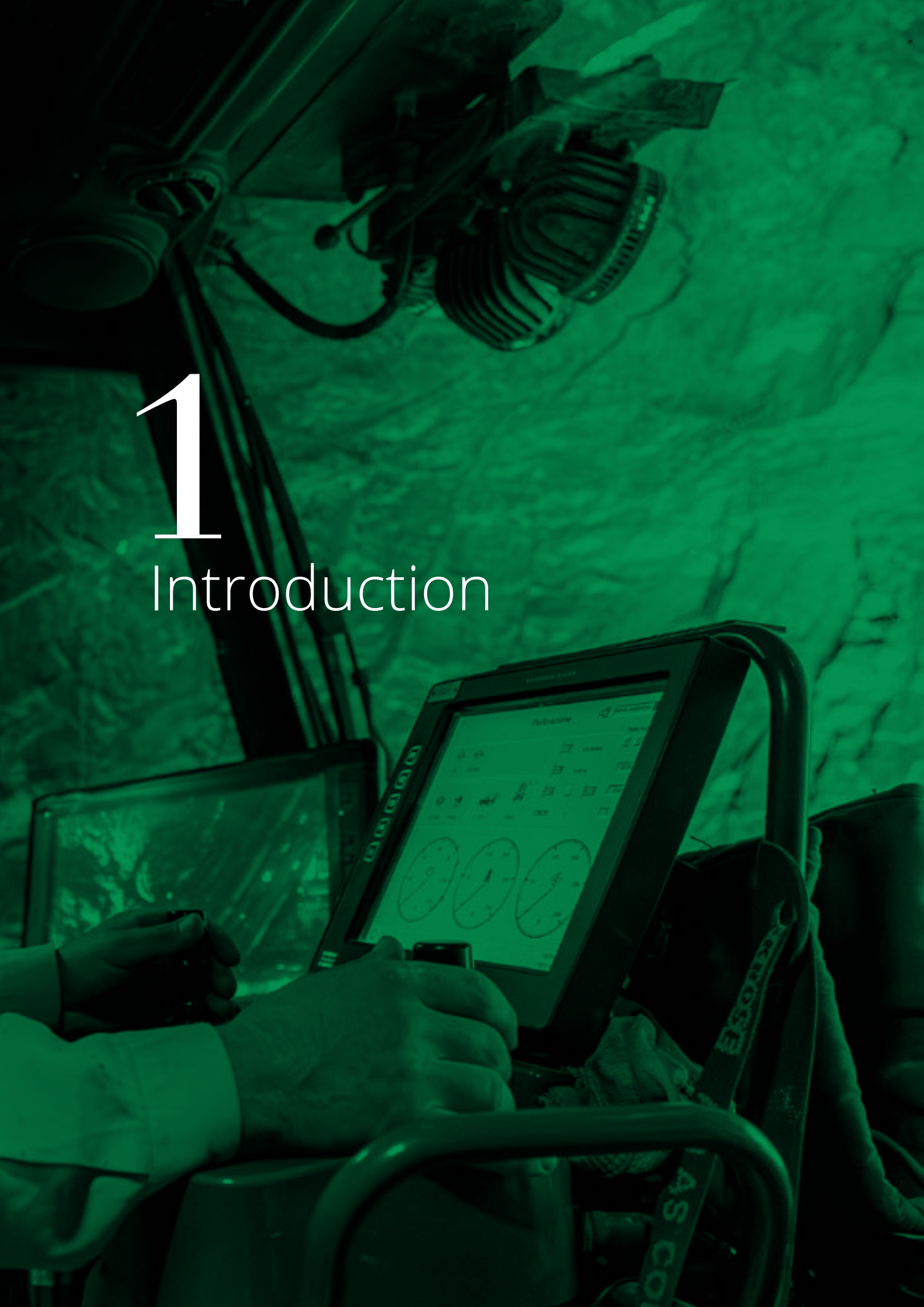
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Introduction



Letter to Stakeholders

Dear Stakeholders,

Sustainability has always been at the heart of IMI FABI's philosophy, in the way we care about the health and safety of our people, the environment we operate in and the local communities we live in.

At IMI FABI, we believe that our traditions, our passion and our long-standing history in the mining industry represent the foundations on which to continue building shared value for all our stakeholders.

Awareness of our responsibility is of paramount importance. We strive to ensure that all our mineral mining activities and processing operations are carried out with the greatest respect for both the environment and the people involved: respect not only for our staff but also for the local communities whose living conditions reflect the quality of our work.

And last but not least, respect for our clients, fostering the evolution our society needs to become ever more sustainable.

Minerals are key in the global ecological transition and we, as part of the industry, understand that we have a key role to play, a role very much in line with our *modus operandi*- always investing in innovation, technology and digitalization aiming for the best practices in terms of health and safety and environmental sustainability.

Especially in a high-impact business, sustainability must be visible in the day to day strategic decisions we make, in the way we care for our people, in the way our people care for their local communities and the environment, for themselves and for their families. This is our mind-set and our way of seeing and doing things, operating as a family with a global reach in a multicultural context.

We are also fully aware of the importance of the mineral we chose to extract - talc. Though not always seen, talc is part of the daily life of billions of people globally.

Years of dedication have allowed us to gain not only a deep insight into its potential but also how to facilitate ecological transition for our clients.

With these convictions in mind, we are proud to present the first edition of our annual Group Sustainability Report. With this report, we begin our journey to share our thinking and our actions in a transparent, measurable and consistent way, reporting on our progress but also on how we manage challenges and risks.

In 2022, we conducted our first Materiality Assessment, engaging all our employees; we also formalised our Purpose, including it within our set of values. Finally, we published IMI FABI Sustainability Way, our Sustainability Policy.

We are fully aware that there is still a long way to go and we look forward to partnering with you to build a more sustainable future together, for us all.



CEO IMI Fabi Group



Methodological Note

The present document, approved by IMI Fabi CEO on 07/2023, is IMI Fabi first Sustainability Report. It was realized on a voluntary basis, as for IMI Fabi Group it is not yet mandatory to report on sustainability topics.

IMI Fabi decided to realize and publish its Sustainability Report in order to better communicate with all its stakeholders, and to clearly display how environmental, social and governance topics are actually managed and what the areas of improvement for the future are. Each topic is approached both from a qualitative and a quantitative perspective.

IMI Fabi has reported in accordance with the GRI Standards. Information and data reported in this first Sustainability Report refers to the fiscal year 2022 (January 1st - December 31st) and, when available, data and information related to the fiscal year 2021, 2020 and 2019 are provided for comparison purposes. If present, the use of estimation is properly highlighted. In terms of reporting perimeter, the sustainability report covers all the entities included in its financial reporting which refer to the following IMI Fabi's sites: Australia, Belgium, Brazil, Sardegna, Spa and US. The only entity which is included in the financial reporting but not in the sustainability reporting is joint venture in China due to pandemic reasons. IMI Fabi Sustainability Report will be issued on an annual basis. A GRI Content Index is provided at the end of the Report, to provide an overview

of indicators disclosed and pages references. The key performance indicators used are those required by the reporting standard adopted and are representative of the various areas, as well as consistent with the business and the impacts from the same produced. This report is not subject to assurance.

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Highlights FY 2022

Social

77.4% SUPPLIER

of parent company (Spa) signed our new Code of Conduct

22 INTERNAL AND EXTERNAL H&S AUDITS

to reach our zero injuries target

11.534 HOURS OF SKILLS TRAININGS

for all our workforce globally

OCCUPATIONAL LEVELS MAINTAINED

in 2019-2022 despite the Covid emergency



Environmental

ENERGY TRANSITION JOURNEY ON THE WAY

solar power, hydroelectric and electrification of underground operations

LIFE CYCLE ASSESSMENT IMPACT OF PRODUCTS STARTED

laying the groundwork for our 2030 reducing emissions goal

+50% TALC RECOVERED IN BRASIL

thanks to new lines of floatation

Governance

+10% ECOVADIS PERFORMANCE

confirming our positive trend

ESG STEERING COMMITTEE CREATED

as part of a new ESG governance structure

72% WORKERS PARTICIPATING

in our first materiality analysis

COMPANY PURPOSE DEFINED

to strengthen our sustainability journey







2

IMI Fabi
Tune in to
Innovation

Who we are

Our history, heritage and values

IMI Fabi is a multinational family-owned mining company and the only international company 100% dedicated to talc in the world and with a long-term worldwide industrial project.



On a global scale, IMI Fabi offers a wide range of high-quality products at competitive prices.

Established in the 1950's, in Valmalenco (SO) Italy, IMI Fabi has expanded over the last two decades, thanks to its strategic choices aimed at developing a policy of growth and investment. IMI Fabi's operating network produces and distributes high quality industrial talc products and provides a

comprehensive and reliable service, doing business with a range of customers in different industries - including plastic, paper, paints and fillers, animal feed, building coatings, ceramics, pharmaceuticals and more.

The Group's success stems from its commitment to sustainable value creation, its strategic investment policy and its culture of providing innovative industrial solutions for its customers.





Our Heritage

IMI Fabi was founded in 1950 by Carlo Fabi, who decided to invest in the sector of minerals. In 1984 the company's heritage was transferred to his son Corrado Fabi, who represents the second generation of Fabi's family active in the talc industry.

IMI Fabi's history is deeply rooted in Italy, in a region with a long-lasting mineral culture, Valtellina, a valley in the Central Alps that lies just south of the Swiss border, in the province of Sondrio. IMI Fabi entered the talc market in the 70s, controlling the phases of extraction and processing of grey talc. From Italy, in the 90s, IMI Fabi started expanding its reach to become a global supplier and an example of an Italian SME active in the international market.

During the years, the plan to grow, in order to face a more and more globalised society and to remain competitive on the market, targeted other countries with a strong mineral culture, such as Australia and Brazil, extracting and processing also other qualities of talc and increasing the scope of applications.

The acquisitions were carefully planned to allow for the creation of a network for an efficient logistic and a global reach. At the same time, one of IMI Fabi priorities has always been ensuring that its products, already appreciated by local clients, were exported at a global level without losing any of their qualities and specific features.

The distinctive know-how developed in Italy was thus exported to the other sites abroad and, at the same time, was enriched by the local cultural heritage of the people from mines.

*Quality, Innovation,
global service,
technical support,
sustainability
has always been
our North Star
during our evolution.*

2. IMI Fabi – Tune in to Innovation

Our history

1950

IMI Fabi's establishment and first mining lease in Valmalenco

1992

INDUSTRIA CHIMICA MINERARIA VAL MALENCO acquisition

1993

UNITALC S.P.A. acquisition

2003

Sales & Marketing office opens in Singapore

2006

AIHAI IMI MINERALS CO. LTD joint venture in China

2008

IMI Fabi Sardegna S.r.l.'s establishment together with Sa' Matta and Su' Venosu mining leases and Monte Nieddu plant in Italy

2017

Sales & Marketing office opens in Sao Paulo

IMI Fabi BELGIUM establishment

LITHOS INDUSTRIAL MINERALS GMBH acquisition

Today

The IMI Fabi brand is a strong and cohesive presence worldwide, and a symbol of quality and professionalism in many different markets. The brand's main asset is innovation.

1996

IMI Fabi AUSTRALIA's establishment and 50% Mount Seabrook mining lease

1998

IMI Fabi from Limited Liability Company becomes a Limited Company

2001

IMI Fabi LLC 's establishment in Benwood and Diana assets acquisition in the USA

2011

100% of Mount Seabrook mining lease in Australia

2012

IMI OMAR PVT. Ltd. joint venture in Pakistan

2016

IMI Fabi BRUMADO TALC S.A. acquisition

IMI Fabi BRASIL PARTICIPAÇÕES LTDA's establishment

Our Vision

From the mine to the market, the best talc for every use.



Our Mission

To pursue the continuous growth of the company by combining it with people's expectations, respect for the planet and using the available resources responsibly.



Our Purpose

Connecting the earth and the industries to empower the society's evolution and acting in a way to represent a safe bet for our people and the communities we operate in.

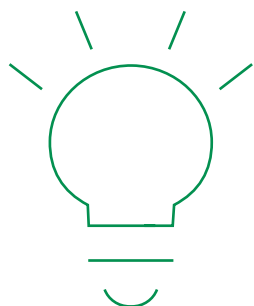


Our Values



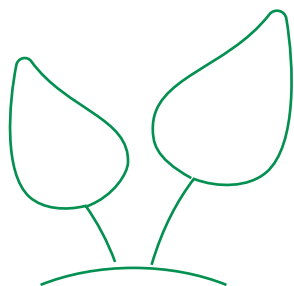
Quality

High performance product at a competitive price



Innovation

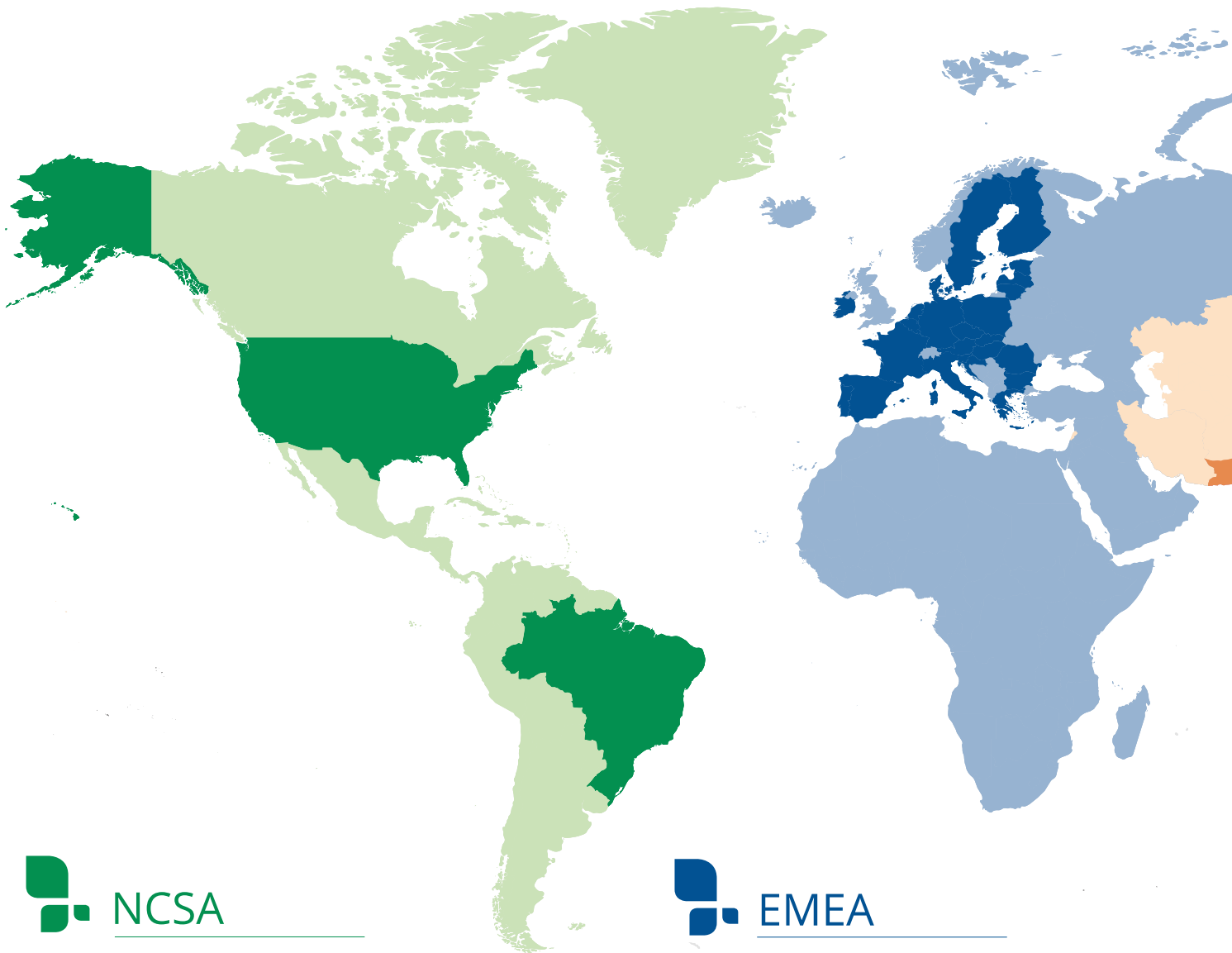
Research and development are at customer's disposal



Sustainability

Strategic leverages are prior evaluated in terms of sustainability

Our Operations



NCSA

USA

IMI Fabi LLC - Benwood WV

Brazil

IMI Fabi Brasil - Brumado, BA
IMI Fabi Brasil - Sales
and Marketing office, São Paulo

EMEA

Italy

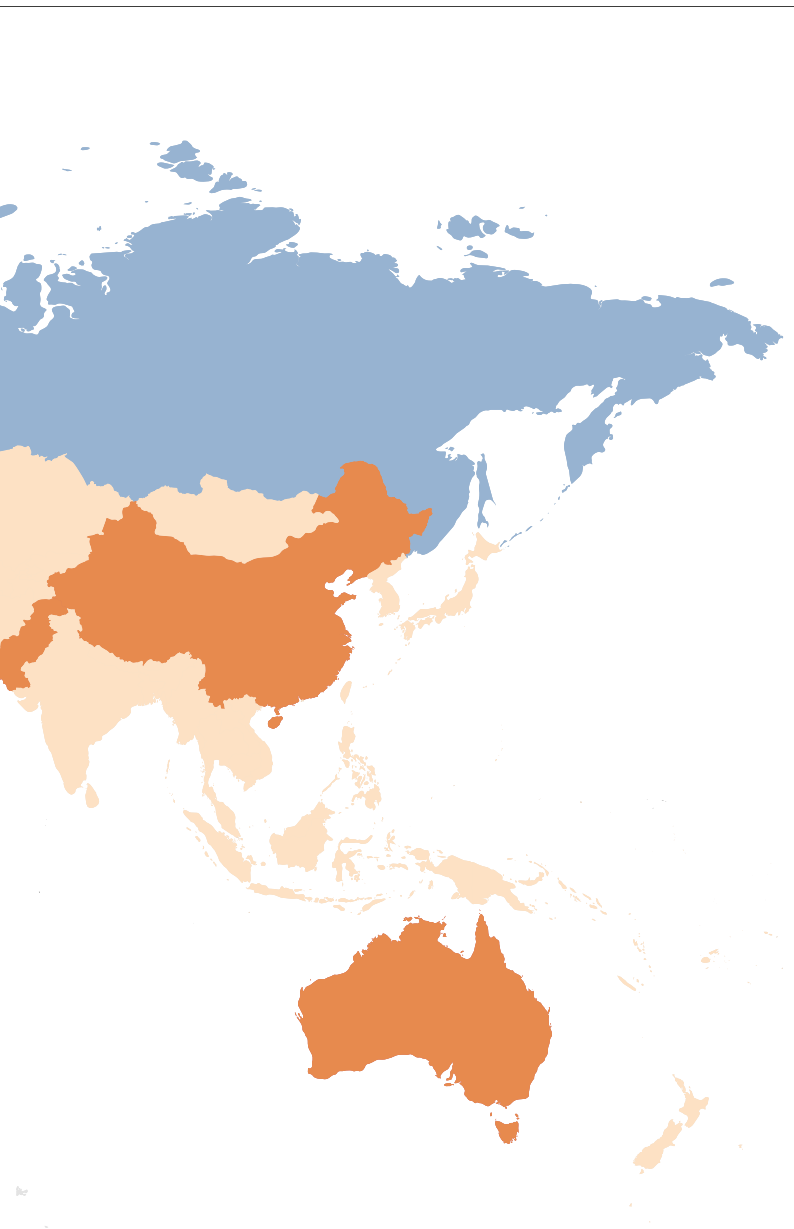
IMI Fabi Spa - Postalesio (SO)
IMI Fabi Sardegna Srl - Orani (NU)

Belgium

IMI Fabi Belgium - Uikhoven

Austria

LITHOS Industrial Minerals GmbH



JAPAC

China

AIHAI IMI Minerals Co. Ltd
Haicheng

Singapore

IMI Fabi Asia
Sales and Marketing office

Australia

IMI Fabi Australia Pty. Ltd
Mount Seabrook

Pakistan

IMI Omar PTV. Ltd - Karachi

The map shows IMI Fabi's widespread presence throughout the world, in terms of production plants and directly managed mining sites, located in Italy, Lombardy (SO) and Sardinia (NU), Brazil (Bahia) and Western Australia (Mount Seabrook). In particular, the mining reality of Valmalenco-Lombardy is today the third most important European production pole of talc and the first in Italy in terms of volume and turnover. There are several outlet markets: 50% of the production is exported mainly to the countries of the European Community and to the countries of the Mediterranean basin, but important market niches in the plastics sector are found in particular in the Middle East, South East Asia, Australia and the Americas.

Our Sites

Italy
Brazil
Australia
US
Belgium



Italy Lombardia



IMI Fabi's journey started in 1950's from Italy through the first mining lease in Valmalenco (SO), and the following acquisitions of Industria Chimica Mineraria Val Malenco and Unitalc S.p.A.

