



Sustainability Way

This document outlines IMI FABI Group sustainability's vision and main ESG pillars, which serve as a broad framework for actions and for setting sustainability related objectives and targets.

Therefore, this document includes ESG topics that are at the core of our sustainability strategy and on which we will build in time, towards continuous improvement.

“ At IMI FABI, we believe that **our tradition, our passion and our long standing history** in the mining industry are the foundation on which we can keep creating shared value for all our stakeholders. Our purpose, mission and values well sum up our way of doing things we are here to provide **the best talc for every use** which allow us not only to be **part of the daily life of million of people** globally but also to be an **active part/enabler of the ecological transition of the industries we serve**. The way we do things and the choices we make represent who we are and

what sustainability means for us 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.

We want to **be a certainty for our clients and partners, for our people and the local communities** they are part of as well as for our suppliers. 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. ”

Connado Fabi

CEO IMI FABI Group

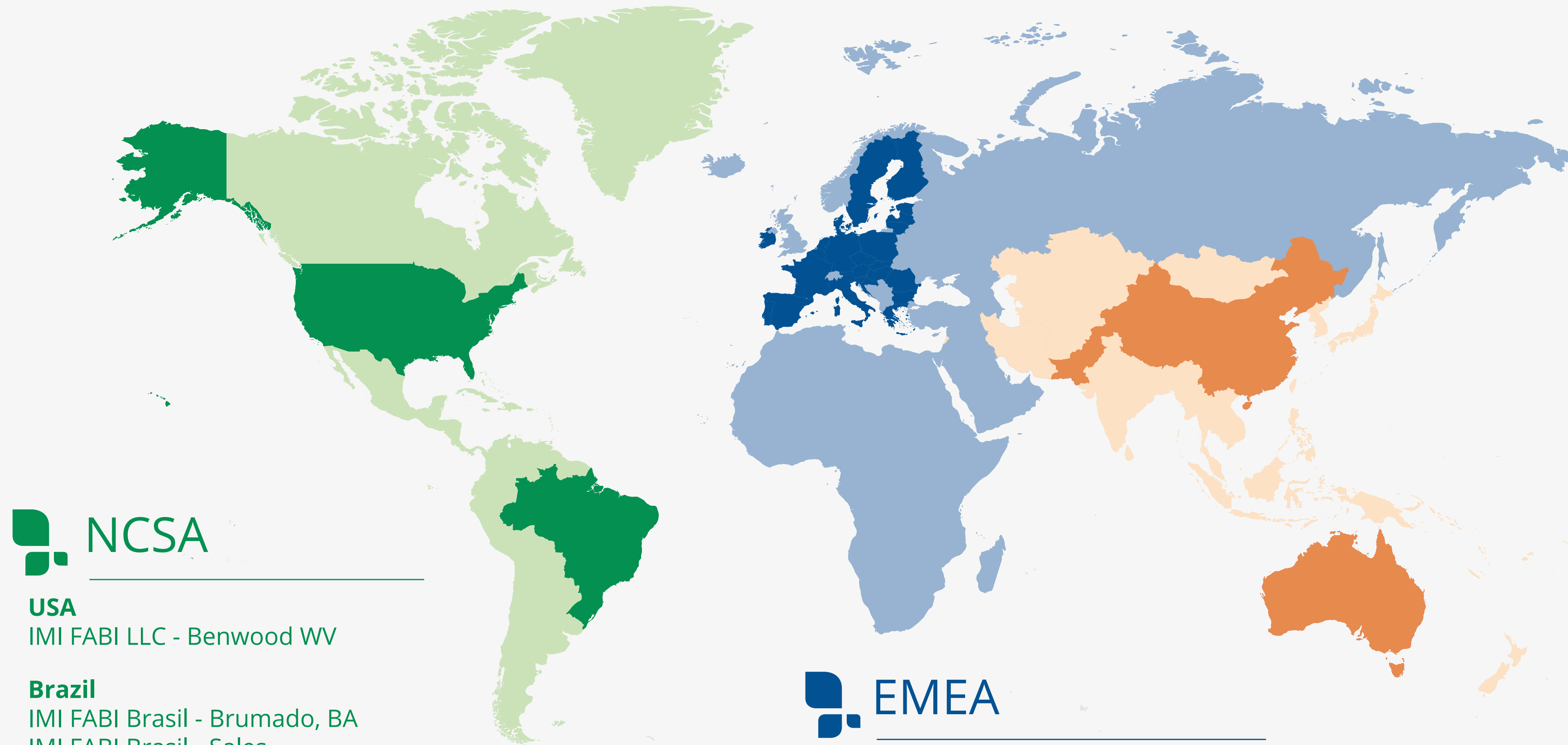


Who we are

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 company'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.

Where we are



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

Our history

1950	1992	1993	1996	1998
IMI FABI's establishment and first mining lease in Valmalenco	INDUSTRIA CHIMICA MINERARIA VAL MALENCO acquisition	UNITALC S.P.A. acquisition	IMI FABI AUSTRALIA's establishment and 50% Mount Seabrook mining lease	IMI FABI from Limited Liability Company becomes a Limited Company