In Lombardia IMI Fabi has its headquarter, an underground mine known as Brusada - Ponticelli, two industrial sites (Postalesio and Torre Santa Maria). Postalesio plant is used to process talc coming from IMI Fabi's as well as from suppliers' mines around the world, while Torre Santa Maria Plant is dedicated to the talc extracted from Brusada-Ponticelli mine.

Number of employees:

127

Main type of industries served:

**POLYMERS, PAPER, ANIMAL FEEDING,
POLYESTER PUTTIES,
PAINT AND COATINGS**

Italy Sardinia



In 2008, IMI Fabi enlarged its activities on the Italian territory choosing to invest in Sardinia with the two mines of Sa Matta and Su Venosu, along with the grinding and micronization plant of Monte Nieddu. This plant allows to process part of the talc extracted on site, while the remaining portion is shipped to Postalesio as raw material that still need to be processed.

Number of employees:

22

Main type of industries served:

**PAPER, PAINTS AND PLASTIC,
CERAMICS**

2. IMI Fabi – Tune in to Innovation

Brazil Brazil Brumado - BA



Since the acquisition of Magnesita Talc occurred in 2017, IMI Fabi had been constantly under development in order to continually update processes and laboratories. This approach led soon IMI Fabi to be the leader for talc extraction in Brazil. In Brumado, Bahia, IMI Fabi is present with the mine of Cabeceiras, a production plant and a laboratory, reference for the Group for the Life Science market segment.

Number of employees:

131

Main type of industries served:

**PLASTIC, LIFE SCIENCE (COSMETICS,
PHARMA, FOOD), PAPER, CERAMICS**

Australia Mount Seabrook - WA



Starting from 1996, IMI Fabi enlarged its horizon with the establishment in Australia, where 50% of Mount Seabrook mining lease was initially obtained. The company had to wait till 2011 to obtain 100% of the Australian mine and becoming fully operative. Features of the site: one open-pit mine located in the desert (700 km from the port of Geraldton, 1000 km from the city of Perth and 163km from the first inhabited center). The extracted talc is delivered mainly to American IMI Fabi's plants in order to be processed. The shipping point is the port of Geraldton.

Number of employees:

7

US Benwood - WV



In 2001, IMI Fabi enlarged its business operation to North America and today the company operates in the country with Benwood plant (WV).

Feature of the site: Benwood plant, which is the biggest plant of the whole group, located near river Ohio in West Virginia.

Number of employees:

42

Main type of industries served:

POLYMERS, PAINT, RUBBER, LIFE SCIENCE

Sales and Marketing

The central office is located in Italy, at Postalesio (SO). Regional Sales Office are in Singapore (since 2003) and in Sao Paulo (since 2017)

Belgium Uikhoven

The Uikhoven (MBU) site, active since 1950 with the production industrial minerals, was acquired by IMI Fabi in 2017. From that moment on, the production was focused only on talc.

The industrial site is strategic thanks to its proximity to Mosa river and its navigable canal that allows the direct procurement of raw materials through water, reducing the number of vehicles passing by the closest urban area. Furthermore, the site is strategically located to reach our European clients reducing transport costs as well as environmental impacts.

Number of employees:

17

Main type of industries served:

POLYMERS AND PAINT

IMI Fabi's joint ventures

In 2006, AIHAI IMI MINERALS CO. LTD was created in China. In 2012, another joint venture was created in Pakistan with the name IMI OMAR PVT. Ltd.

Our Strategy and Business Model

Since its birth, IMI Fabi decided to focus on the extraction of a single mineral: talc. Over time, this strategic choice never changed as IMI Fabi aimed to increase its knowledge and to improve its expertise on a specific field. A strategy based on this objective, has led the company to sharpen its extraction techniques as well as boost the efficiency of its processes, year by year. A pathway, started a long time ago, that brought IMI Fabi to be recognized nowadays as a specialized mono-mineral company and as an important point of reference for its clients and for many industries inside its chain of activities, delivering the best talc for every use.

Today, IMI Fabi can also count on its recently defined purpose to better explain the very core of its strategy and its business model: “Connecting the earth and the industries to empower the society's evolution and acting in a way to represent a safe bet for our people and the communities we operate in”. To deliver this purpose the company is committed to grow in a responsible way, combining people's expectation, respect for the planet and using the available resources responsibly.

IMI Fabi demonstrates its commitment to environmental sustainability through the circular economy of talc, which ensures the efficient and sustainable management of natural resources. Talc is a non-renewable resource that should be managed responsibly. The Group invests in state-of-the-art sorting technology at its mines to improve the circular economy of talc, employing various technologies, such as floatation, optical, and electrostatic sorting, to recover raw material from what was once considered mining waste. Reprocessing mining waste is essential to limit the group's impact on the environment and develop new business models and solutions.

At the same time, IMI Fabi is committed to invest in the use renewable energy to offset the impact of energy consuming technologies used to improve circular economy of talc and to deliver more performing products.

This strong attention to environment is correlated to a strong caring of people and communities. Indeed, IMI Fabi works in order to be an active player in improving humans' quality of life, both in the well being of its miners and in the communities the Group operates.



2. IMI Fabi – Tune in to Innovation

Our Governance

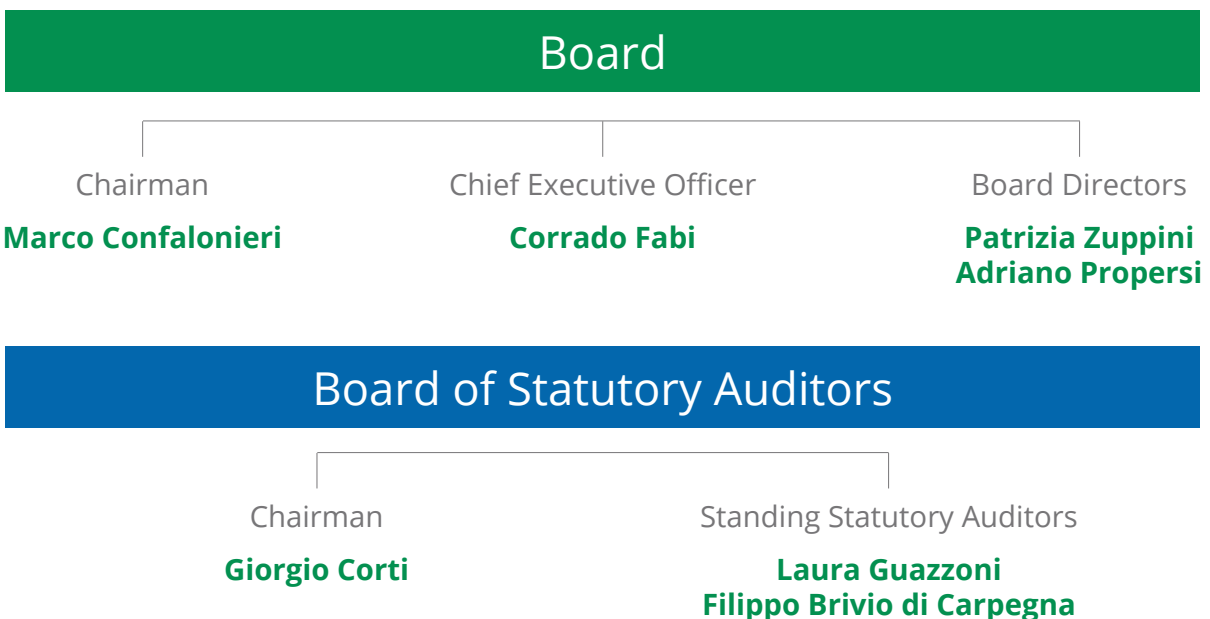
IMI Fabi’s corporate governance structure is based on a Board of Directors, a Supervisory Body and a Board of Statutory Auditors.

The link between the Board of Directors and the Group is the Chief Executive Officer, to whom refer both the Group ESG Director and the Group Quality, Environment, Safety and Energy Director.

In addition, an ESG Steering Committee, which includes the the Chief Executive Office and the Chief Financial Officer, is in charge of decision and management of the Group’s impact on economy, environment and people (see section Our ESG governance) and of the sustainability strategies to be shared with The Board of Directors.

The Board of Directors (25% women) is composed of two executive members (Corrado Fabi and Patrizia Zuppini) and two independent members (Professor Adriano Propersi and Professor Marco Confalonieri, who is the chairman of the Board of Director).

The Board of Directors serves for three years delivering complementary competence in terms of technical, financial and social skills. The Supervisory Body is composed of four members, three of whom are not Group’s employees and the fourth is the Group Chief Financial Officer, Patrizia Zuppini. The member of the Board of Statutory Auditors are: Giorgio Corti, Laura Guazzoni e Filippo Brivio di Carpegna.



The Group ESG Agenda – including updates on purpose, strategies and policies – is shared with the Board of Directors and approved by the ESG Steering Committee on the basis of the ESG Director's proposals. Sustainability projects are communicated according to stakeholder interests and relevance for a specific category.

Sustainability projects' outcomes are shared periodically with the Board of Directors that validates effectiveness and results achieved, keeping into consideration impacts identified and generated on the economy, the environment and society.

After creating a specific ESG governance structure in 2022, including the nomination of the ESG Director (see section Our ESG governance), in 2023 is scheduled the delegation of power concerning the management of impacts on economy, environment and people to the ESG Director and to the Group Quality, Environment, Safety and Energy Director.

On sustainability matters both will refer monthly to the Chief Executive Officer and periodically to the Board of Directors.

The definition and engagement of stakeholder are carried out within the Group risk and opportunity analysis and in 2022 the Group has adopted its first materiality analysis that will be updated periodically.

The Group aim to strengthen the link with the local communities and promote an armonic development of its business, which represents an integral part of the social context in which it operates.

Concerning activities involving social context and cooperation with schools and authorities, there are several systematic initiatives: Santa Barbara, Mineral Day and support to local amateur sport association.

IMI Fabi is committed to the international standards of Corporate Governance practices and act with professionalism ensuring the resources in order to pursue its goals following the principle of accountability.

The Group's strategy and related objectives are transferred to the different business divisions and related operating units highlighting the company's mission and how to achieve it.

Risk Assessment

IMI Fabi Group ensures a sound management of the Group through an adequate management of the main risks, also in order to identify and fully exploit any opportunities. It aims to ensure compliance with laws, regulations and internal procedures, but also to ensure the protection of corporate assets, the effectiveness and efficiency of operations and the reliability of financial information.

Specific risk assessment procedures with regards to health and safety, environment and activity's related risks are in place alongside a structure process of change management.

Internal Control Systems

The Group considers the internal control system a key element to the governance and the correct management of the Group. It also considers the internal control system an important tool for protecting and ensuring alignment with the ethical principles of its code of ethics.

The System is a process which involves, in different ways, the administrative departments, the Board of Auditors and all the employees: they should all abide by the rules of the internal control system which has been approved by the Board of Directors of the parent company.

The Talc

Talc is a mineral that can be found in nature often together with other minerals, forming rocks called soapstone, steatite or talc schist.

Talc is a hydrated magnesium silicate, belonging to the subclass of phyllosilicates. Its crystals are thin and lamellar forming, when massive, wide range of colors (i.e. white, pink, green, grey or black).

Talc can be found in various grades, different by purity, color and lamellarity. Its main characteristics are that it is naturally hydrophobic and lipophilic, it is chemically inert, resisting very well to acids and bases; it is the softest mineral; it is a good electric and thermal insulator and it is neither flammable nor explosive. Thanks to these characteristics, talc is a mineral of choice in many industrial uses.

Talc extraction can be underground or open-pit, depending on the type of deposit to be exploited.

In any case, accurate geological and structural modelling of the deposit is necessary. The use of modern technology allows both open-pit and underground workings to be carried out safely, responsibly and getting quality talc, which is necessary for applications that are increasingly demanding in terms of performance and quality.

The modern talc manufacturing process requires the use of different techniques in order to obtain the best performance from the finished product.

Modern selection processes by means of ore sorters or flotation plants have replaced the old manual sorting. Different grinding technologies make it possible to maintain the natural lamellarity of talc even in the finest products. This allows the highest performances in the different sectors where talc powder is used.

Compaction processes optimise both the transport and the industrial processes of talc use (compounding, mixing, etc...) ensuring that the energy required for logistics and use is minimised.

IMI Fabi's mining and manufacturing sites in Europe, Australia, North America, Asia Pacific are able to supply customers in the long term and on a global scale. IMI Fabi's products and application know-how are set to offer the best talc grade, for every use.



One Mineral, a world of Products

IMI Fabi offers a broad range of talc grades to satisfy most of the applications where talc is normally used either as active ingredient or as extender.

Thanks to the multiple sources available, it is possible to fulfil most of the needs arising from the market.

Product portfolio ranges from dark/coarse grades up to ultrafine, high brightness products.

Based on the specific application, it is possible to select the right talc grade for best cost-to-performance balance. IMI Fabi offers a global product range, available worldwide, supporting global applications where the same product is requested on global basis formulations.

Other products are available on regional basis; according to the local availability to integrate the global product range and maximize the offer to customers with high degree of competitiveness.

Coatings



Cosmetics



Pharma



Rubber



Ceramics



Paper



Plastics



Food



Putties



Agriculture

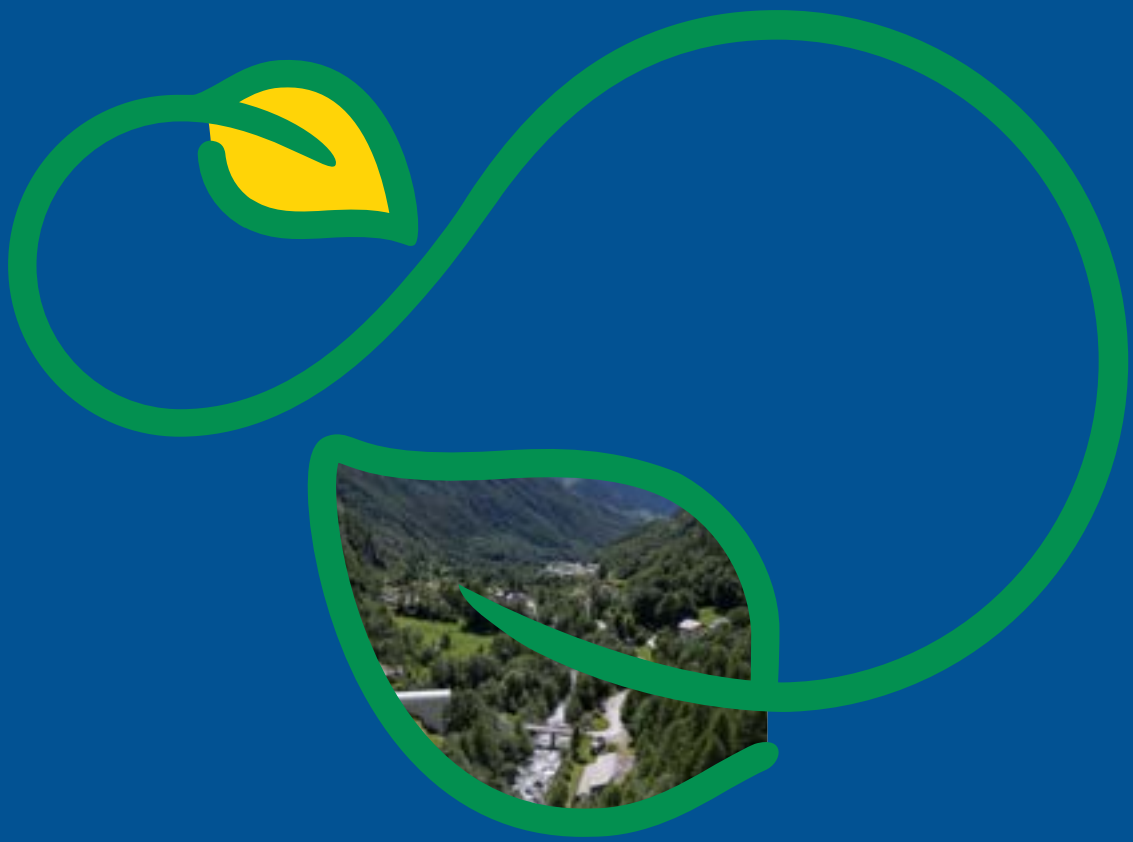






3

Our Sustainability Journey



Sustainability in IMI Fabi

The magazines we read, the polymers in our cars and houses, the paints we use and the tiles we walk on are just some of the products that talc enhances. In a world where the demands for minerals is constantly growing, IMI Fabi Group can play a key role to address the current and perspective environmental and social challenges towards a sustainable mining, from keep investing in innovation and technologies to improve the health and safety in the workplace to the way we use land, energy and water. Compliance with the law is the fundamental level all businesses must achieve, but we know that, to keep creating value in the long term, we must continuously strive beyond compliance and make continuous improvements.

Sustainability has always been at the heart of IMI Fabi's conduct, in the way we care about the health and safety of our people, the environment we act on and the local communities we live in. Driven by our heritage, a history of longstanding passion, perseverance and reliability, we act with integrity and we make choices that look at the future.

To us, sustainability means making a responsible use of natural resources, caring for our people and work not only to mitigate our environmental impacts but also to be on the environment's side, as long as possible. Sustainability also is the lens through which to evaluate any strategic leverage.

We are well aware that the sustainability journey is a never-ending one. We value every part of it as we have the possibility to share the experience as suppliers, partners, employers and part of the communities we operate in. This gives us great value and the satisfaction that a family can have from achieving positive results and impacts through its doing. And this is why we keep believing in what we do as well as in the fact that, for every decision we take looking at the long-term, we are building a better future.









*Talc is
a vital
part of
people's life*

3. Our Sustainability Journey

Our Stakeholders

We, at IMI Fabi Group, recognise that we have a direct responsibility towards our Customers, Employees, Suppliers, Local Communities and all our other Stakeholders, to keep creating value through a purposeful, resilient and agile way of doing business.

An active listening and dialogue with our stakeholder have always been crucial for us to understand their needs, their interests and their expectations. We strive to create and nurture long-term relationships with our main stakeholders, based on trust, respect and active involvement.

<p>Clients</p> 	<p>Employees</p> 	<p>Local Communities</p> 	<p>The Environment</p> 
 <p>Suppliers</p>	 <p>Market</p>	 <p>Public Administration</p>	 <p>Partners</p>

Stakeholders engagement: communication modalities and channels

Clients	Fairs, phone contacts, video conferences, planned visits, dedicated customer service, customer satisfaction, complaints' channel, involvement in ESG projects (EcoVadis, Sedex, Carbon Footprint, LCA)
Employees	Meetings, surveys, individual development plans, trainings, events such as Santa Barbara celebration
Local Communities	Mine visits, concerts, sponsorships, artistic heritage preservation, humanitarian associations, recreational associations, dedicated events for schools and universities, informal relationships, complaints' channel, participation in civil society institutions and accociations
The Environment	Local agencies on environmental protection (such as ARPA - Agenzia regionale per la protezione ambientale in Italy)
Suppliers	Supplier evaluation and audits, sustainable sourcing, join value creation, supplier policy, meetings, calls, events
Market	General meeting, quarterly roadshow and results, briefing, dialogue with analyst and investors, events
Public Administration	Meetings, events
Partners	Meetings, visits, support, trainings

IMI Fabi participates in civil society institutions and associations such as Confindustria Lecco Sondrio, Assorisorse, EUROTALC, IMA (Industrial Minerals Europe), EMA (US Essential Minerals Association), ASTM (American Society for Testing and Materials),

Confindustria Sardegna, SINDIMIBA (The Syndicate of Extractive Industries for Metals, Precious and Noble Metals, Precious and Semiprecious Stones, and Magnesite in the State of Bahia), Sociaal Secretariaat Liantis (BE).

IMI Fabi Materiality Analysis

In 2022, IMI Fabi Group conducted its first materiality assessment to identify all ESG topics that are:

- those that reflect the most significant economic, social and environmental impacts that the organisation has on the people, the society and the environment.
- those that may trigger financial effects on the organisation, generating risks or opportunities that could influence the value of the Group

*Process
for defining
IMI Fabi
Materiality
Matrix*



Identification of all potentially material topics

- Analysis of IMI Fabi peers
- Analysis of the Industry ESG trends and of industry standards and contextual developments
- Analysis of internal documentation
- Impacts and Risks analysis
- Analysis of the industry macro-trends
- Governance Interviews
- Specific induction sessions with groups of employees on materiality and sustainability with interactive moments, to validate the list of topics



Assess the significance of the impacts linked to the topics for stakeholders

- For each potentially material topic identified, it has been defined a list of specific impacts (potential, effective, positive, negative) on stakeholder linked to how IMI Fabi manage those issues; at the same time, for each of them it was also identified whether a topic may trigger a financial risk for IMI Fabi (starting from the consideration of operational, legal, reputational risks).
- A group-wide survey was launched to ask for each topic whether, based on IMI Fabi management of the topic, there may be an impact on employees and which kind of impact, specified through a scale from 1 to 5, and thus how urgent and to be prioritized the topic was felt by the employees



Prioritize the topics based on the significance of the impacts

- To build the materiality matrix, the Top Management was interviewed on how relevant and impactful each topic was for the Group, based on a risk consideration.
- In order to also include the perspective of clients and suppliers, although not directly collected at this stage, the Top Management was also asked to answer from the perspective of clients and suppliers in terms of relevance and significance of impacts. These considerations added up to the ones collected by employees.
- All data collected brought to the definition of the first IMI Fabi materiality matrix.

3. Our Sustainability Journey



Focus on the materiality LAUNCHING THE SURVEY

IMI Fabi Group's materiality analysis has been launched through two main channels:

- By emails to the employees with a professional email address (around 30% of the total workforce)
- By a link to be accessed scanning a QrCode posted in each office's notice board

The latter channel was studied to allow everyone to access the survey, even without a personal laptop and a professional email address to do so.

The survey launch was anticipated by awareness raising sessions with the local ESG representatives which supported the materiality analysis process providing information and facilitating the survey compilation, coordinated by the ESG Director.





Focus on the materiality

SPREADING THE RESULTS

The materiality analysis has seen the active participation of around 72% of the total workforce. It was crucial for IMI Fabi to ensure that, even before the publication of this Sustainability Report, the results of the materiality analysis were distributed and communicated in each of the Group site, on one hand to allow constructive discussion and reflection on the outcomes and on the other side to engage all employees in each step of the sustainability journey.





















Therefore, at each site's notice board a poster was displayed. This included the results from the group materiality analysis but also a link to a presentation including site's specific information (ie top 3 topics for the site, ranking of material topics for category of employees etc).



















This information has been then used by the ESG local representative and the ESG Director Director to discuss of potential projects, initiatives and sustainability strategies.

Employees' engagement activity on materiality results in Brazil







3. Our Sustainability Journey














Through this analysis, we selected 21 potentially material topics that were submitted to our stakeholders to vote on their significance.

Dimension	Topic	Description	SDGs
Environmental	Circular Economy of Talc	Responsible use of natural resources; Extension of the mines' life cycle; Business continuity	 
Environmental	Energy efficiency and emissions (GHG) & physical impacts of climate change	Energy efficiency; Management of GHG emissions; Physical impacts of climate change;	   
Environmental	Environmental impacts from transportation	Scope 3 emissions (non directly controlled by the company) caused by transport by land and sea; Emissions of polluting substances such as Sox, NOx and NH3 Dust and noise	    
Environmental	Responsible management of water resources	Focus on water resources, especially in water scarcity areas, with regards to water withdrawal and use Efficiency of the mines water system/water cycle and at industrial level (from catchment to discharge) Management of wastewater;	 
Environmental	Local Impact and Pollution	Impact on communities that live in areas neighbouring the company's mine facilities Noise pollution; Air pollution due to the emissions of dust and particulate matter;	   
Environmental	Protection of local biodiversity and territory	Direct and indirect impacts of extractive sites on biodiversity Protection of local flora and wildlife, including endangered species Protection and restoration of natural habitats and ecosystems	  

Dimension	Topic	Description	SDGs
Environmental	Systems of environmental control and management	System of environmental control and management	  
Environmental	Responsible waste management	<p>Responsible waste management across the whole production chain</p> <p>Respect of laws and regulations regarding waste collection</p> <p>Implementation of systems aimed at reducing, reusing and recovering materials</p>	     
Social	Social equity, diversity and inclusion	<p>Application of the principles of inclusion, equity and non-discrimination in all phases of the work life (ie recruitment process, professional development paths, day-by-day, end of working relationship);</p> <p>Ensuring the diversity of the workforce</p> <p>Protection and integration of vulnerable groups</p> <p>Supporting and incentivising gender equality</p>	 
Social	Workers' well-being	Guaranteeing employees' well-being	  
Social	Relationships with the local communities	<p>Evaluation, monitoring and management of impacts on the local communities</p> <p>Dialogue with and attention to the local communities</p> <p>Initiatives, projects and events to strengthen the relationship between local communities and IMI Fabi</p>	   

3. Our Sustainability Journey

Dimension	Topic	Description	SDGs
Social	Human rights, workers' rights and social dialogue	Evaluation and management of risks of child and forced labour Ensuring decent working conditions (working hours, salaries, benefits, health and safety, freedom of expression, equal treatments and opportunities for all workers); Ensuring freedom of association and rights to collective organisation and bargaining	
Social	Career's management	Talent Attraction; Talent Retention; Ageing workforce; Upskilling & Reskilling	
Governance	Ethical and transparent business management	Business' ethical management and prevention of unethical practices (corruption, money laundering, anti-competitive practices, etc.)	
Governance	Responsible Management of Mine's Life Cycle	Approches and strategy to ensure a responsible management of the mine's life cycle	
Governance	ESG Governance and Identity	Creation of organisational systems aimed at integrating sustainability in corporate strategies	
Governance	Responsible management of the supply chain	Identification and assessment of the ESG risks and practices faced by suppliers Creation, strengthening and preservation of long-term relations with suppliers Supporting suppliers on ESG issues	

Dimension	Topic	Description	SDGs
Governance	Value creation and company's resilience	<p>Creation of shared value</p> <p>Targeted and strategic investments for the company's growth and corporate sustainability</p> <p>Creation of positive economic impact in the territory where it operates</p> <p>Compliance with all applicable laws and regulations</p> <p>Analysis of local and global scenarios</p> <p>Pandemic response</p>	   
Governance	Cybersecurity and personal data protection	<p>Guaranteeing the safety and protection of sensitive data and information</p> <p>Guaranteeing the safety of all information systems</p> <p>Defining systems of crisis management able to solve cyberattacks and cyber threats</p> <p>Compliance with all applicable laws on users' privacy</p>	
Product	Innovation, research and development	<p>Identification of innovative solutions that can allow for more efficient processes and improve final products, also in terms of environmental and social aspects</p> <p>Identification of new digital and technological instruments</p>	     
Product	Quality of talc and Customers' Satisfaction	<p>Talc quality</p> <p>Customers' satisfaction</p>	 

Health and Safety is not among the potential material topics as, for IMI Fabi, the health and safety of our people is of the utmost importance and as such it is not subject to prioritization. It is a prerequisite and the foundation of our way of doing

business and it must always being considered as of the highest relevance and priority for us and for our stakeholder. This is why, by default, it will be represented outside, top-right of the materiality matrix.

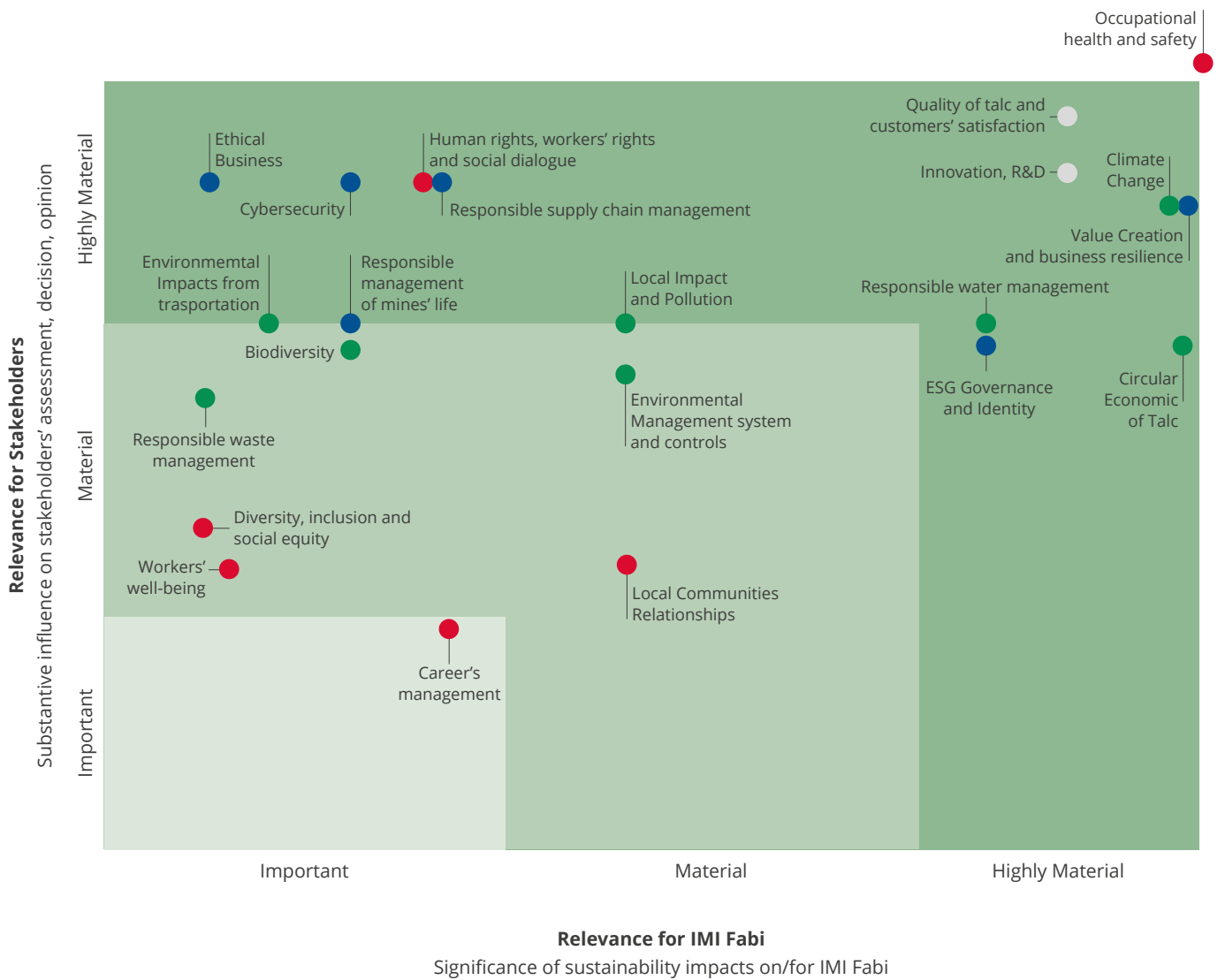
IMI Fabi Materiality Matrix

We decided to divide the matrix into three different sections:

Important, Material and Highly Material

from the perspective of both the stakeholders and the Group. The issues that are considered material and highly material are those that have or may have a substantial impact on IMI Fabi's stakeholders, on IMI Fabi's economic, social and environmental performance and on both.

We are well aware that those topics are all relevant for us and our stakeholder to different extent and that the prioritisation provided by the matrix give us the sense of urgency needed to tackle them. The Materiality Matrix was validated by IMI Fabi CEO.



3. Our Sustainability Journey

Our ESG Pillars

Building on the materiality assessment, we defined our main ESG pillars, macro-groups of ESG topics that are highly material for the Group and thus are at the core of our sustainability strategy.

Those pillars will serve as a broad framework for actions and for setting sustainability related objectives and targets, on which we will build in time, towards continuous improvement.

- Setting a **solid ESG Governance** which allows us to keep creating value in the long-term
- Working to meet our clients evolving needs through investing in **innovation and R&D** and actively cooperating with customers in order to create value-added products.
- Taking a **customer-centric approach** - to provide not only the highest quality talc products, but also the right services to our customers.



Being a Supplier of Choice

- Putting the **health and safety** of our people always first
- Ensuring and promoting the respect of **human rights**, within our operations as well as across our supply chain
- Establishing **harmonious and constructive relationships with the local communities** we operate in



Doing well by our People and Local Communities

- Enabling a **Circular Economy of Talc**, ensuring a sustainable management and an efficient use of natural resources
- **Mitigating the environmental impacts of our operations** as well as of our value chain
- Taking responsibility for our footprint, always striving to **safeguard biodiversity** and minimizing the impact of industrial activities on the surrounding environment



Caring for the Environment

Our Pillars ESG represent our main areas of commitments and will serve as a frame of action to be implemented in our Sustainability Plan, in

program for 2023. These pillars will also provide the structure for the following chapters of the Sustainability Report.



FIND OUT MORE

IMI Fabi
Sustainability Policy
www.imifabi.com

Below the re-classification of the material topics under the three pillars:

- ESG Governance and Identity
- Ethical and transparent business management
- Value creation and company's resilience
- Cybersecurity and personal data protection
- Innovation, research and development
- Quality of talc and Customers' Satisfaction
- Responsible management of mines' life

- Occupational health and safety
- Social equity, diversity and inclusion
- Relationships with the local communities
- Human rights, workers' rights and social dialogue
- Workers' well-being
- Career management
- Responsible management of the supply chain

- Energy efficiency and emissions (GHG) & physical impacts of climate change
- Environmental impacts from transportation
- Circular Economy of Talc
- Responsible management of water resources
- Local Impact and Pollution
- Protection of local biodiversity and territory
- Systems of environmental control and management
- Responsible waste management

3. Our Sustainability Journey

IMI Fabi and the Sustainable Development Goals (SDGs)

IMI Fabi commitments to sustainability aim at aligning the actions of the Group to global priorities and therefore contribute to the Sustainable Development Goals (SDGs), defined by the United Nations under the scope of the 2030 Agenda for Sustainable Development.

This is also why IMI Fabi Group has in place a process through which each project implemented during the year is then linked to one/more Sustainable Development Goals to which it may contribute to.

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action

to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

In 2022, a total of 37 projects contributed to at least one SDGs. Major contribution to SDG 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption and Production) and some contribution to SDG 7 (Affordable and Clean Energy), 13 (Climate Action), 6 (Clean Water and Sanitation) 15 (Life on Land).







56	ESG Governance
60	Responsible Mine's Life Cycle
62	Innovation and R&D
64	Customer-Centricity
66	Ethical and Transparent Business Management
68	IMI Fabi Integrated Management Systems
69	Cybersecurity and Personal Data Protection
70	ESG Performance – Ecovadis Assessment



4



**Being a Supplier
of Choice**

A full-page photograph of a male worker in profile, facing left. He is wearing a red safety helmet with a headlamp and yellow ear protection. He is wearing an orange high-visibility safety suit with reflective silver stripes on the sleeves and waist. He is wearing black gloves and is working on a complex piece of machinery with many cables and pipes. The background is dark and industrial.

*We are working to set
a solid ESG Governance
which allows us to keep
creating value in the long-term*

Our ESG Governance

We are a human-sized multinational corporation with a strong relationship with our land of origin.

Dedication, tradition, responsibility and passion are our unique success blend. We want to continue the tradition, transferring to the new generations our founding values, which are at the same time a heritage and the future, for the Group and for the industry. To do so, we are aware we must be forward-looking in our choices and in the way we act, to remain competitive on the market as the best choice for our clients' needs. At the same time, we have the responsibility to carefully consider and act on the environmental and social impacts we may have on our stakeholders.

Therefore, we are building an ESG Governance structure able to properly address and manage ESG issues, material to the Group and to our Stakeholders and that allows us to mitigate ESG related risks and enhance all ESG related opportunities.

4. Being a Supplier of Choice

In 2022, IMI Fabi decided to appoint IMI Fabi ESG Director and to create a specific ESG Governance Structure which includes:

The ESG Steering Committee

including IMI Fabi CEO and CFO, in charge of ESG decisions and strategies

The ESG Operation Committee

with a role of Strategic Support to:

- Supporting the ESG Steering Committee and the ESG Director in ESG planning and strategy, strengthening and realizing the integration of sustainability within the Group's activities.
- Cooperating to the environmental and social impacts assessment to identify sustainability projects, initiatives and actions to put in place
- Supporting the ESG Director on ad hoc ESG projects
- Actively fostering a sustainability culture within the Group

The ESG Local Cross-Functional Teams

a team of ESG Local Representatives with support, engagement and championing functions:

Support:

Be the first local contact for sustainability matters – in case of questions, doubts, clarification and information needed on sustainability activities and projects

Supporting the ESG Director on all activities related to sustainability reporting, especially to collect ESG information and key performance indicators.

Actively fostering a sustainability culture within the Group, at local level.

Actively participating to the ESG Cross-Functional Committee meeting, sharing experience, practices and ideas as well as listening to and adopting practices applicable to the local sites.

Engagement:

Be the first contact for the ESG Director to engage the site on sustainability matters, projects and initiatives and to create awareness on IMI Fabi sustainability path, based on information and tools provided by the ESG Director and the ESG Operational Committee

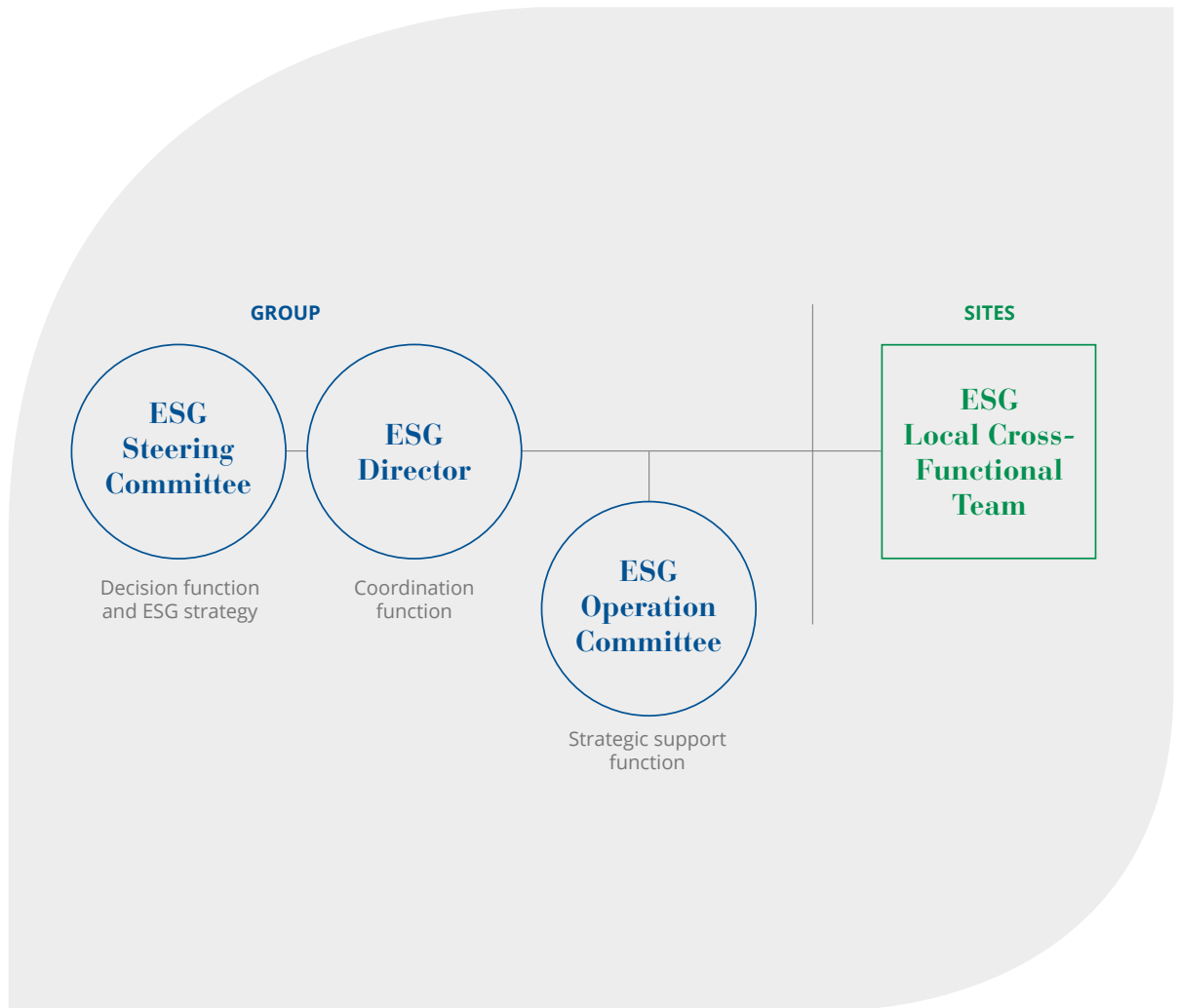
Overseeing local stakeholder engagement activities on ESG and sustainability matters

Championing:

Identify activities, projects, margin of improvements at local level on sustainability matters and proactively bring them to the attention of the ESG Director.

Actively participating to the ESG Cross-Functional Committee meeting, sharing experience, practices and ideas as well as listening to and adopting practices applicable to the local sites.

IMI Fabi Group's ESG Governance



Responsible Mine's Life-Cycle

The intrinsic nature of IMI Fabi business is based on the extraction of talc, a non-renewable resource. In order to be sustainable, for the business and for the environment, we always make choices with the aim to ensure a **responsible exploitation of the mineral and the best management possible of the talc deposits. Extending the lifetime of talc mines** is crucial to us. Our mining cultivation projects are carefully studied to this end, in particular to increase the percentage of talc that can be used on the total mineral extracted.

Therefore, each mine has its own extraction method that aims to optimize talc recover.

Sa Matta mine in Sardegna has the feature to have a concrete backfilling that allows the total extraction of talc from the mineralized body.

In this context, concrete guarantees the stability of the deposit due to the important role played from it. Indeed, concrete is used to fill empty spaces generated as a direct consequence of talc extraction.

The introduction of this technique underlines the presence of a trade-off between the sustainable use of a non-renewable raw material and its carbon footprint.

In order to boost the efficiency of the extraction activity, the goal is to extract all talc available inside the mine.

This higher efficiency is therefore translated in the sustainable use of talc, recognized as a non-renewable raw material.

However, the use of concrete leads to a higher impact in terms of CO₂-e emissions. Nevertheless, concrete represents the compromise inside this trade-off.