2001	2003	2006	2008	2011
IMI FABI LLC 's establishment in Benwood and Diana assets acquisition in the USA	Sales & Marketing office opens in Singapore	AIHAI IMI MINERALS CO. LTD joint venture in China	IMI FABI Sardegna S.r.l.'s establishment together with Sa' Matta and Su' Venosu mining leases and Monte Nieddu plant in Italy	100% of Mount Seabrook mining lease in Australia
2012	2016	2017	Today	
IMI OMAR PVT. Ltd. joint venture in Pakistan	IMI FABI BRUMADO TALC S.A. acquisition IMI FABI BRASIL PARTICIPAÇÕES LTDA's establishment	Sales & Marketing office opens in Sao Paulo IMI FABI BELGIUM establishment LITHOS INDUSTRIAL MINERALS GMBH acquisition	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.	





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 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 Vision

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

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 Stakeholder

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.

Clients 	Employees 	Local Communities 	The Environment 
 Suppliers	 Market	 Public Administration	 Partners

An aerial photograph of a long, narrow suspension bridge stretching across a dense, green forest. The bridge has a metal railing and is supported by cables. Several people can be seen walking across it. The background is a thick canopy of trees.

Mario Mondonico

ESG Director

“

Sustainability is a fundamental choice in IMI FABI, a choice rooted into our traditions and values and powered by the passion for our territory; a choice we keep making every day, made of the courage to take new paths, of trust and curiosity about the future.

An exciting journey to embrace all together, each with his or her own commitment and expertise.

”