FIND OUT MORE

https://www.youtube.com/watch?v=-YF_4qekv4k





We constantly work to meet our clients evolving needs – innovation and R&D are the bedrock of our business strategy, as through it we aim at constantly offering the best product performance, actively cooperating with customers in order to create value-added products

Innovation and R&D

The talc market is a fast-paced environment. It is therefore necessary to boost the R&D activities and cover all the talc production phases in order to meet the customer's needs and offer the best talc for every use.

To do so, IMI Fabi:

- **Invests in the most updated technologies**, to be able to offer the **best product performance**
- **Actively cooperates with customers** in order to create **value-added products**.
- Works to obtain **high-performance products**, which allow **to achieve the desired properties with less use of mineral products**, therefore optimising how we use a non-renewable material such as talc.
- **Constantly updates its production technologies** in order to achieve the best performance of our products and combine this with the protection of the natural environment.

IMI Fabi expert R&D team follows the different technical activities and maximize the innovation process. Geologists and engineers cooperate in different disciplines to develop new products, new processes and new applications. IMI Fabi R&D Team is always active in being able to answer to client requests, to respond to regulatory changes and to create products that answer the needs of different markets.

Key drivers for R&D and Product Development are:

- **Clients requests and needs**
- **Disruptive Innovations** linked to new regulations, environmental criteria required to the value chain, other internal and external factors.

The Group promotes research and development activities in order to monitor the evolution of those technologies which mostly respect the environment and to this end it is constantly analysing the production processes with the aim of optimizing its technical-economic management.

Customer-Centricity

Our approach to ensure a good relationship with clients is based on:

- **Clear and Open communication and exchanges**
- **Reactivity:** committing and putting effort into answering with the short possible delays, also when it comes to claims – in these cases, we have specific procedures to conduct investigations, implement any corrective actions needed, and on following up with clients. More in general, IMI Fabi commitment is to be reactive and there for the customer, at any time.
- **Proactivity:** IMI Fabi continually strives to being ahead of the demand, to be able to always satisfying its clients and ensure products with a clear added value. Thanks to specific tools and processes, the Sales and Marketing department gathers information from the market that are shared with other departments such as Logistic, R&D, Sustainability that together analyse the trends in order to understand how the market is moving and what are the evolving customer needs. This allows us to always offer the best talc to every use, meeting the evolving needs of our clients and of the society.

Among what we consider our strengths in customer relationships, there are:

- **Proximity:** historically IMI Fabi has always been a company close to its customers, a human scale Group whose people are there whenever the client needs them and able to act quickly to respond to its clients' needs. Our customers

perceive the proximity with us. Moreover, as part of IMI Fabi strategy, we also tend to be close to our clients in terms of locations thanks to strategic mines and plants that allows us to reduce transport;

- **Performance:** IMI Fabi's goal is to bring to products an added value that can be clearly perceived by clients. This includes the possibility to customise the product following customer's needs and their evolutions in time. The right equipment and flexibility in the design process are fundamental to do so; in IMI Fabi we put great attention to send the right samples, to provide the proper follow up and to ensure all necessary resources, from the right equipment to the availability of our experts. We provide the flexibility to design, program and produce something customised to the client needs.
- **Know-how, expertise and experience:** IMI Fabi's success is based on the products and industry's development that is being building with its clients. This is why the Group was created and determines the foundations of its future. In IMI Fabi we have been always working on talc, we have high know-how, expertise and experience on its properties and applications and we try to transfer this know-how to our customers.



Taking a customer-centric approach - At IMI Fabi our goal is to provide not only the highest quality talc products, but also the right services to our customers.

In the light of the vital role minerals play in enabling a clean energy transition, our customer-oriented approach is key to gain a perspective and provisional vision over what is needed in the market and to play our part in our value chain efforts towards a more sustainable world.

Ethical and Transparent Business Management

Code of Ethics

In its relationship with external parties the Group will act in accordance with the principles of legitimacy, loyalty, transparency and independence.

Consequently, all the recipients of the Code shall be required to respect the law, the rules and the company procedures. In their relations with external parties, they shall act correctly and shall avoid the disclosure of false information; they will not carry out any activity on their own initiative or on behalf of anyone using their position within the Group; they will fully respect the company's integrity and transparency rules.

Gifts and hospitality are only allowed if of minor value and within the normal acceptable parameters of corporate courtesy.

Any behavior/act that will bring personal advantage or that will influence the external party's/the Unions'/ the public administration's decisions to his/her personal advantage is strictly prohibited.

The Group is committed to maintaining strict control over any behavior tending towards **corruption, fraud, money laundering, anti-competitive practices and trade descriptions**, reporting any illicit behavior to the Authorities. Corruption and bribery are risks assessed by IMI Fabi for all its operations.

The importance of these values is underlined not only in the Code of Ethics but also in the Supplier's Code of Conduct. IMI Fabi has not incurred in any pecuniary or non-pecuniary penalties, or legal proceedings. In addition, no ethics-related incidents took place in 2022.



IMI Fabi Integrated Management Systems

IMI Fabi S.p.A. implements and maintains the following management systems:

ISO 9001:2015

in quality

14001:2015

in environment

ISO 45001:2018

Occupational health and safety

50001:2011

in energy

The constant care for customer satisfaction, respect for the environment and energy efficiency, safety and workers' health represent the first and foremost commitment for IMI Fabi.

At the same time, the production processes are developed according to a policy of continuous improvement and maximized efficiency always with full respect for the environment and safety. Quality is insured through the constant control of the entire process.

A breakdown of ISO certifications by site and type of certification follows:

Sites	Activities	ISO 9001 - 2015	ISO 14001 - 2015	ISO 45001 - 2018	ISO 50001 - 2018
IMI Fabi S.p.A.	Mining & Processing	●	●	●	●
IMI Fabi Sardegna	Mining & Processing	●	●	●	●
IMI Fabi Belgium	Processing	●	●	X	X
IMI Fabi LLC	Processing	●	●	●	In develop.
IMI Fabi Brazil	Mining & Processing	●	●	X	X
IMI Fabi Australia	Mining	●	●	X	X

Cybersecurity and Personal Data Protection

Technological developments, new infrastructures and the interconnection on the web bring new risks and opportunities for companies.

On the one hand, stricter laws on privacy and data protection of users, employees, suppliers and customers ensure the required levels of privacy through ad hoc policies and processes.

On the other hand, the increasing cybersecurity risks, due to cyber-attacks, not only put at risk privacy protection but could also lead to the interruptions of machineries and information systems and being a threat to general security.

Thus, we know how important is to ensure a proper management of this issue, strengthening the security infrastructure, protecting data and systems, and ultimately mitigating linked risks.

IMI Fabi is committed to act in line with all the relevant laws in terms of data protection and to put in place all the necessary procedures to ensure the protection of personal data and the mitigation of cybersecurity risks and impacts.

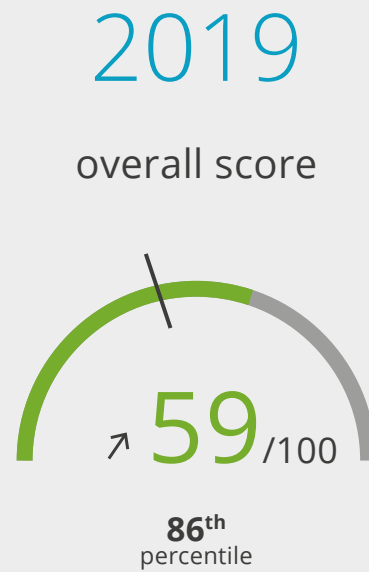
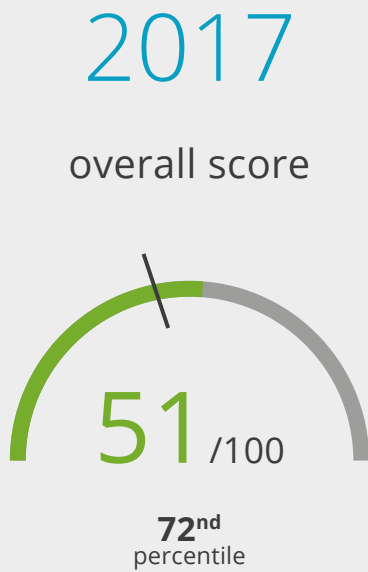
To this end, IMI Fabi has mapped out IT related risks and actively work to proper manage them.



ESG Performance – Ecovadis Assessment

IMI Fabi has been assessed by Ecovadis since 2017, displaying a positive trend in terms of performance. IMI Fabi is committed to keep the upward trajectory

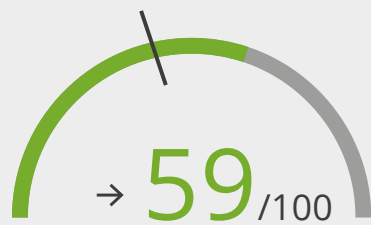
working on the areas for improvement in order to strengthen its ESG performances.





2021

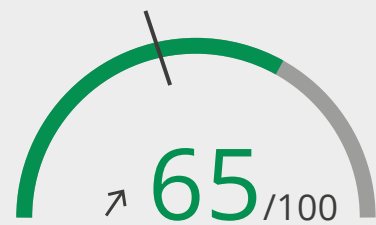
overall score



83rd
percentile

2022

overall score



90th
percentile



- 
- 74 Our People – Health and Safety
- 82 Our People – Human and Workers Rights
- 84 Our People - Career's management, Workers' well-being, Diversity and Inclusion
- 88 Our Local Communities
- 94 Our Suppliers



5



**Doing well by our People
and Local Communities**

Our People - Health and Safety

We put the health and safety of our people always first, fostering a sound safety-culture that extends to all operational areas in order to guarantee a working environment devoid of danger in which all may carry out their work safely and adopting advanced technological solutions in order to minimize potential risks in the workplace, guaranteeing adequate investments to ensure that these are continuously updated.

Safety is of paramount importance for the Group as it affects both employees and stakeholders and is an essential prerequisite for both IMI Fabi workers and products, therefore these must be achieved without compromise.

IMI Fabi Group operates in lines with what is required by the Sustainable Development Goal number 3 – Good health and Well-being. IMI Fabi:

- firmly believes that **ensuring the health, safety and well-being of its employees is of the utmost importance;**
- is committed to promote a **solid safety culture** within its operations worldwide, regardless the country of operation, so that all IMI Fabi employees are covered by the same health and safety standards;
- is committed to **adopt the most advanced technological solutions to minimise potential health and safety risks** during the employees' daily work activity and ensures proper investments on R&D and technology upgrades.

IMI Fabi set the goal of zero injuries in the workplace and **is certified ISO 45001** in order to always provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve the health and safety performances, ultimately ensuring that the Group excels in health and safety practices.

IMI Fabi Group, along with its employees, must take reasonable precautions to ensure that the workplace is safe. The organization complies with all requirements for creating a safe workplace in accordance with the Mine Safety and Health

Administration (MSHA). Employees who have health and safety concerns or identify potential hazards should contact the Total Quality Manager.

Worker's health and hygiene in the workplace are constantly checked through **regular health surveillance** of those workers who are most exposed to risk. This is carried out through programs of preventive medicine, and constant checks as to the suitability of the workers performing the duties (both of newly hired personnel as well as of any worker who changes his position within the company). Alongside the appointed competent doctor, IMI Fabi drew up a health surveillance protocol that covers all employees and define the frequency and the typology of mandatory medical checks for each employee based on its activity.

**Internal and external
H&S audits in FY 2022**

22



As per law, IMI Fabi has appointed a Prevention and Protection Service Responsible (RSPP) and a Health and Safety Worker Representative (RLS) per site.

Employees must be appropriately dressed in a manner that does not create the potential for a health and safety hazard in the plant or office area. Clothing must be consistent with business environment standards and must be appropriate to the type of work being performed. Specific requirements are included in IMI Fabi Employee Conduct Handbook.

All IMI Fabi's employees are required to sign the Employee Conduct Handbook and can contact the Operations Manager, Total Quality Manager, and Controller in case of question or to report potential violations related to anything included in the document.

Risk Assessments and Audits

In line with law, IMI Fabi conducts risk assessments on potential health and safety **risks and produces risk assessment documents** (DVR) where it describes risks and prevention measures for health and safety in the workplace. Through this assessment, the Group analyses, evaluates and tries to prevent dangerous situations for workers. Risks assessed includes any potential risk related to the work environment (for instance noise and dust), the kind of activities employees do, the equipment and machines used, which are subjected to regular inspections, the way the Group organises its activities, as well as emerging risks such as sources

of stress that can be work-related. Following the risk assessment, a precise improvement plan is implemented with the aim of eliminating or reducing the likelihood of dangerous situations and to mitigate risks, such as noise and stress. In addition, personal protection equipment is defined and is constantly provided to each employee, based on its activity and the risks connected to it.

Internal and external H&S audits are conducted every year (2019: 27 audits; 2020: 22 audits; 2021: 21 audits; 2022:22 audits).

For labs and talc processing plants, IMI Fabi Group has specific procedures in place for employees to handle chemical substances. All health and safety documents and procedures are available in the local language of employees.

Health Promotion Programmes

In US, IMI Fabi provides annual hearing testing to all employees, GMP (Good Manufacturing Practice) training to review flu/COVID and CDC (Centers for Disease Control and Prevention) guidelines. All employees are offered Health Insurance coverage. Employees can contact insurance company via web to find related coverages such as medical, chiropractic, massage, gym membership discounts.

Workers Participation and Health and Safety Committees

Health and safety committees are in place in the majority of the Countries where IMI Fabi has operations.

In Brazil, IMI Fabi has two specific health and safety committees:

- CIPAMIN (Internal Commission for the Prevention of Accidents in the Mining Industry) which is one formal joint management-worker health and safety committee composed of 6 members (4 workers elected by the workers and 2 workers selected by IMI Fabi). The CIPAMIN is elected for a 1-year term. Any worker can apply to be elected. The Committee is in charge to discuss and assess safety and health issues at IMI Fabi BRAZIL site, acting as the “works council” regarding occupational health, safety and work conditions. The Committee conducts regular monthly meetings, to discuss occupational health and safety issues pointed out during inspections or by any worker. If necessary, CIPAMIN has also extraordinary meetings to deal with accidents investigations. Also, there are management review sessions to analyse and discuss the work accidents and occupational diseases that have occurred, proposing and requesting measures to prevent similar occurrences and guiding the other workers in terms of prevention; participate in the periodic inspections of the work environments programmed by the company or SESMT; annually hold the Internal Week for Prevention of Accidents in the Mining Workplace

(SIPATMIN), with disclosure of the result of the actions implemented by the CIPAMIN.

- SESMT (Specialized Service in Safety Engineering and Occupational Medicine) which is a commission composed of 4 members (1 safety engineer, 2 safety technicians and 1 physician) whose purpose is to promote health and safety in the workplace.

In US, monthly Health & Safety Meetings are held with workers representative to discuss safety concerns. Items are listed with progress and posted on the communications boards in the plant office and lunchroom. IMI Fabi has an open-door policy and welcomes all comments from employees. The TQM (Total Quality Manager) and Workers Representative meet monthly to discuss safety concerns and to address them. The meeting notes are shared with top management and employees and all management is requested for assistance such as Production, Maintenance and DIG (Direzione Generale) approval.

Trainings

IMI Fabi promotes **health and safety education and trainings** for its employees and organises specific moments of best practices sharing and discussion for employees and external workers, through workshops and meetings with employee representatives. Health and safety trainings are provided to all IMI Fabi Group employees, to cover the fundamentals of health and safety in the workplace as well as specific risks related to the sector of activities.

In Brazil, every worker that joins IMI Fabi has to undergo intensive training in occupational health and safety. The training session lasts for 24 hours (3 days with 8 hours sessions). This training is mandatory for anyone who has been hired. Every two years this training session has to be repeated. Specific training (for example for work in heights, work in confined spaces) is performed to the workers who are responsible for these specific activities (it occurs yearly or every 2 years depending on the criticality of the activity).

There are also 2 specific training sessions executed yearly:

- a. CIPAMIN (Safety Commission) member formation – 40 hours of training (yearly) for the elected and selected members of the CIPAMIN about occupational safety and health issues, risk identification and management, accident investigation.
- b. Fire Brigade formation – 16 hours of training (8 hours for retraining) (yearly) for the members of the fire brigade (21 members).

In US, all plant personnel who work or travel into the plant, Operators, SS (Shift Supervisor), QA (Quality Assurance) are all MSHA (Mine Safety and Health Administration) safety trained as well as specific task trained, this also extends to contractors and visitors. Worksite Permits are completed and Change Management Forms for various activities in the plant to identify safety risks and ensure all precautions and PPE are provided and provide communication of the tasks. All employees are trained to recognize hazards in the workplace. 3 Pre-shift inspections are made in compliance with MSHA to determine any safety violations or hazards. Monthly safety toolbox talks are held with all employees during safety award monetary payout.





BRAZIL H&S

IMI Fabi Brazil complies with the Brazilian Safety Regulations (38 Regulatory Standards of the Brazil Ministry of Labour and Employment), and it also adopts different approaches to facilitate worker participation. IMI Fabi implements formal dialogues with its workers at different levels:

- i. There are daily safety dialogs (DDS) where the workers are invited to discuss safety and health issues right before the beginning of each shift.
- ii. Monthly there are formal safety inspections performed by the Specialized Services in Safety Engineering and Occupational Medicine team (SESMT) and by the Internal Commission for the Prevention of Mining Accidents (CIPAMIN).
- iii. Monthly there are lectures or other events planned by the SESMT and CIPAMIN to raise awareness of health issues following the WHO and Brazilian Health Ministry Calendar (for example Pink October, Blue November, Yellow September).
- iv. Annually there is a Safety Week (Internal Week for the Prevention of Accidents in Mining – SIPATMIN). The event includes lectures on safety and occupational health, first aid, awareness about harassment at work. It also includes games (cards, snooker, soccer, dominoes) to integrate workers from different areas.

US H&S

In 2022 among the improvements implemented at IMI Fabi US there were the purchase of a new dust boss to control dust emissions, new hydraulic docks to reduce employee noise exposures and reduce man/machine interface, installation of plant yard fencing and employee key control to provide safety and reduce truck traffic, completion of C2 loading to reduce employee dust exposure, increase automation and plant capacity to reduce required overtime (jet mill, silos).

BRAZIL – SAFETY WEEK 2022

Between November 28 and December 2, 2022, the VI Internal Week for the Prevention of Accidents at Work in Mining (VI SIPATMIN) occurred at IMI Fabi. The event, which is annual, aims to raise awareness among employees regarding issues related to health, safety, environment, and harassment.

In its sixth edition, SIPATMIN also brought back the traditional indoor games and field soccer tournaments. The games are organized with the goal of bringing together the employees from the various areas of IMI Fabi. Besides the traditional lectures (in 2022, there were 10 lectures over 5 days) and the games, there were also available spaces

for medical checkups (eye exams, glycemia, blood pressure, BMI). Altogether, the lectures involved 345 employees (not simultaneous) and the games involved 68 employees (distributed in 5 game modes).

The VI SIPATMIN was organized by the Occupational Safety and Health Sector (SESMT) and by the Internal Commission for Accident Prevention in Mining (CIPAMIN), with the support of partners who provided several gifts to be raffled during the event. IMI Fabi thanks and encourages the participation and support of all, reiterating its commitment to safety, health and welfare of its employees.



BRAZIL – SAFETY DAY 2021

In line with its commitment to employee safety and well-being, IMI Fabi Brazil held its Annual Safety Event.

The event had several themes such as: COVID-19 and its impacts; Occupational Safety: it's everyone's responsibility; STI: Sexually Transmitted Infections/ HIV; Environment: Selective Waste Collection and Conscious Usage of Natural Resources; Importance of Personal Protective Equipment (PPE).

The employee Vanessa Stefany was the winner of the Phrase Contest with the phrase:

HEALTH, SAFETY AND ENVIRONMENT: TAKE CARE OF THEM AND YOU WILL BEAR FRUITS.

In total, 400 people (among employees and partners) participated and gifts were raffled. IMI Fabi thanks and encourages the participation and support of all, reiterating its commitment to safety, health and welfare of its employees.

Our People - Human and worker rights

We ensure and promote the respect of human rights, within our operations as well as across our supply chain

IMI Fabi Group recognizes as a corporate responsibility to respect human rights and labour rights, and - at a minimum - fully respecting and complying with all applicable laws and regulations.

IMI Fabi Group operates in line with:

- its Code of Ethics and commits to ensure workers health and safety, prevention of occupational diseases, gender equality, diversity and non-discrimination in the workplace, zero tolerance for any form of child labour and forced labour, also at suppliers' operations.
- the active collective bargaining agreements of the countries in which operates. 100% of its employees are covered by collective bargaining agreements. For Italian operations, the Group applies the "CCNL Miniere" in all its aspects, and this covers, among others, working hours and shifts, holidays and paid and unpaid leaves, working conditions, trainings, wages, salaries and benefits, compensation for extra working hours,

procedures related to hiring and termination, profiles and classification of workers, promotions and professional developments, union and employee representatives, diversity and non-discrimination in the workplace and all other relevant aspects related to the working relationships. For Brazilian operations, IMI Fabi operates in line with the CLT - Brazilian Consolidation of Labor Laws. The site has also a Collective Agreement, where salary adjustments and benefits are negotiated annually with the Labor Union (SINDMINE). In Us, the site follows Federal and State Guidelines, including the Mine Safety and Health Administration ones, and acts in line with union contracts.

All employees' rights and matters related to employment are communicated to each employee at the beginning of the employment relationship. Flexible organization of work is available to employees under the form of remote working. Health care coverage is granted to 100% of IMI Fabi employees.

LABOUR RELATIONS

IMI Fabi Group recognises the relevance of social dialogue with its employees and employees' representatives and respects and ensures to its employees' freedom of association and the right to collective bargaining in all its sites.

Employee's representatives are elected at all IMI Fabi Group's sites.



Our People - Career's management, Workers' well-being, Diversity and Inclusion

CAREER MANAGEMENT

The Group ensures that all its staff, internal and external, are professionally qualified to do the job they have been employed for. The Group, for its part, will provide specific training courses aimed at improving their employees' professional development.

The Group ensures that all its processes, from recruitment to hiring, from promotion to termination are transparent and properly communicated to employees. We pursue:

- Talent attraction – Through attractive benefits, good work environment and opportunities for growth.
- Well-defined career plans – Structured job and salary plans, as well as the requirements for each job position.
- Role Change System – Changes are based on meritocracy and sector needs. We evaluate the employees' performance for eventual promotions and changes.
- Trainings – Based on the need expressed by the employees, the Group carries on a wide range of training programs such as health & safety, energy saving, quality and environment.

ORIENTATION AND TRAINING

All new employees at IMI Fabi receive an orientation session which will review general policies, procedures and operations. This orientation will provide employees management's expectations in regards to conduct. They will be given a copy of the Employee Conduct Handbook to reference and will be asked to sign off on their receipt of the Employee Conduct Handbook.

In addition, a variety of trainings is offered to employees, with regards to business ethics, management as well as skill trainings. Each employee receives skills trainings to be able to conduct its job in the best way possible.

In particular, employees have received environmental and energy trainings during the years (2019: 1,712 hours; 2020: 2,536 hours; 2021: 934 hours; 2022: 2,980 hours).

They have also received ethics trainings over the years (2019: 384 hours; 2020: 178 hours; 2021: 582 hours; 2022: 183 hours).

In 2022, employees
(all sites) received

11,534
hours of skills trainings

Human Capital Projects at IMI Fabi Brazil

“Young Apprentice Program in place”

The program is designed to integrate young people in the labour market. This is an annual program divided into two phases. After the selection, 6 young apprentices are hired and they are submitted to intense formal training for 6 months. After this period, they start working at IMI Fabi in their positions. The program is in place for 6 years now and 4 former young apprentices are working with us now.

New Projects planned for 2023 include:

- Creation of a Versatility Matrix, searching for the necessary qualifications for each position and planning to meet them;
- Organizational Environment Survey;
- Coffee with HR. Once a month, there will be an event where workers from the sectors will have a relaxed meeting with HR, to evaluate together the changes that are being made and the ones that need to be made;
- A company climate survey has already been conducted. A new Climate survey is scheduled for 2023.

DIVERSITY AND INCLUSION

IMI Fabi Group does not tolerate racial, religious, or political discrimination; it shall pursue the gender equality at work, condemning any kind of harassment. The Group promotes equal pay.

The Group therefore condemns any behaviour such as mobbing and/or stalking of its employees and collaborators. This includes for example, but not exclusively any behaviour aimed deliberately at obtaining favours or establishing non-consensual or inappropriate interpersonal relationships.

Each employee is made aware of the Group's principles on diversity and discrimination when she/he joins the company and signs the Code of Ethics.

IMI Fabi do not tolerate acts of harassment and violence. Management, or Employees engaging in either harassing or violent activities will be subject to discipline, which may include termination of employment, removal from Boards or committees and possibly criminal charges.

IMI Fabi ETHICAL COMMITTEES

IMI Fabi Group has in place local Ethical Committees, each one composed by three members (usually the CEO and one man and one woman from management) and with the general aim to guide and strategically support IMI Fabi corporate social responsibility strategy on ESG matters, including through awareness raising initiatives on themes like diversity and inclusion. On this point, the Group is being developing specific awareness and information materials on what diversity and inclusion means and how it applies in IMI Fabi Group for its employees.

*IMI Fabi SPA
Ethical Committee
has a specific mail box
(ethics.it@imiFABI.com)
through which internal
and external
stakeholder can
reach out in case
of questions, concerns
or to report relevant
information.*



DIVERSITY AND INCLUSION - BRAZIL

We at IMI Fabi Brazil have the opportunity to rely on a group of strong and dedicated women who contribute daily to the growth of our company. Today they are part of our administrative, quality control, safety, logistics, and operational areas and collaborate with their knowledge and experience.

In 2023 , we will have for the first time, a mining management team formed exclusively by women. This is still not enough for an environment composed mostly of men, but this is a valid example that at IMI Fabi we strongly believe in the principles of the gender equality. In 2022, the SIPATMIN (Safety Week) included for the first time themes related to the prevention and fight of sexual harassment and other forms of violence at work. For 2023, the theme will be maintained.

IMI Fabi in general awakens the appreciation of talents and today it reaffirms policies to expand gender equity and enable insertion spaces for women.

“ For IMI Fabi, it is a pillar to encourage and maintain a work environment that praises and supports diversity, whether of gender, race, ethnicity, among so many differences present in our society. Here you really feel at home ”

Says Tainah Santos, geologist and responsible for IMI Fabi Brazil's Mining operations

Our local communities

We strive to always establish harmonious and constructive relationships with the local communities we operate in

Local communities represent one of IMI Fabi's main stakeholders – We know we have **a great responsibility towards the local communities** we are part of as, based on our way of working, **we can have a relevant impact on them, either positive or negative**. This is why, in all our sites, we strive to always establish and keep **harmonious and constructive relationships** with our communities, ensuring **active listening and open communication**, as well as formal and informal relationships that last in time and that are built on **trust, respect and transparency**. We always try to act in a way to ensure our local communities are **informed** on our operations and on any change to our activities that could have an impact on them. We also try to find possible **synergies** between our activities and the local communities' business and activities so that they can benefit from our business.

At every IMI Fabi mining site, we always strived to open our doors and make the local communities part of our realities through events, mine visits by schools and privates as well as partnerships with the municipalities for specific activities.

IMI Fabi BRAZIL and the Local Communities

At IMI Fabi Brazil we work every day to have open and regular dialogue with the communities. Since a large number of our workers live on the local communities, we have a quick communication channel with them. Our objective is to make the community feel engaged, heard and always welcomed.



In 2022, we had a formal visit from the local communities' representatives to discuss local issues and how we can help them with those issues. During the pandemic, we had a partnership with the local community to provide them with materials for mask making and bought the masks back with food baskets. In 2022, we sponsored the local community kids soccer team.

Finally, we have a telephone number available to our community to reach us and report any complaints or communication.



MINERAL DAY



IMI Fabi Group takes part in the Mineral Days. Every two years, the European Minerals Days allows the European public to explore the world of minerals.

It is a pan-European awareness initiative by the European minerals sector and related organisations.

The European Commission has recognised the European Mineral Days as a communication channel that supports the European Raw Materials Initiative, the European Innovation Partnership on Raw Materials and the EU Biodiversity Strategy.

In 2019 IMI Fabi planned many events for the Mineral Day. On September 20 and 21 several visits were carried out to Sa 'Matta Mine, Orani (NU) and Brusada- Ponticelli-Valbrutta Mine, Lanza (SO).

On September 20, 2019, 22 pupils and 2 teachers of the primary school of Orani (NU), could visit Sa' Matta mining sites and restore the mine surroundings by planting new trees with the help and professionalism of the Forest Corps. During the event the children were able to adopt their own trees.

After having planted them into the ground, the operators hanged small numbered medals on the trees and gifted the related numbered medals to the pupils. In this way, each child will be able to identify his own tree by checking the corresponding number.



Furthermore, the children who attended the event will be able to take care of their tree by visiting it whenever they want. The same day, also Brusada-Ponticelli-Valbrutta Mine in Lanzada (SO) planned several activities for 85 children that attended the event.

The event started with "The gardener's corner" with the naturalist Dr. Speziale aimed at discovering the nature trail dedicated to biodiversity and new trees planting, exploring at the same time the world of talc in the evocative setting of the Brusada-Ponticelli-Valbrutta mine.

The day ended up with the spectacular performance of CAI Valmalenco Choir conducted by the renowned master Mr. Pegorari with about 65 attendants, including the mayor of Lanzada Mr. Cristian Nana.

On September 21, 2019 the open days recorded respectively 89 visitors to Sa' Matta and 48 to Brusada-Ponticelli-Valbrutta.

Finally, we herewith highlight that IMI Fabi exhibited in the same days to "Cortes Apertas" Orani (NU), an event dedicated to local crafts, art and slow-food culture (21 and 22 September 2019), where around 400 visitors were recorded.





CAVA DAY

IMI Fabi is always happy to open its sites to local communities. Back in 2017 it was pleased to participate to the “Cava Day”, event promoted by “Confindustria Lecco e Sondrio”, opening Brusada-Ponticelli-Valbrutta mine to 40 young students (ITIS Mattei Sondrio).

The program allowed these pupils to know the most advanced technologies currently employed in the mining industry. The mining industry plans activities by ensuring maximum resource efficiency, enhancing product performance, through sustainable practices, recycling, integrating biodiversity and sustainability into the decision-making processes.

“The “Cava Day” is an important opportunity to increase synergy with the High Schools as we would like to transfer to future generations how mining techniques together with Corporate Social Responsibility are in use at IMI Fabi – asserts Corrado FABI CEO of IMI Fabi Group. This sector is open to diversified technical professional opportunities, we are therefore glad to get in touch with young students hoping that one day they will be part of our team” ended up Corrado FABI.

The event tries to spread information on this sector, with particular reference to companies associated to “Confindustria Lecco and Sondrio”: like IMI Fabi, representing Sondrio province, and Fassa and Unicalce, for Lecco Province.

READINGS AT THE MINE

IMI Fabi mines open to the public thanks to cultural events that allow local communities to live and experience the local mines.

It's for example the case for an event hold in September 2022 when the suggestive frame of Brusada-Ponticelli mine has hosted a Leopardi reading, with the collaboration of Istituto Comprensivo Paesi Orobici di Sondrio, Istituto d'Istruzione Superiore Statale Alberti di Bormio, Scuola e Sport di Montagna, Comune di Lanzada ed Ufficio Scolastico Territoriale di Sondrio, and in 2020 for a Dante reading, organised by the Ufficio Scolastico Territoriale in collaboration with Comune di Lanzada and IMI Fabi.



SANTA BARBARA

On 4 December, it is an ancient tradition among miners to commemorate their patron saint, St Barbara, and to thank her for the protection received throughout the year.

IMI Fabi celebrates this anniversary in the little church carved out of the rock inside the Brusada-Ponticelli-Valbrutta mine in Lanzada (SO). It is dedicated to the miners who fell at work and is adorned with a soapstone statue of St Barbara, as well as fine flooring and paintings. The chapel also hosts special events such as concerts and cultural meetings. The ceremony is usually interspersed with splendid musical moments, ending with the

customary refreshments in the mine and varied entertainment in the restaurant.

Saint Barbara is also celebrated with excitement at the Sardinian site of IMI Fabi. The day includes not only a procession with the martyr's statue along the streets of the village of Orani (NU) near Sa' Matta mine, but also various gatherings with members of the local community, ending with a refined reception. Santa Barbara is a special occasion for all IMI Fabi employees and in particular for the miners, a day on which one is grateful to be able to share with one's colleagues a moment of fun and joy for having received support during one's work.



Our Suppliers

A company's responsibility on sustainability issues does not end at its gates but extends to the whole supply chain. We acknowledge the risks that our industry is exposed to and that are linked to suppliers' practices, such as potential supply chain disruptions, reputational damage in cases of incidents, issues related to labour conditions, corruption practices, armed groups or groups involved in illegal activities, human rights' violations, protests by local communities or even lawsuits in case of suppliers' non-conformity with social and environmental regulations. Therefore, we know **we have a responsibility to assess ESG risks and practices of our suppliers and ensure that they operate in lines with our sustainability principles**, in order to mitigate related risks and foster growth opportunities for both suppliers and their local communities.

In 2022 IMI Fabi Group adopted its Supplier's Code of Conduct which details the expectations we have towards our suppliers, drafted in accordance with international norms such as the ten principles of the United Nations Global Compact initiative, the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, the International Labour Organization Conventions and the OECD Guidelines for Responsible Business Conduct.

IMI Fabi Group always acts in accordance with the principles of legality, loyalty, integrity and transparency; its aim is to pursue a highly satisfactory level of performance for its stakeholders. This is attained also through **continuous research into quality and growth through technologies that both respect the environment as well as considering the vital aspect of safety** all in a greater context of reducing the risks for the social

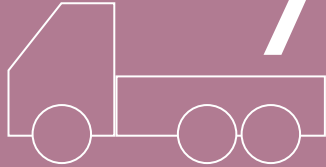
environment. We expect each IMI Fabi Supplier to comply with the Code of Conduct and any additional requirements agreed in separate contracts.

IMI Fabi Group has a process to evaluate suppliers' performance, which defines the responsibilities, actions and operational mode to be implemented for the initial and periodic evaluation of suppliers. For the qualification of new suppliers of products or services, the function Purchasing/Logistics selects the supplier on the basis of criteria of quality and convenience of the product / service, as well as on their respect for the environment, safety conditions and energy saving. Furthermore, IMI Fabi Supplier's code of conduct requires the supplier to ensure that all its sub-suppliers recognize and respect the requirements of the Code of Conduct. The supplier shall be able to track the goods obtained from the sub-suppliers from its origin, making sure that the principles reported in the Code of Conduct have been respected during all production stages. The supplied products must meet all the quality and safety criteria specified in the relevant contracts (e.g., product specifications) and in all relevant legislative requirements.

Contractors and Subcontractors

Contractors and subcontractors operating within IMI Fabi operations are required to follow specific procedures as per IMI Fabi indication, with particular regards to health and safety and environment. All are required to apply the requirements with accuracy and precision.

**% of parent company's
suppliers that signed
The Code of Conduct
in FY 2022:**



77.4



FIND OUT MORE
IMI Fabi Supplier's
Code of Conduct
www.imifabi.com

In line with all applicable laws, IMI Fabi provides its contractors and subcontractors with all necessary information and training related to health and safety, environment and any potential risks from the activity at IMI Fabi sites.



IMI Fabi Group's supplier requirements

IMI Fabi requires its suppliers to sign and apply IMI Fabi Suppliers' Code of Conduct, which includes requirements related to:

- Law and regulations
- Corruption and bribery
- Human and Labour rights
- Health and safety
- Environment
- Supplier's supply chain

In addition,

Top priority requirements:

ISO 9001:2015 Certification
in quality

**SA8000:2014 – Social
Accountability
Certification**

issued by a recognised ISO Certification Body



Important requirements:

ISO 37001:2016

Anti-Bribery management system

ISO 14001: 2015

Environmental management systems

ISO 45001:2018

Occupational health and safety
management systems



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6



Caring for the Environment



Caring for the Environment

Environmental issues have always been at the forefront of IMI Fabi's strategy planning both in terms of **minimising the impact** on the environment as well as to ensure a **responsible use of natural resources** and a harmonious integration into the surroundings, encouraging close collaboration with local communities.

The intrinsic nature of business is based on the extraction of talc, a non-renewable resource. IMI Fabi primary is therefore a **responsible exploitation of the mineral** in order **to ensure the best management possible of the talc deposits and to extend the lifetime of talc mines**. This objective is in line with **SDG number 12 - Responsible Production and Consumption**.

IMI Fabi Group's strategy to achieve this aim has been developed in several directions:

- **Recovery and re-use of waste material** accumulated over the years: Thanks to new technologies such as floatation, optical and electrostatic sorting, etc. it is now possible to reprocess waste material and obtain high purity grade talc.
- **High-performing products:** This involves boosting the efficiency of the end product thus obtaining similar performance yet with lower quantities of talc. This has clearly a number of positive consequences on the responsible exploitation of natural resources.

- **Prioritise underground mining to help safeguard the landscape** thus minimizing the negative effects on other local economic activities such as tourism and ensuring a sound and efficient resource management by taking advantage of new processes like cemented tailings backfill.

- **Circular Economy:** reprocessing and reusing waste materials represents an example of Circular Economy applied to the Mining Sector as well as a strategical focus of the overall IMI Fabi Sustainability Strategy.

- **Use of the wholeness of the extracted materials:** by analysing any possible industrial uses for waste materials produced during the extraction and enrichment process.

The pursuit of excellence in ESG areas leads to a competitive advantage that creates greater value for all stakeholders. The innovative attitude and the distinguishing ability to anticipate market needs brings IMI Fabi Group to continuously pursue plant and energy efficiency, ensuring responsible exploitation of raw materials, and the continuous improvement of quality for its clients as well as for all stakeholders.

**FIND OUT MORE**

IMI Fabi

Environmental Policy

www.imifabi.com

IMI Fabi GROUP ENVIRONMENTAL AND HEALTH & SAFETY POLICY

- By monitoring significant environmental aspects (noise; dust; atmospheric emissions; visual impacts; water discharges; energy consumption) and by adopting the best technologies when installing new or upgrading existing equipment, we are able to protect the environment and pursue sustainable development.
- We strive to go beyond regulation standards and operating permit requirements in order to continually improve the effectiveness of our environmental and health & safety systems, preferring always preventive actions to remediation and proactive to reactive maintenance of equipment and installations.
- Demonstrating our commitment to the safeguarding of the environment and the well-being of all employees, we take positive steps to improve the effectiveness of all company processes, productive and managerial, by reducing employee exposure to identified health and safety risks (noise; dust; fire; vehicle traffic; electrical energy) and the unit consumption of non-renewable, natural resources.



Circular Economy of Talc

We care for the Environment by enabling a Circular Economy of Talc, ensuring a sustainable management and an efficient use of natural resources - Talc is a non-renewable resource and, as such, it should be managed responsibly.

Thanks to new technologies such as floatation, optical and electrostatic sorting, etc, we work to recover raw material and reprocess what was once considered mining waste and we commit to always give the proper value to the raw materials we make use of.





Talc is a non-renewable resource and, as such, should be managed responsibly.

Technological improvements make it possible to **recover raw material from what was previously considered waste**. The millions of tonnes of mining waste heaps can now be reprocessed - **an effort that benefits the environment and the life of the mines and allows natural deposits to be managed wisely**.

Using mining waste, reprocessing it and making it possible to reuse them becomes crucial to limit the Group's impact and seize new solutions and models to do business.

Through a strategic use of resources, it is possible to **increase the mines' life cycle** and enable both the Group and the local environment to maximise benefits and opportunities. This is why **IMI Fabi has invested and keep investing in state-of-the-art sorting technology at its mines and is reprocessing what was once considered mining waste**.

For IMI Fabi, investments in technology represent a key leverage to improve the circular economy of talc. In particular, an optical sorting machine is in operation at Mt. Seabrook in Australia, another one in Pakistan and a doubled floatation line is active in Brazil.

Not all sites present the same characteristics and thus can be subject to the same approaches - IMI Fabi Spa for instance, in line with the Group approach to ensure a responsible mine's life cycle and to optimise the use of the resources, make use of the host rock talc extracted to fill the empty spaces within the mine.

This allows the reuse of the host rock talc and, at the same time, to stabilise the mine structure and support the structure security of the mine.

All talc processed in the industrial sites is placed on the market and thus there is no further host rock talc. Other specific IMI Fabi sites instead had greater margin for improvements through new technologies, explained as follows.



The optical sorting plant in Australia

In the past, talc was sorted manually on the main portion of material and, using a sorting plant for thinnest particles (12-35 mm).

In order to boost the efficiency of the sorting process, IMI Fabi decided to invest in an optical sorting plant for its Australian site (Mount Seabrook). In line with the commitment to responsibly manage the mines' life cycle, the optical sorter allows to avoid that large amounts of valuable mineral are lost.

Indeed, when used to process the entire extracted deposit, the optical sorter prevents that waste material go mixed with the product and allows the

recovery of a higher proportion of the valuable mineral, which would otherwise be lost. The working life of a deposit can thus be extended.

Thanks to the use of advanced technologies, such as CCD and Near-infrared spectroscopy, the new plant is able to sort even the thinnest particles (up to 150 mm) fitting the actual needs of the mine, where the difference between the impurities and the mineral is low.

The processing plant enabled the production of high brightness and high purity lamellar talc with a yearly capacity of over 100,000 tons.



Talc Flotation Technique

The use of the talc flotation technique, a wet selection process that exploits the difference in the chemical-physical surface characteristics of the particles, brings widespread benefits in terms of improving product quality and optimizing the production chain in full respect of environmental sustainability.

The acquisition of the Cabeceiras mine and the Catiboaba plant have allowed IMI Fabi to preside over a strategic pole that, in addition to its excellent geographical location, stands out for the quantity and quality of its resources.

During the study phase of the market and of the deposit, IMI Fabi Group identified flotation as a fundamental strategy to guarantee a high-quality control of the ore. The study phase was followed by careful planning aimed at improving the existing structures and upgrading the Catiboaba plant with cutting-edge technology. The plant has been completely redesigned with careful planning of the new implementations so as to never interrupt production continuity and guarantee supplies to customers during the transitional phase.

The upgrading includes:

- The new flotation cells to be installed for the first refining phase upstream of the current plant.
- From these cells, the product to be processed in the existing pneumatic flotation towers, which will be maintained and used for optimal ore recovery.
- The product selected from the flotation phases will then pass to the thickening and drying phase. In particular, this will take place in a newly designed plant with a plate filter press that, through an innovative technology, optimizes the filtering process of the ore by reducing up to 11% of residual water.

The pushed process of the filter press optimizes the water recovery and, consequently, reduces the energy requirement for the final drying of the product with the new dryer. Ultimately, the water treatment plant was carefully sized and studied in eco design to optimize sludge sedimentation and completely avoid the use of additives.





Target for 2023

The reprocessing of waste ore deposits accumulated over decades through flotation lines specifically designed to achieve high purity and whiteness from minerals previously considered to be of no value.

How does floatation work?

The extraction phase allows to get a poly-mineral and poly-crystalline entity.

This entity is, therefore, composed by several minerals characterized by their own specific properties. Only some of these minerals are used for talc production, the others can acquire a different purpose.

The floatation is a branch of technology that allows to separate minerals, by density or by gravity for instance, in order to select what you really need in an efficient and smart way.

The poly-mineral entity is composed by talc, which is an hydrophobic substance, quartz and magnesite. These last ones are, on the contrary, hydrophilic substances. During floating, the poly-mineral entity gets in touch with water and additives.

Thanks to the generation of air bubbles, talc comes afloat, while the hydrophilic substances remain in the water. That is the way for separation to occur.

Following steps are then necessary to purify talc.

The floatation process has, therefore, two outputs: pure talc and a by-product.



The eco-design of the plant makes all processes, from extraction to the enrichment phase in the mine, much more linear and will allow product differentiation and cost advantages in full compliance with the principles of environmental sustainability and circular economy.

More in detail, the investment allows for:

- The possibility of treating all classes of product in the mine.
- The re-use of heaps stored in the mine of less noble product.

- The reduced impact on the management of processing waste and rejects.
- A reduced energy consumption, thanks to new technologies, that reduce water consumption and cuts drying costs and CO2 emissions.
- The reduction in water consumption. In particular, the new water treatment plant, designed and sized to process all water without the need for additives and flocculants

Energy Efficiency and GHG Emissions

In the minerals and mining sector, the vast majority of greenhouse gas emissions are directly tied to energy consumption, with emissions primarily produced through the burning of fossil fuels to power buildings and equipment as well as what concerns mining operations and processing.

Mining is an energy-intensive undertaking, and future energy consumption is predicted to increase both at extraction and at production level.

We therefore know we have the responsibility to **ensure an efficient use of energy, to invest on energy efficiency solutions to cut energy use and related emissions, to ensure equipment upgrades and to monitor direct and indirect emissions.**

An energy efficiency strategy in fact is key for us to **mitigate the impacts on the environment** as well as to reduce costs related to energy use, decreasing compliance risks, allowing to strategically become more competitive in the long run and attracting new investments.

Our commitment during the years was realised through the development of a strategy for improving the identification of long-term projects and better management of their progress and thus through **investments in new, less energy-intensive technologies**, and through focusing on the ecological footprint of the processes of activities and end products. Each strategical choices in terms of projects and targets to set is based on the set of energy and emissions related KPIs that IMI Fabi monitors per site. Moreover, IMI Fabi is 14001 ISO certified in all its sites and has obtained ISO 50001 at IMI Fabi spa.

CO₂ Emissions

As required by business objectives, constantly monitored and periodically re-evaluated, the Group pursues an environmental policy for reducing carbon dioxide emissions (CO₂) resulting from the daily operations. Our target is to improve the energy efficiency of the manufacturing sites by reducing consumptions and therefore CO₂ emissions.

IMI Fabi Group monitors its Scope 1 and Scope 2 emissions across all its sites.

Life Cycle Assessment Impact of Products

In 2022, IMI Fabi Group has started a project on Life Cycle Assessment Impact (LCA), a methodology for assessing environmental impact associated with all the stages of the life cycle of a commercial product, process, or service. For instance, in the case of a manufactured product, environmental impacts are assessed from raw material extraction and processing (cradle), through the product's manufacture, distribution and use, to the recycling or final disposal of the materials composing it (grave).



Energy efficiency at IMI Fabi spa

IMI Fabi productive plant in Postalesio (SO), Italy produces ultra-light talc and thus requires energy-intensive processes. This is the reason why IMI Fabi invested during the years on the plant in order to properly manage the energy required for the production.

This project is expected to reach different goals:

- 1 **A COMPREHENSIVE LCI MAPPING OF PRODUCTS AND ACTIVITIES**
- 2 **DETERMINE THE CARBON FOOTPRINT FOR EUROPEAN PRODUCTS**
- 3 **DETERMINE A SOLID BASIS FOR ESTIMATING THE CARBON FOOTPRINT OF NON-EUROPEAN PRODUCTS**
- 4 **THE CREATION OF A BASIS FOR CALCULATING SCOPE 3 EMISSIONS**
- 5 **LAYING THE GROUNDWORK FOR IMI Fabi GROUP'S NEXT COMMITMENT TO DETERMINE ITS 2030 GOAL OF REDUCING ITS EMISSIONS BY 55%**

Among the investments, there were a **pelletizing and steam micronization line**, a system that allows for better energy efficiency and a reduction in CO₂ emissions; the **replacement of all old motors** with High Efficiency motors (IE3) to strengthen the production capacity for high-performance products; the introduction of a **co-generator** (2 MWh) on site in 2014. Using natural gas in input, the co-generator is able to produce both electrical and thermal energy.

These outputs, used in satisfying the energy needs of the plant, guarantee the possibility for IMI Fabi to choose among different energy vectors.

A trade-off between product and CO₂

A solid and effective energy efficiency strategy is crucial for IMI Fabi Group also in the light of a trade off the mineral industry is experiencing – to offer a mineral that answers the need of clients, supporting the energy transitions and reducing the impact of the final products, the mineral itself must undergo more energy-intensive processing, thus generating more emissions. Investments in R&D and in the latest equipment, access to clean energy as well as partnerships with clients is therefore key for the future.

IMI Fabi goes Electric

In 2021, IMI Fabi invested in the purchase of an electric loader intended for the load, transport and unloading of material inside the underground mine. This investment allowed the company to optimize transport activities and to reduce diesel particulate in the air, achieving therefore a positive result for employees' health.

The new Scooptram ST14 Battery Epiroc Electric Loader, with a maximum capacity of 14 MT, implements electro-mobility inside the mine and is among the first vehicles powered by electric batteries active in underground mining operations in Europe.

The Project has positive impacts in terms of health and safety, thanks to:

DIESEL PARTICULATE REDUCTION
AIR QUALITY IMPROVEMENT
NOISE REDUCTION



The ST14B is designed to optimize the production, since its cutting-edge technology is performing, safe, silent, comfortable and with zero-emissions.

Furthermore, its electric regeneration and powertrain limits energy consumption especially in presence of slopes.

Having functional minerals produced by IMI Fabi become increasingly important in everyday's life, the company has consequently developed innovative products able to improve performance, reduce waste and CO2 emissions.

By developing a sustainable business model, IMI Fabi has introduced automation and electrification of processes and created good synergy with the stakeholders also in view of the European objectives set for 2030. IMI Fabi has therefore decided to gradually dismiss fossil fuels used in underground mining for its equipment.

At this purpose, the new Epiroc ST14 loader represents an essential first step towards zero CO2 and other pollutants emissions inside the mine with tangible benefits for the workplace. Another electric loader is expected to arrive at IMI Fabi spa in 2023.

PROJECTS FOR THE FUTURE:

Replacement of the classifier and of other equipment

Investments on the internal lighting shifting toward LED

Energy efficiency at IMI Fabi Sardegna

Monte Nieddu's plant is powered by electricity as the main energy vector. Here, in September 2022, a photovoltaic system for a power of 495 kWh was installed. During winter, solar panels are able to cover ~ 15% of the energy required by the plant. This percentage increases during the summer, thanks to the greater solar radiation.

In order to gain a greater energy efficiency, the plant has always adopted approaches that optimize the use of the self-produced energy. For example, activities are planned taking in consideration the energy demand on the market as well as the optimization of solar energy use – with grinding activities occurring in the early morning as well as in the hours for which there is no peak in demand.

Energy management for the Belgium's site

During the last 2 years, IMI Fabi's plant in Belgium was subject to a retrofitting process that allowed to optimize the energy consumption and improving the productivity of the site.

PROJECTS FOR THE FUTURE:

Roof substitution

Solar panels installation

PROJECTS FOR THE FUTURE:

Working on an action plan with the goal of increasing production while improving the energy efficiency of the plant

Energy management for the US's site

For IMI Fabi US, the main sources of energy consumption are electricity and natural gas. On the latter, the site is working on improving energy efficiency in order to reduce the amount of natural gas used.

Energy efficiency in Brazil

IMI Fabi's site in Brazil receives energy from the grid. Thanks to the electricity mix of the country, 70% of the energy received is coming from renewable sources.

On top of that, the Brazilian site was recently able to record a drop in its energy consumption. That was due to a strategical choice: shutting down one of the 4 vertical mills in operation, while implementing the efficiency of the other 3. Moreover, during the past years, there were specific investments to increase energy efficiency such as the replacement of the chiller with a new and more efficient one that allows to consume less energy and less water.

Off-grid management in Australia

Managing energy needs for an off-grid site requires a good strategy and a detailed organization. That's the case for IMI Fabi Australia where, since 2019, a strategy with the goal of reducing energy consumption is in place. Productive activities follow a cycle organisation: the plant works for 12 consecutive days, followed by 9 days off.

On site there is a reservoir that is periodically filled in with diesel, transported by camions and coming by road. Moreover, generators are in place to provide electrical energy.

Physical Impacts from Climate Change

Climate change is a complex phenomenon with consequences on businesses and their capability to operate, due to physical and transition risks. Physical risks are material damages and losses that comes with extreme natural events which may have an impact on people, infrastructures, equipment, final products and/or to the procurement and distribution chain; transition risks are linked to the capability of a business to adapt to climate changes. Those are compliance risks, linked to new policies and regulations for example, as well as market and technological risks.

Conscious of the increasing relevance of these risks, we strive to promote a careful planning of operations in order to prevent and mitigate any potential risks and to avoid to threaten operations.

We started integrating risks related to the potential impacts from climate change in our risks analysis, deepening the potential risks site per site and implementing all the necessary actions to prevent and manage them.

Among the consequences of climate change there is the increase of **rainfall intensity** that represents an **operational risk** for IMI Fabi, in particular for the underground mines where huge amounts of water need to be properly managed to ensure people and equipment safety.

To this end, IMI Fabi has in place **adaptation measures** that started with investments in the profiling of slopes and in the restoration of green zones. These actions allowed to reduce the speed of water flows to the ground, guaranteeing a better absorption of water by the soil.

Physical impacts of climate change were also perceived in US. Here, it was observed how the water level of the river nearby the site changed over years, and how dangerous can the **rain force** be. **Flood** in the area are not rare – therefore, IMI Fabi site has emergency plans to face any related risk.

Potential negative impacts coming from intense and frequent rainfalls, may also interest transport activities.

That may be the case for IMI Fabi Australia, where from December to February, there is a risk that the main road leading to the site may be interrupted. Here, it was observed how the number of days on which this road is closed per year is increasing annually, as well as its out-season closures. In order to deal with this problem a preventive approach was taken, increasing the mineral moving days during the times with a lower probability of heavy rainfalls. In any case, health and safety procedures in case of extreme weather are in place on the site.

Environmental Impacts from Transportation

Transports are one of the largest sources of GHG emissions in the UE and greatly contribute to climate change.

Cars, vans, trucks, and buses are responsible for a huge amount of GHG generated by the transport system and continue to be a significant source of air pollution due to the emissions of particulate (PM) and nitrogen dioxide (NO₂).

Mining and industrial activities entail the movement of materials from the mine to the site of treatment, to then be transported to clients, by land, sea and railway, and contribute to the environmental impact of the business.

We know that, to reduce the emissions from our operations as well as to support the sustainability journey of our industry, we have the responsibility to monitor the impact from transportation in order to mitigate it and allow for more efficient logistics.

PROJECTS FOR THE FUTURE:

Setting up of a specific environmental and social transportation assessment

First scope 3 analysis on transport

Fleets renovation for IMI Fabi's Belgium

To this end, IMI Fabi has always worked at different levels:

- To **optimise logistics services choosing the most efficient transport mean** when feasible – for example road transports are limited and combined with rail or maritime services.
- To **strategically choose operational sites and locations** around the world in order to optimise the movement of talc from mines to industrial sites to our clients
- To transport in **full or almost full load**

IMI Fabi suppliers have to sign IMI Fabi Suppliers' Code Of Conduct (see chapter "Our suppliers"). In general, IMI Fabi has long-lasting relationships with its transportation suppliers, which are part of the local communities it operates in, and strives to support their sustainability efforts, especially with regards to switching to electric or more **energy efficiency** fleet.

In particular, for the Brazilian site, IMI Fabi's asked its suppliers to provide new trucks with a higher loading capacity in order to reduce the number of trucks necessary per day.

In Europe the use of the **intermodal** approach allows to mitigate environmental impacts from the transportation.

Local Impact and Pollution

The primary pollutant in talc processing is particulate matter. Particulate matter is emitted from drilling, blasting, crushing, screening, grinding, drying, classifying, materials handling, transfer operations, packaging and storage. In the context of mining activities, also noise pollution usually is a common source of concern for local communities around the areas of operation.

Potentially significant sources of mining-related noise and vibrations include heavy equipment used during mine construction, drilling, blasting, loading and dumping waste rock, screening and crushing, and mineral transport.

Mining and industrial operations could be a source of annoyance to local communities, negatively impacting their health and well-being, and to the surrounding wildlife.

This is why **we constantly work to mitigate all those impacts related to mining activities, implementing actions beyond compliance, listening to local communities' concerns and respond to their needs so that we are able to intercept and minimize potential future crises.**

In all its sites, IMI Fabi Group acts in compliance with all applicable laws, norms and regulations regarding dust and noises emissions, and always strive to reduce or eliminate local pollution.



IMI Fabi Group has an **Environmental Emergency Plan** in place in order to communicate, inform and instruct its employees on the operating procedures to be adopted in the event of an environmental emergency.

In particular, procedures are defined for dealing with cases of accidental spillage of oil or battery acid and leakage of product from tanks or system in IMI Fabi plants, understood as minor incidents that cannot in any way contaminate the water supply, groundwater or air.

It also provides for the management of major emergencies, for which it is necessary the coordination with a possible external intervention and communication to the competent bodies. The Group follows every law, norm and regulation regarding dust and noises emissions, useful to reduce or eliminate the exceeding ones.

There were no environmental accidents recorded in 2022, 2021, 2020, 2019.

Local Impacts Management in SPA

IMI Fabi talc mine at Brusada-Ponticelli, Valmalenco, is a perfect example of a talc mine with very limited impact on the surrounding environment.

Indeed, as Brusada-Ponticelli is developed as an underground mine and thanks to IMI Fabi's use of the most innovative technologies to extract talc, there is no stockpiling of materials outside the mine and no consequent impact on the natural landscape surrounding the location.

Over time, specific choices aiming at reducing the visual impact of the site were implemented. In particular, for Postalesio plant there was a careful selection of both materials and colours, while for the underground mine an effort of improving the surface appearance, thanks to selection of rocks and vegetation, was made. The underground mine is, therefore, well integrated in the environmental context. No complaints regarding the visual impact were recorded.

Any potential complaint or report received by the local community is treated with the deepest attention following specific standard procedures, in line with ISO requirements. Open dialogue with the community as well as timely follow up actions are key for IMI Fabi to ensure that any potential impact is properly managed.

Local Impacts Management in Belgium

IMI Fabi's plant in Belgium is located 500 metres from Uikhoven.

However, due to the features of the territory, the presence of the plant does not constitute a treat from a visual impact point of view.

Nevertheless, to improve the visual impact of the industrial installations in respect of the surrounding area, a green screen has been installed. It concerns some trees and bushes spread along the perimeter of the properly facing the external road.

A specific excavation was performed to add new soil, suitable for the new plant to let them grow fast. First half of the green screen was completed in spring 2011 and the second half was installed in spring 2022.

On the other riverside, there is Rekkem, part of the Belgian city of Menen. With this local community, a dialogue was opened in order to collect complaints

regarding the noise generated by the plant, to communicate the actions in place to reduce its impact and to communicate each improvement recorded.

In particular, noise was reduced thanks to the choice of avoiding the night shift for workers. On top of that, other specific interventions were performed.

After a direct study on noise sources, silencers on top of the silos were replaced and oriented towards a different direction; an additional insulating panel was mounted on the wall facing the village; an external box containing a compressor was removed and installed internally to the facility and a strict policy on gates usage was adopted to prevent gates remaining opened during the night. Additionally, most noisy equipment cannot be used during night times.

As main result, a visible noise reduction recorded at the nearest point in the local village was observed.

Dust

Because of the bulk handling of crude talc in the site, large loads of minerals are moved in few days, generating dust. Specific water cannons and physical barriers (windscreens) were installed to prevent the dust development towards the nearby village as well as in the surrounding area. The adopted system works well under standard wind conditions. In case of excess of wind, operations are suspended to avoid dust spreading as well as for safety reasons.

Water discharge

In 2021, the connection of wastewater to the public sewage was performed, avoiding discharging the water into the nearby water canal, after a pretreatment. A surface water collection system is going to be improved (2023), to perform a better collection of suspended solids to prevent them to be released into the water canal.



Impacts Management in Sardegna

Sa Matta mine is surrounded by 10 hectares of field owned by IMI Fabi, which clearly helps limiting any negative impact from the activities on the neighbouring areas.

Moreover, Sa Matta mine is located 2 km far away the closest village, while Su Venosu mine and Monte Nieddu plant are placed 4 km from the closest inhabited area. Due to these features and the constant projects of environmental restorations, no claims by stakeholders regarding visual and noise impacts were recorded over the years.

With a frequency of 3/4 times a year, vibrations are generated from the use of explosive. In order to reduce as much as possible this impact, the **technique of delays** or **micro-delays** is practiced. In any case, no vibrations that can cause damages are generated.

Dust is generated during the extraction of talc due to the nature of the activity itself. In order to properly manage this impact different are the practices in place:

- **Wetting** of slopes and squares;
- Ownership of the **buffer field** surrounding the site;
- Keeping stock of talc covered;
- **Filtering** by sleeve filters.

Impacts Management in Brazil

In Brasil IMI Fabi does not have immediate neighbors. However, it still monitors the noise impact at a personal level. All IMI Fabi BRAZIL functions are monitored and the noise from the factory does not have any impact on the employees working at the central office (about 50 meters from the factory).

IMI Fabi Brazil has a committee in place, the CTGA (Environmental Assurance Technical Committee) which is composed of one representative of each IMI Fabi BRAZIL sector whose focus is to discuss and assess environmental issues at IMI Fabi BRAZIL site.

Impacts Management in Australia

Noise is regularly monitored on site in order to keep it under control also during night.

For the management of dust during transport activities, an agreement with Meekatharra County was made. The purpose of the agreement is to prevent and manage complaints that may come from local people, as well as to jointly manage common parts of the ruined roads, in particular during the rainy season.

Impacts Management in US

In terms of noise management, IMI Fabi US did a noise reading beyond compliance in order to response to complaints coming from the surrounding local community.

Moreover, a silencer on equipment was installed in order to reduces as much as possible the noise and prevent its impact on the local community.

Noise is regularly monitored inside and outside the plant thanks to fixed monitors.

The sound barrier not to overcome is equal to 75 dBA. In 2021, two monitors were changed for new ones. For monitoring dust, there are some checking machineries that send an alarm every time there is some kind of problem such as more dust than the normal level. In this way, it is possible to remediate immediately in order to avoid biggest problem to deal with later.

Furthermore, a water buffalo manufacturer is present on site. It allows to transport and spread water on roads when it is needed with the goal to better handle the dust.

Responsible Waste Management

IMI Fabi Group commits to reduce any form of waste, trying to promote a system of decreasing packaging, chemical agents and any other non-essential product in the production and sales chain.

With regards to waste management, IMI Fabi Group complies with all applicable laws and regulations, both at country and at international level.

The kind of disposal carried out, the type of different recycling and the collection are defined locally. In general, the Group gives priority to delivering its product in bulk wherever possible thus minimizing packaging materials. A certain portion however is delivered packaged. In order to optimise the re-use of these materials, IMI Fabi Group is part of various packaging recycling consortium.

All processes of talc production do not involve hazardous waste. However, labs may generate waste that are considered dangerous and that are treated according to local law (for example used lubricants which are handled by a specialist oil recovery consortium).

In IMI Fabi Brazil, oil and material contaminated with oil is segregated and disposed for later collection by a specialized outsourced company. The material contaminated from the microbiological lab is first neutralized using autoclave and then it is segregated and disposed for later collection by a specialized outsourced company.



Responsible Management of Water Resources

Water is a scarce resource, increasingly contended on the planet.

This requires businesses to constantly pay attention on how to use water in a prudent and strategic way, in order to ensure an effective and responsible management of water resources, taking into account the local context.

Water is a shared resource and has to be managed as such, being conscious on the impacts that businesses' water withdrawal, consumption and discharge do have.

As we operate globally, also in countries with water stressed areas, it's crucial for us to monitor impacts on local water resources, investing on systems and solutions to mitigate it and ensuring a proper and efficient management of this resource. This will also allow to reduce related risks and positively contribute to the development and livelihood of local communities.





At IMI Fabi Group's production sites, water is primarily used for cooling; therefore, industrial water quality requirements are limited to preventing any biological and/or corrosion risk within the cooling circulation systems.

The primary sources of water withdrawal are stand-alone industrial water pit, the public water supply, and other surface water sources.

In order to optimize water and energy consumption, at many of the sites, process water used for cooling is recirculated, either fully or partially, depending on the situation, resulting in very low water withdrawals in many cases.



Water volumes are routinely monitored at plants at the country/region level and reported at Group level.

Monitoring of incoming water quality is also carried out at local level to ensure proper and optimal use of the resource.

Although each mine is unique and has its own specificities, all IMI Fabi mines display a closed water circulation system that allow for a water management in a closed-loop, through percolation water. The example of Brusada Ponticelli water cycle system follows.

The underground mine water cycle system

1

Percolation water (self-water catchment system)

The percolation water, resulting from the infiltration into the rock mass of the meteoric water and of the superficial flowing water, is captured in the mine through a mesh of drainage holes in order to regulate its inflow into the yards.

Through the drainage holes, the percolation water is conveyed to areas distant from the work sites and directed to the channel which comes out of the mine at level 0.

The return of the percolation water to the ground is then carried out through the canalization. The channelled water is periodically analysed in order to monitor the absence of polluting substances.

The chemical-physical characterization of the percolation water is assessed through samples taken in correspondence of the dripping points.





2

Drilling water management system

The hydraulic circuit supplying the drilling rigs consists of four tanks located on different levels, each equipped with a pumping station.

Some of these tanks are able to feed their respective water supply circuits to the drill rigs, while others are able to release the water supply to the rigs at a different level.

The turbid drilling water, sucked from the foot of the excavation by a submersible pump supplied with the drilling carriage, is pumped through the respective hydraulic circuit into the backfilled mining chambers where, during the filtration movement, the sedimentation of the solid fraction of the turbid water takes place.

A fraction of the clarified water, through appropriate drainage holes, is directed to reservoirs at different levels, while the excess fraction is channelled towards the drainage channel. The water in the tanks undergoes chemical-physical analysis every six months; the analysis is aimed at verifying the absence of hydrocarbons.



3

Waste water (general use)

The working facilities are equipped with toilets located, as far as mines are concerned, in the workers' changing rooms, whose wastes are collected in the septic tank.

Underground, there are also toilets equipped with a wastewater collection tank. The disposal of all wastewater is carried out by an authorized company. As far as the discharge of wastewater for other plants is concerned, the Group is connected to the water management system of the competent company and the discharged wastewater is controlled as per current regulations.

The sewage collection system, conveyance, treatment and discharge system comply with the requirements of all applicable norms and regulations and IMI Fabi is careful to promote the quality, safety and resilience of the area in which it operates.

Several practices are in place:

- the proper operation and regular maintenance of the wastewater and stormwater drainage and treatment systems including the disposal of sewage sludge through the authorized company is guaranteed and communicate any dysfunction detected;
- ensure adequate cleaning of the areas surrounding the operations from effluent;
- in relation to the discharge, periodic maintenance and cleaning operations are carried out as necessary for the proper functioning of the discharge system, including verification that there is no accumulation of sediment or sludge in the dispersal trench or clogging of the same or the surrounding soil;
- the accumulation tank of the water discharged from the well is checked so as not to change its quality;
- periodic controls are carried out by competent persons who carry out inspections and sampling deemed necessary to verify the conditions that give rise to the formation of discharges;
- information about the discharge is provided and the possibility of verifying the state of the places where it operates is given.

Focus on Water Management in Brazil

IMI Fabi BRAZIL manufacturing processes have a system to recycle the water.

At the Sorting Plant at the Cabeceiras Mine, the water is used to wash the ore.

This water undergoes a treatment in a settling tank to remove the dirt and then it is used again to wash the ore. At the Factory at Catiboaba, the water is used in the flotation process.

This water undergoes a clarification process to remove the tailing and then it is used again at the flotation process. Rain water is used for gardening. The water used for watering mining roads and in the pelletizing process can't be recycled.

IMI Fabi BRAZIL recycles about 90% of the water it uses. The wastewater generated at Catiboaba undergoes a biodigestor system. The wastewater generated at Cabeceiras is directed to sanitary pits.

Focus on Water Management in Australia

The Mt. Seabrook (WA) mine has abundant mining waste that has accumulated over decades of operation.

It consists of approximately 300,000 tonnes of heterogeneous material composed of talc, quartz and dolomite in varying quantities. The recovery of this mineral by optical sorting requires careful water management, given the desert environment in which it operates.

The water used in the process is about 80% recycled water by settling, 4% comes from salty groundwater and only 16% is fresh water from a well.

This represents an example of project where the circular economy of talc, the re-use of mining waste, matches with the water saving and the respect of the fragile equilibrium of the desertic natural environment.



Biodiversity

We take responsibility for our footprint, always striving to safeguard biodiversity and minimizing the impact of industrial activities on the surrounding environment

Biodiversity protection and valorisation is becoming increasingly important in the environmental agenda of the main international institutions.

The European Union published in 2020 «The EU strategy on biodiversity for 2030» and is oriented to establish binding obligations to restore ecosystems that have been damaged, improve the health of natural habitats and species under protection.

The «protection of biodiversity and the health of eco-systems» is also one of the objectives of the Taxonomy Regulation.

Mining companies, like other businesses and society as a whole, rely on ecosystems and the services they provide.

Mining activities may have direct and indirect impacts, which, if not adequately managed, can damage biodiversity. We know we have a responsibility to mitigate our activities' negative impacts on biodiversity and to invest to mitigate or eliminate them, in order to protect and preserve the environment and the local communities.

Biodiversity also directly contributes to the livelihoods and survival of local communities, becoming an essential element to reduce poverty and enable sustainable development.

Safeguarding biodiversity and minimizing the impact of industrial activities on the surrounding environment are of prime interest to IMI Fabi Group.

IMI Fabi follows a code of practice consistent with policies of sustainable development. The Group supports several programmes aimed at biodiversity conservation.

IMI Fabi has carried out a Biodiversity Protection analysis starting with the location of its activities and its interaction with flora and fauna.

Environmental restoration and cleaning-up of mining sites form an integral part of any mine's life-cycle. IMI Fabi believes that this should be an ongoing activity.

Areas affected by mining operations are the object of planned restoration over the years, involving the planting of indigenous arboreal species that allow the area to return to its natural state and help prevent erosion.

Talc deposit mining methods are chosen taking into consideration their impact on the surrounding environment, and opting for underground extraction is an example of this.

IMI Fabi works closely with local authorities, universities and various communities in an effort to guarantee continuous development and updating of environment and biodiversity protection plans.

As regards the transformation plants, the major potential impact is the emission of dust, noise and Heavy Goods Vehicles traffic.

Local plans and strategies in general deal with these issues, for example via maintenance planning, dampening unsurfaced roads, adequate covering of HGV loads, logistic optimisation for material transportation and tree line barriers to limit dust and noise. To increase its commitment to biodiversity, IMI Fabi Group has developed different projects in specific areas where major impacts were found.

Biodiversity at IMI Fabi spa

In order to understand the impact of the underground mining activities on flora and fauna, measurement of vibrations generated from the inside of the mine were conducted. The output of this analysis was that no negative impacts are generated on the surrounding biodiversity.

Flora

By means of a careful reconnaissance of the landscape aspects carried out by two expert naturalists, the following 4 rare species have been identified in the summer of 2009: *Armeria Alpina*, *Carex bicolor*, *Saxifraga Rotundifolia* and *Sanguisorba dodecandra*, in the area surrounding the mine of Brusada-Ponticelli. In this area has been developed a project aimed at the safeguard of some rare botanical species. In order to allow their safeguarding, different activities have been promoted:

1. An educational laboratory for the awareness of local communities;
2. An area for the experimentation of techniques for the restoration and conservation of these species and to increase their preservation;
3. A naturalistic walk.

Thanks to the support activities provided by the IMI Fabi Group, three of the mentioned species, i.e. *Armeria Alpina*, *Saxifraga Roundifolia* and *Sanguisorba Dodecandra*, collected on site and reproduced in the laboratory, were subsequently relocated in the territory.





Bees

Brusada-Ponticelli mine is hosting ten families of bees that are considered to be extraordinary social insects and to play an indispensable role in the ecosystems.

In the mining context, bees can be useful to monitor air quality at the exit of the mine, as, in case of potentially worse air quality, the number of bees would be impacted, working as a clear signal that something is wrong.

Thanks to this project, IMI Fabi is also able to produce honey. Part of the honey produced in 2022 was given as a gift to clients during fairs.

Sa Matta Mine nature trail - increasing the awareness of biodiversity treasures

The Sa Matta Mine biodiversity project consists of the creation of a nature trail located in the charming Mediterranean area, adjacent to the Sa Matta mine, with the aim to increase awareness about life form varieties within this specific geographic region.

A careful analysis of the environmental aspects of the area around the Sa Matta mine has been carried out, whereby the locally most widespread trees and shrubs were identified. Next, the educational trail was designed along a lake and up the hill, opposite the mine entrance.

A foot bridge was positioned on the lake and is used as an observation deck. Information panels have been placed at key locations along the trail, highlighting the natural resources of the area.

Another observation point has been built on top of the hill, from where one can enjoy a spectacular view, showing the mining activities below. The Sa Matta nature trail has become an educational trail, with its 8 panels describing the main characteristics of this habitat and pointing out its natural aspects: information on the local fauna and flora, the pond's vegetation, the Mediterranean low and high scrubs, as well as the site's restoration techniques and mining activities. This allows for self-guided tours designed to teach the viewers about the biodiversity they are seeing with information they will remember long after their visit. This is a great way to show how mining activities can go hand in hand with the beauty and biodiversity of Mediterranean vegetation.

In Sa Matta the project of environmental restoration was approved in 2015 in occasion of the renewal of the mining license by Sardegna region.

The project involves the rehabilitation of the open-air pit site and of the storage areas. Four areas of interventions were identified with focus on the area with the greatest visual impact, with specific actions for water drainage and green land posing, seeding and new trees planting. In Su Venosu the project of environmental restoration was approved in 2006 and confirmed in 2021 in occasion of the renewal of the mining license by Sardegna region.



Biodiversity at IMI Fabi Brazil

Brazil has a specific plan, the PRAD (Degraded Areas Regeneration Plan) which focuses on the regeneration of the areas degraded by the mining operations. In this plan, all revegetation procedures are described, including which native flora has to be reintroduced in the area to recover and preserve the local biodiversity.

An area of the pit was rehabilitated taking back plots of green land, seeding and planting new trees while on the main storage area seeding, new tree planting and green land posing are currently ongoing.

Among the species that IMI Fabi bed out in Sardegna:

- *Helycrisum italicum*
- *Junperius oxicedrus*
- *Mirtus communis*
- *Olea europea*
- *Ilex aquifolium*
- *Arbutus unedo*

In 2022, IMI Fabi promoted the topic of biodiversity and its importance inside a local primary school thanks to the collaboration of Forestale, local authority of reference. Another specific project of the year regarded an hydroseeding trial, as innovative technique for the environmental restoration of the open-air mine.

Biodiversity at Seabrook Mine – Australia

In order to ensure the proper safeguard of local biodiversity as well as the utmost safety for employees and people at the site, IMI Fabi Mt Seabrook has a specific procedure on environmental protection, that provides information on the safe and correct method of dealing with native flora and fauna species found at Mt Seabrook. Clearing scrub, rehabilitation trials, fauna protection and how to treat dangerous and poisonous species are all included.

A flora and fauna survey was conducted in 2015 and 2016 to take a census of all species around the sites. A potentially protected flora specie was identified, as well as the presence of the peregrine falcon on the fauna side.

On site there is the necessity to deal with weeds. In particular, 6 different types of weeds were identified and need to be properly managed in order to avoid operative risks for the company.

Since 2019, restoration plans with the goal of restore vegetation on site are ongoing.







7

Appendix

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7. Appendix

Overview of Social Gri Indicators

According to our reporting methodology, region = site.

The numbers are reported in head count at the end of the reporting period (31.12.2022)

Number of Employees (GRI 2-7)	2020	2021	2022	Variation 22/21 (%)
Total	337	346	346	0.00
Divided by gender				
Women	40	46	47	2.17
Men	297	300	299	-0.33
Divided by region				
Australia	7	7	7	
Belgium	16	19	17	
Brazil	134	135	131	
Sardegna	21	22	22	
Spa	116	120	127	
US	43	43	42	

Number of Employees by Contract (GRI 2-7)	2020	2021	2022	Variation 22/21 (%)
Permanent Employees	320	319	322	0.94
Divided by gender				
Women	37	37	40	
Men	283	282	282	
Divided by region				
Australia	5	5	7	
Belgium	15	17	16	
Brazil	126	125	122	
Sardegna	21	22	22	
Spa	110	107	113	
US	43	43	42	
Temporary Employees (Fixed Term)	17	27	24	-11.11
Divided by gender				
Women	3	9	7	
Men	14	18	17	
Divided by region				
Australia	2	2	0	
Belgium	1	2	1	
Brazil	8	10	9	
Sardegna	0	0	0	
Spa	6	13	14	
US	0	0	0	

Number of Employees by Contract (GRI 2-7)	2020	2021	2022	Variation 22/21 (%)
Not guaranteed hours Employees	0	0	1	/
Divided by gender				
Women	0	0	0	
Men	0	0	1	
Divided by region				
Australia	0	0	1	
Belgium	0	0	0	
Brazil	0	0	0	
Sardegna	0	0	0	
Spa	0	0	0	
US	0	0	0	
Full time Employees	319	326	327	0.31
Divided by gender				
Women	29	32	32	
Men	290	294	295	
Divided by region				
Australia	7	7	7	
Belgium	14	17	16	
Brazil	126	125	122	
Sardegna	21	22	22	
Spa	108	112	118	
US	43	43	42	
Part-time Employees	18	20	19	-5
Divided by gender				
Women	11	13	15	
Men	7	7	4	
Divided by region				
Australia	0	0	0	
Belgium	2	2	1	
Brazil	8	10	9	
Sardegna	0	0	0	
Spa	8	8	9	
US	0	0	0	

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Number of employees by category (GRI 405-1)	2020	2021	2022	Variation 22/21 (%)
Administration	42	40	39	-2.5
Divided by gender				
Female	18	19	17	
% female over tot.	42.86	47.50	43.59	
Male	24	21	22	
% male over tot.	57.14	52.50	56.41	
Divided by age (x)				
x<30	7	6	5	
% under 30 over tot.	16.67	15.00	12.82	
30<x<50	27	27	25	
% 30<x<50 over tot.	64.29	67.50	64.10	
x>50	8	8	10	
% over 50 over tot.	19.05	20.00	25.64	
Commercial & Customer service	14	16	20	25.00
Divided by gender				
Female	9	10	12	
% female over tot.	64.29	62.50	60.00	
Male	5	6	8	
% male over tot.	35.71	37.50	40.00	
Divided by age (x)				
x<30	0	0	2	
% under 30 over tot.	0	0	10.00	
30<x<50	9	10	11	
% 30<x<50 over tot.	64.29	62.50	55.00	
x>50	5	6	7	
% over 50 over tot.	35.71	37.50	35.00	
Industrial operations	161	166	165	-0.60
Divided by gender				
Female	8	9	9	
% female over tot.	4.97	5.42	5.45	
Male	153	157	156	
% male over tot.	95.03	94.58	94.55	
Divided by age (x)				
x<30	22	26	24	
% under 30 over tot.	13.66	15.66	14.55	
30<x<50	104	102	99	
% 30<x<50 over tot.	64.60	61.45	60.00	
x>50	35	38	42	
% over 50 over tot.	21.74	22.89	25.45	

Number of employees by category (GRI 405-1)	2020	2021	2022	Variation 22/21 (%)
Mining operations	63	60	62	3.33
Divided by gender				
Female	3	3	4	
% female over tot.	4.76	5.00	6.45	
Male	60	57	58	
% male over tot.	95.24	95.00	93.55	
Divided by age (x)				
x<30	14	10	13	
% under 30 over tot.	22.22	16.67	20.97	
30<x<50	39	40	39	
% 30<x<50 over tot.	61.90	66.67	62.90	
x>50	10	10	10	
% over 50 over tot.	15.87	16.67	16.13	
Technical services	67	74	70	-5.41
Divided by gender				
Female	4	6	7	
% female over tot.	5.97	8.11	10.00	
Male	63	68	63	
% male over tot.	94.03	91.89	90	
Divided by age (x)				
x<30	11	15	14	
% under 30 over tot.	16.42	20.27	20.00	
30<x<50	43	43	40	
% 30<x<50 over tot.	64.18	58.11	57.14	
x>50	13	16	16	
% over 50 over tot.	19.40	21.62	22.86	

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New employees - incoming (GRI 401-1)										
Age (x)		2021			2022			Trend		
		x<30	30<x<50	x>50	Total by gender	x<30	30<x<50		x>50	Total by gender
Gender	Female	2	2	0	4	1	1	0	2	-50.00
	Male	7	13	3	23	7	7	5	19	-17.39
	Total by age	9	15	3	27	8	8	5	21	-22.22

Turnover - exits (GRI 401-1)										
Age (x)		2021			2022			Trend		
		x<30	30<x<50	x>50	Total by gender	x<30	30<x<50		x>50	Total by gender
Gender	Female	0	0	1	1	2	0	3	5	400.00
	Male	5	17	7	29	3	16	2	21	-27.59
	Total by age	5	17	8	30	5	16	5	26	-13.33

Screenshot number employee on 31.12.2022					
Age (x)		x<30	30<x<50	x>50	Total by gender
Gender	Female	15	27	5	47
	Male	40	191	68	299
	Total by age	55	218	73	346

Rate of new employees (GRI 401-1)*			
year		2021	2022
%		7.80	6.07

Rate of employee turnover (GRI 401-1)*			
year		2021	2022
%		8.7	7.5

*Rate of new employees and rate of employee turnover have been computed in accordance with GRI 401-1 clause 2.1. So, at the denominator there is the total number of employees at the end of the reporting period.

Incidents of discrimination (GRI 406-1)			
	2020	2021	2022
Total number of CONFIRMED episodes that have taken place	0	0	0
Total number of reports on cases of discrimination	0	0	0

Hours of training (GRI 404-1)	2020	2021	2022	Variation 22/21 (%)
Total number hours of training	5,751	10,789	11,534	6.91
by gender				
Female	841	1,803	1,968	
Male	4,926	8,986	9,566	
by employee category				
Administration	394	1,096	1,207	
Commercial & Customer service	206	183	277	
Industrial operations	1,776	2,920	5,627	
Mining operations	2,811	4,047	2,290	
Technical services	564	2,491	2,133	

GRI 404 -1	2020	2021	2022
Average training hours per employee	17.07	31.18	33.34
Average training hours per female	21.03	39.20	41.87
Average training hours per male	16.59	29.95	31.99
Average training hours per employee in administration	9.38	27.40	30.95
Average training hours per employee in commercial & customer service	14.71	11.44	13.85
Average training hours per employee in industrial operations	11.03	17.59	34.10
Average training hours per employee in mining operations	44.62	67.45	36.94
Average training hours per employee in technical services	8.42	33.66	30.47

Number of activities with the local community (ie Community development programs, consultations, business or safety committees, projects and impact assessments etc.) (GRI 413 -1)	2020	2021	2022	Please describe the activity
Spa	0	0	0	Data not available
Sardegna	0	0	0	
Brasile	2	1	5	2021 - During the pandemic, we had a partnership with the local community in which we provided materials for mask making and bought the masks back with food baskets. Also, chirurgical masks and gloves were donated to the city hospital. 2022 - There were 2 meetings with the local communities representataives. Also, IMI Fabi Brazil sponsored the local community kids local team.
Belgio	0	0	0	
Australia	3	2	3	
US	1	2	2	Dust emissions complaints from neighbors

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Work-related injuries_Employees (GRI 403-9)			
	2020	2021	2022
Total number of hours worked	643,109	647,424	656,093
Numbers of fatalities as a result of work-related injury	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	1	2	1
Rate of high-consequence work-related injuries (excluding fatalities)	0.31	0.62	0.30
Number of recordable work-related injuries	13	14	11
Rate of recordable work-related injuries	4.04	4.32	3.35

Work-related injuries_all workers who are not employees but whose work and/or workplace is controlled by the organization (GRI 403-9)			
	2020	2021	2022
Total number of hours worked	105,784	168,219	200,122
Numbers of fatalities as a result of work-related injury	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	1	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	1.89	0	0
Number of recordable work-related injuries	3	2	3
Rate of recordable work-related injuries	5.67	2.38	3.00

Work-related ill health_Employees (GRI 403-10)			
	2020	2021	2022
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	5	8	5

Work-related ill health_all workers who are not employees but whose work and/or workplace is controlled by the organization (GRI 403-10)			
	2020	2021	2022
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	2	0	0

Overview of Environmental Gri Indicators

Talc Waste Reprocessing / Circular Economy of Talc (Company's specific)	Units of measure	2020	2021	2022
IMI Fabi BRAZIL*				
% of talc recovered that was previously considered waste		Not available	50.2	47.0
Tonnes of mining waste reprocessed	t	Not available	25,599	21,661
IMI Fabi AUSTRALIA*				
% of talc recovered that was previously considered waste		100	100	100
Tonnes of mining waste reprocessed	t	32,958	39,787	37,630
Investments on sorting technologies	Euro	(2017) 5.5M		
Other [exploration and mine development feasibility study]	Euro	0	510,807	840,089.8

*This kpi is only tracked in Brazil and Australia

Water withdrawal (GRI 303-3)	Unit of measure	2022 All areas	Areas with water stress
FOR THE WHOLE GROUP			
Surface water (total)	megaliters	24.9	0
Of which Freshwater (\leq 1,000 mg/l Total Dissolved Solids)	megaliters	24.9	0
Of which Other water ($>$ 1,000 mg/l Total Dissolved Solids)	megaliters	0	0
Groundwater (total)	megaliters	25,409	0
Of which Freshwater (\leq 1,000 mg/l Total Dissolved Solids)	megaliters	17,699.9	0
Of which Other water ($>$ 1,000 mg/l Total Dissolved Solids)	megaliters	7,678	0
Seawater (total)	megaliters	0	0
Of which Freshwater (\leq 1,000 mg/l Total Dissolved Solids)	megaliters	0	0
Of which Other water ($>$ 1,000 mg/l Total Dissolved Solids)	megaliters	0	0
Produced water (total)	megaliters	0	0
Of which Freshwater (\leq 1,000 mg/l Total Dissolved Solids)	megaliters	0	0
Of which Other water ($>$ 1,000 mg/l Total Dissolved Solids)	megaliters	0	0
Third-party water	megaliters	46.3	0
Of which Freshwater (\leq 1,000 mg/l Total Dissolved Solids)	megaliters	22.3	0
Of which Other water ($>$ 1,000 mg/l Total Dissolved Solids)	megaliters	0	0
TOTAL	megaliters	25,480.2	0

Water withdrawal by source

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Water discharge (GRI 303-4)		Unit of measure	2022 All areas	Areas with water stress
FOR THE WHOLE GROUP				
Water discharge by destination	Surface water	megaliters	10.5	0
	Groundwater	megaliters	6.2	0
	Seawater	megaliters	0	0
	Third-party water (total)	megaliters	1.7	0
	Third-party water sent for use to other organizations	megaliters	0	0
Total water discharge		megaliters	18.9	0
Total water evaporated		megaliters	143	0
of which, freshwater (\leq 1,000 mg/l Total Dissolved Solids)		megaliters	11.7	0
of which, other water ($>$ 1,000 mg/l Total Dissolved Solids)		megaliters	0	0
Water discharge by level of treatment	No treatment	megaliters	18.9	0

Water consumption (GRI 303-5)		Unit of measure	2022 All areas	Areas with water stress
FOR THE WHOLE GROUP				
Water consumption	Total water consumption	megaliters	25,566.8	0
	Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact	megaliters	0	0

Waste generated (GRI 306-3)										
FOR THE WHOLE GROUP	Unit of measure	Waste generated (total waste)			Waste diverted from disposal and directed to recovery			Waste directed to disposal		
		2020	2021	2022	2020	2021	2022	2020	2021	2022
Waste composition										
Scrap metal	t	60.7	129.4	115.6	63.6	126.4	118.0	0.0	0.1	0.4
Used oil	t	41.2	42.3	25.6	41.0	42.0	23.9	0.2	0.5	3.1
Other	t	460.6	477.8	470.7	152.3	119.5	114.4	346.1	358.1	365.3
TOTAL WASTE	t	562.4	649.6	611.8	256.9	287.8	256.4	346.3	358.7	368.9

HAZARDOUS WASTE (Gri 306-5)		Unit of measure	2020	2021	2022
By type of disposal:	reuse	t	0.0	0.0	0.0
	recycling	t	0.6	1.2	1.5
	composting	t	0.0	0.0	0.0
	recovery, including energy recovery	t	5.8	6.3	1.5
	incineration (thermal destruction)	t	0.2	0.3	1.2
	Injection into deep walls	t	0.0	0.0	0.0
	landfill	t	1.3	1.3	2.4
	on-site transfer	t	1.0	1.0	1.0
	TOTAL WEIGHT	t	8.9	10.2	7.6

NON - HAZARDOUS WASTE (Gri 306-5)		Unit of measure	2020	2021	2022
By type of disposal:	reuse	t	16.1	15.9	0.2
	recycling	t	32.2	37.1	53.1
	composting	t	0.2	0.4	1.7
	recovery, including energy recovery	t	176.9	143.8	85.9
	incineration (thermal destruction)	t	38.6	26.0	33.1
	Injection into deep walls	t	0.0	0.0	0.0
	landfill	t	49.0	93.0	73.2
	on-site transfer	t	0.0	0.0	0.0
	TOTAL WEIGHT	t	312.9	316.1	247.2
	Used oil	g/t talc	4.1	4.9	5.4

Air emissions of pollutants EM-MM-120a.1.*		Unit of measure	2020	2021	2022
PM10 (Particulate matter 10 micrometers or less in diameter)		t	17.7	19.9	20.8
CO (Carbon Monoxide)		t	1.7	2.3	3.1
Nox (Nitrogen)		t	3.1	4	3.6
Sox (Oxides of Sulfur)		t	0.1	0.02	0.02
VOCs (Non-methane volatile organic compounds)		t	0.11	0.14	0.14

*Data available, measured and relevant for Brazil, Belgium and US.

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Energy consumption within the organization (GRI 302-1)		Unit of measure	2020	2021	2022
FOR THE WHOLE GROUP					
Fuel consumption within the organization from non-renewable sources	by fuel type:				
	natural gas	Sm ³	5,684,312.34	6,310,701.52	5,945,986.77
	diesel	t	865.58	890.69	892.19
	fuel oil	t	0.00	0.00	0.00
	gasoline	t	6.80	7.70	6.87
	GPL	t	724.11	946.63	787.17
Fuel consumption within the organization from renewable sources	by fuel type:				
	Biofuels	l	0	0	0
	Biomass	l	0	0	0
Indirect consumption from purchase	Electricity consumption	kWh	76,190,963	82,347,336	87,150,534
	from renewable sources	kWh	23,584,652	25,076,619	26,308,507
	from non-renewable sources	kWh	52,606,311	57,270,717	60,842,028
	Heating consumption	J	0	0	0
	Cooling consumption	J	0	0	0
	Steam consumption		0	0	0
Indirect consumption from self-production	Electricity consumption	kWh	15,276,511	16,612,522	12,864,795
	from renewable sources	kWh	0	0	97,194
	from non-renewable sources	kWh	15,276,511	16,612,522	12,767,601
	Heating consumption	J	0	0	0
	Cooling consumption	J	0	0	0
	Steam consumption		0	0	0

Reduction of energy consumption (GRI 302-4)	Unit of measure	2020	2021	2022	Projects/ initiatives that led to this reduction
Reduction of energy consumption by site					
Brazil	MJ/ton	/	9.8	25.6	From 2020 to 2021 = New power substation (less transformation losses); Chiller Installation; From 2021 to 2022 = Increased the quality control over the raw material, resulting in less rework.
Australia	MJ/ton	0	0	502.1	Installation of a smaller genset to work during the swing off to provide the basic voltage required and consume less fuel
Direct GHG emissions (GRI 305-1)					
	Unit of measure	2020	2021	2022	
Natural gas	t CO ₂ -eq	15,688.70	17,417.54	16,410.92	
Diesel	t CO ₂ -eq	3,495.07	3,596.35	3,601.87	
Fuel oil	t CO ₂ -eq	33.56	39.99	34.11	
Gasoline	t CO ₂ -eq	19.47	22.02	19.65	
GPL	t CO ₂ -eq	2,132.50	2,787.84	2,318.22	
Total - Scope 1	t CO ₂ -eq	21,369.30	23,863.73	22,384.77	
Indirect emissions (GRI 305-2)					
	Unit of measure	2020	2021	2022	
Scope 2	t CO ₂ -eq	25,635.20	27,808.13	29,631.02	

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Conversion factors for natural gas, diesel, fuel oil come from Politecnico Database, while for gasoline e GPL DEFRA database has been used.

Conversion factors for Scope 1

Natural gas	2.76	kg CO ₂ -eq/m ³
Diesel	3.39	kg CO ₂ -eq/l
Fuel oil	3.56	kg CO ₂ -eq/kg
Gasoline	2.16	kg CO ₂ -eq/l
GPL	1.56	kg CO ₂ -eq/l

Conversion factors for Scope 2

Electricity from non-renewables in Brazil	0.228	kg CO ₂ -eq/KWh
Electricity from non-renewables in Sardegna	0.454	kg CO ₂ -eq/KWh
Electricity from non-renewables in Belgium	0.239	kg CO ₂ -eq/KWh
Electricity from non-renewables in US	0.544	kg CO ₂ -eq/KWh
Electricity from non-renewables in Postalesio	0.402	kg CO ₂ -eq/KWh



7. Appendix

Connection Matrix between Material Topics and ESG Risks

Material Topic	ESG Risks	Stakeholders Impacted
Circular Economy of Talc	- Operational risk	- Customers - Local communities - Employees - The Environment
Energy efficiency and emissions (GHG) & physical impacts of climate change	- Operational risk - Human capital risk	- The Environment - Local communities - Employees - Customers
Responsible management of water resources	- Operational risks - Legal risks	- The Environment - Local communities
Local Impact and Pollution	- Operational risks - Legal risks	- The Environment - Local communities
Environmental impacts from transportation	- Operational risks - Reputational risks	- The Environment
Protection of local biodiversity and territory	- Operational risks - Reputational risks - Legal risks	- The Environment - Local communities
Responsible waste management	- Reputational risks - Legal risks	- The Environment - Local communities
Systems of environmental control and management	- Operational risks - Legal risks	- The Environment
Occupational health and safety	- Human capital risks - Legal risk - Reputational risk	- Employees and external workers
Social equity, diversity and inclusion	- Human capital risk - Legal risk - Reputational risks	- Employees and external workers - Local communities
Career's management	- Human capital risk - Operational risk	- Employees and external workers - Customers
Human rights, workers' rights and social dialogue	- Human capital risk - Legal risk - Reputational risk	- Employees and external workers - Local communities
Workers' well-being	- Human capital risk	- Employees and external workers
Relationships with the local communities	- Operational risk - Legal risk - Reputational risk	- Local communities
Responsible management of mines' life cycle	- Operational risk - Legal risk	- Employees and external workers - Local communities
Value creation and company's resilience	- Human capital risk - Operational risk - Reputational risk	- Employees - Customers - Suppliers - Community - Environment

Material Topic	ESG Risks	Stakeholders Impacted
Ethical and transparent business management	- Operational risk - Legal risk - Reputational risk	- Local communities - Clients - Suppliers - Employees
ESG Governance and Identity	- Operational risks - Reputational risks	- All
Quality of talc and Customers' Satisfaction	- Operational risk - Reputational risk - Legal risk	- Customers - End-Users
Innovation, research and development	- Operational risk - Legal risk	- Customers - Employees - End-Users
Responsible management of the supply chain	- Operational risks - Reputational risks - Legal risks	- Suppliers - Customers
Cybersecurity and personal data protection	- Human capital risks - Operational risks - Reputational risks	- Employees - Suppliers - Customers

- Environmental Responsibility
- Social responsibility
- Product responsibility
- Governance

7. Appendix

GRI Content Index

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION

General disclosures

GRI 2: General Disclosures 2021	1. The organization and its reporting practices				
	2-1 Organizational details	Methodological Note / Our operations			
	2-2 Entities included in the organization's sustainability reporting	Methodological Note			
	2-3 Reporting period, frequency and contact point	Methodological Note			
	2-4 Restatements of information	Methodological Note			
	2-5 External assurance	Methodological Note			
	2. Activities and workers				
	2-6 Activities, value chain and other business relationships	Talc / One Mineral, a world of Products			
	2-7 Employees	Appendix			
	2-8 Workers who are not employees	Appendix			
	3. Governance				
2-9 Governance structure and composition	IMI Fabi - Tune in to Innovation - Our Governance				
2-10 Nomination and selection of the highest governance body	IMI Fabi - Tune in to Innovation - Our Governance	All 2 - 10	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.	
2-11 Chair of the highest governance body	IMI Fabi - Tune in to Innovation - Our Governance				

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION

General disclosures					
	3. Governance				
	2-12 Role of the highest governance body in overseeing the management of impacts	IMI Fabi - Tune in to Innovation - Our Governance			
	2-13 Delegation of responsibility for managing impacts	IMI Fabi - Tune in to Innovation - Our Governance			
	2-14 Role of the highest governance body in sustainability reporting	IMI Fabi - Tune in to Innovation - Our Governance			
	2-15 Conflicts of interest	IMI Fabi - Tune in to Innovation - Our Governance	All 2 - 15	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	IMI Fabi - Tune in to Innovation - Our Governance		Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.
	2-17 Collective knowledge of the highest governance body	IMI Fabi - Tune in to Innovation - Our Governance			
	2-18 Evaluation of the performance of the highest governance body	IMI Fabi - Tune in to Innovation - Our Governance	All 2 - 18	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.

7. Appendix

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/(GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
		REQUIREMENT (S) OMITTED	REASON EXPLANATION

General disclosures

3. Governance

2-19 Remuneration policies	/	All 2-19	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.
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2-20 Process to determine remuneration	/	All 2-20	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.
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GRI 2: General Disclosures 2021

2-21 Annual total compensation ratio	/	All 2-21	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.
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4.Strategy, policies and practices

2-22 Statement on sustainable development strategy		Our Sustainability Journey /Who we are - our history, heritage and values		
2-23 Policy commitments		Our Sustainability Journey		

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION

General disclosures

4.Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Our Sustainability Journey	
	2-25 Processes to remediate negative impacts	Our Sustainability Journey	
	2-26 Mechanisms for seeking advice and raising concerns	Our Sustainability Journey	
	2-27 Compliance with laws and regulations	Our Sustainability Journey	
	2-28 Membership associations	Our Sustainability Journey	
	5. Stakeholder engagement		
	2-29 Approach to stakeholder engagement	Our Sustainability Journey	
	2-30 Collective bargaining agreements	Doing well by our people and local communities - Our People - Human and worker rights	

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Journey - IMI Fabi Materiality Analysis	
	3-2 List of material topics	Our Sustainability Journey - IMI Fabi Materiality Analysis	

Circular economy of talc

GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Circular Economy of Talc
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7. Appendix

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/(GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION

Energy efficiency and emissions (GHG) & physical impacts of climate change

GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Energy Efficiency and GHG Emissions		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Caring for the Environment - Energy Efficiency and GHG Emissions + Appendix		
	302-4 Reduction of energy consumption	Caring for the Environment - Energy Efficiency and GHG Emissions + Appendix		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Caring for the Environment - Energy Efficiency and GHG Emissions + Appendix		
	305-2 Energy indirect (Scope 2) GHG emissions	Caring for the Environment - Energy Efficiency and GHG Emissions + Appendix		

Environmental impacts from transportation

GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Environmental Impacts from Transportation		
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Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
			REQUIREMENT (S) OMITTED
			REASON
			EXPLANATION

Responsible management of water resources			
GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Responsible Management of Water Resources	
	303-1 Interaction with water as a shared resource	Caring for the Environment - Responsible Management of Water Resources	
	303-3 Water withdrawal	Caring for the Environment - Responsible Management of Water Resources + Appendix	
GRI 303: Water and Effluents 2018	303-4 Water discharge	Caring for the Environment - Responsible Management of Water Resources + Appendix	
	303-5 Water consumption	Caring for the Environment - Responsible Management of Water Resources + Appendix	
Local impact and pollution			
GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Local Impact and Pollution	

7. Appendix

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
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Applicable GRI Sector Standard (s)	/(GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION

Protection of local biodiversity and territory

GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Biodiversity			
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Caring for the Environment - Biodiversity			
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Caring for the Environment - Biodiversity			
	304-3 Habitats protected or restored	Caring for the Environment - Biodiversity			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Caring for the Environment - Biodiversity			

Systems of environmental control and management

GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice - IMI Fabi Integrated Management Systems			
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Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
		REQUIREMENT (S) OMITTED	REASON EXPLANATION

Responsible waste management

GRI 3: Material Topics 2021	3-3 Management of material topic	Caring for the Environment - Responsible Waste Management	
	306-1 Waste generation and significant waste-related impacts	Caring for the Environment - Responsible Waste Management + Appendix	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Caring for the Environment - Responsible Waste Management + Appendix	
	306-3 Waste generated	Caring for the Environment - Responsible Waste Management + Appendix	

Social equity, diversity and inclusion

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities - Our People - Carrer's management, Workers' well-being, Diversity and Inclusion	
GRI 2: General Disclosures 2021	2-7 Employees	Appendix	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	IMI Fabi - Tune in to Innovation - Our Governance + Appendix	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Doing well by our people and local communities - Our People - Carrer's management, Workers' well-being, Diversity and Inclusion + Appendix	

7. Appendix

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/(GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
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Relationships with the local communities

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities -Our local communities		
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Doing well by our people and local communities -Our local communities		
	413-2 Operations with significant actual and potential negative impacts on local communities	Doing well by our people and local communities -Our local communities		

Human rights, workers' rights and social dialogue

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities - Our People - Human and worker rights		
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Doing well by our people and local communities - Our People - Human and worker rights		

Career's management

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities - Our People - Carrer's management, Workers' well-being, Diversity and Inclusion		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Appendix		

Statement of use	IMI Fabi spa has reported in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
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Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
		REQUIREMENT (S) OMITTED	REASON EXPLANATION

Career's management

GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Appendix	
	404-2 Programs for upgrading employee skills and transition assistance programs	Doing well by our people and local communities - Our People - Career's management, Workers' well-being, Diversity and Inclusion	

Occupational health and safety

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities - Our People - Health and Safety	
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Doing well by our people and local communities - Our People - Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Doing well by our people and local communities - Our People - Health and Safety	
	403-3 Occupational health services	Doing well by our people and local communities - Our People - Health and Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Doing well by our people and local communities - Our People - Health and Safety	
	403-5 Worker training on occupational health and safety	Doing well by our people and local communities - Our People - Health and Safety	

7. Appendix

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Applicable GRI Sector Standard (s)	/(GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION

Occupational health and safety

GRI 403 Occupational Health and Safety 2018	403-6 Promotion of worker health	Doing well by our people and local communities - Our People - Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Doing well by our people and local communities - Our People - Health and Safety		
	403-8 Workers covered by an occupational health and safety management system	Doing well by our people and local communities - Our People - Health and Safety		
	403-9 Work-related injuries	Appendix		
	403-10 Work-related ill health	Appendix		

Workers' well-being

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities - Our People - Human and worker rights		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Doing well by our people and local communities - Our People - Human and worker rights		

Ethical and transparent business management

GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice -Ethical and Transparent Business Management		
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GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	/ (GRI Mining Sector Standard will be published in nov/dec 2023)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
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Ethical and transparent business management					
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Being a supplier of choice -Ethical and Transparent Business Management			
	205-2 Communication and training about anti-corruption policies and procedures	Being a supplier of choice -Ethical and Transparent Business Management	All 205 - 2	Information unavailable/incomplete	As the present document is the first Sustainability Report of IMI Fabi, the information to collected were many. Therefore, due to time constraints, the company preferred to focus on the disclosure of others KPIs.
	205-3 Confirmed incidents of corruption and actions taken	Being a supplier of choice -Ethical and Transparent Business Management			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Being a supplier of choice -Ethical and Transparent Business Management			
Responsible Management of Mine's Life Cycle					
GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice - Responsible Mine's Life-Cycle			
ESG Governance and Identity					
GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice -Our ESG Governance			
GRI 2: General Disclosures 2021	2.3 Governance	Being a supplier of choice -Our ESG Governance			
	2.4 Strategy, Policies and Practices	Being a supplier of choice -Our ESG Governance			

7. Appendix

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GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
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Responsible management of the supply chain

GRI 3: Material Topics 2021	3-3 Management of material topic	Doing well by our people and local communities - Our Suppliers			
GRI 2: General Disclosures 2021	2.2 Activities and workers	Talc / One Mineral, a world of Products / Appendix			

Value creation and company's resilience

GRI 3: Material Topics 2021	3-3 Management of material topic	Our Sustainability Journey /Who we are - our history, heritage and values			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Our Sustainability Journey			
	2-27 Compliance with laws and regulations	Our Sustainability Journey			

Cybersecurity and personal data protection

GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice -Cybersecurity and Personal Data Protection			
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Innovation, research and development

GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice - Innovation and R&D			
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Appendix			

Quality of talc and Customers' Satisfaction

GRI 3: Material Topics 2021	3-3 Management of material topic	Being a supplier of choice -Customer -Centricity			
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