Our ESG Pillars



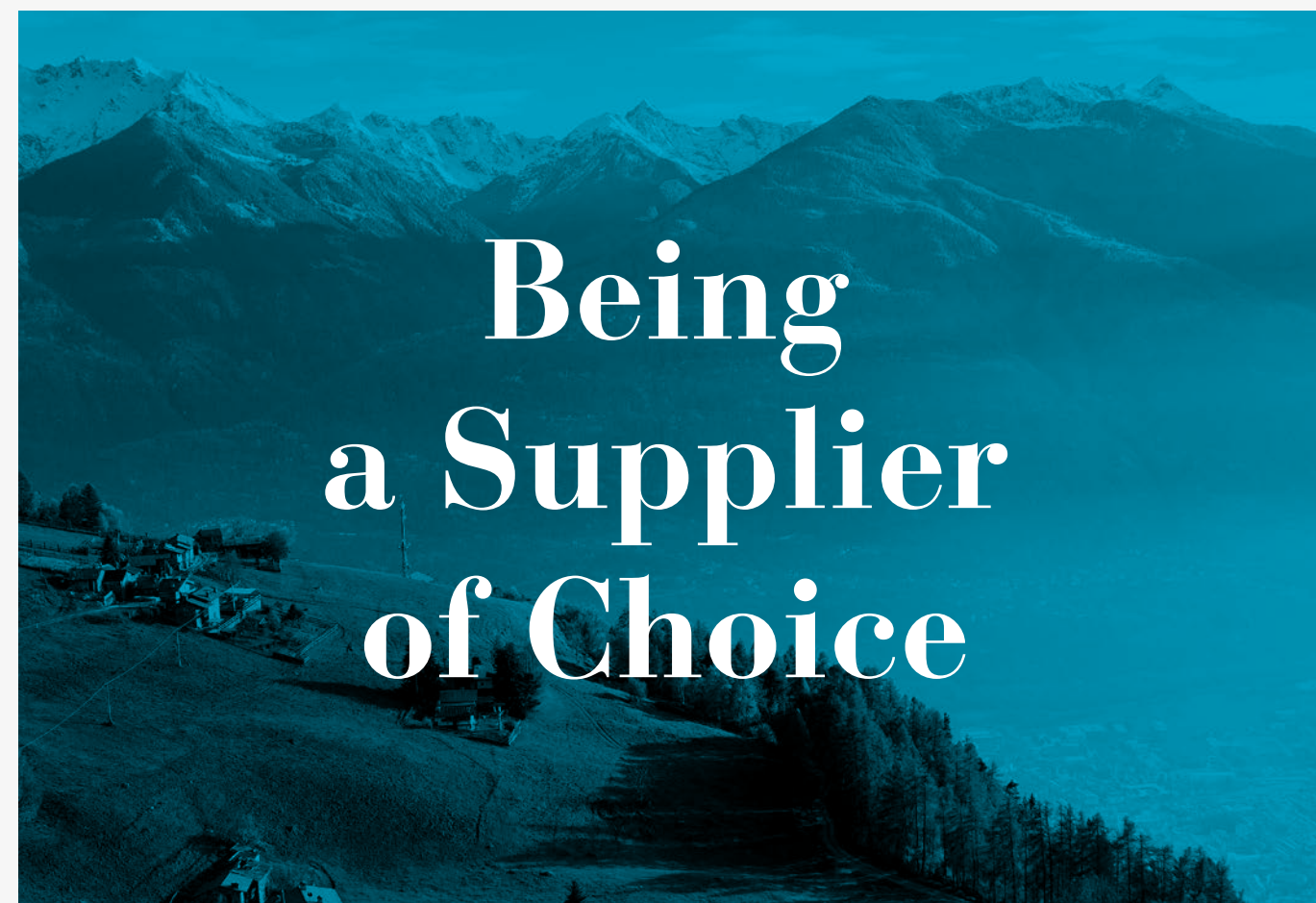
Talc is a vital part of people's life

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 safety to the way we use land, energy and water.

Our ESG Pillars

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. This is why we commit to:





Being a Supplier of Choice

“ Through our **growth**, we can have a **positive impact** not only on our clients but also on our people and on the society as a whole. We aim at remaining competitive on the market to keep **creating shared value** for us and for our stakeholders and to further enhance our positive impacts.

To do so, we know that we need to **make choices that look at the future: extending our mines' life cycles, choosing**

the right investments to grow respecting the environment, keeping investing in our employees' health and safety.

We have always strived to lay out solid foundations to grow sustainably - a **solid governance** the ability to work in team and share common objectives and the attention to our products in a **forward looking** way are key for us to succeed. ”

Patrizia Zuppini

CFO IMI FABI Group



Setting a solid ESG Governance which allows us to keep creating value in the long-term

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 being 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.



Working 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.

We strive 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.

We furthermore believe in constantly updating our production technologies in order to achieve the best performance of our products and combine this with the protection of the natural environment.

“ The impact of R&D on sustainability can be relevant as it helps Company moving towards new directions, maximizing the future opportunities for our markets, with the minimum negative impact on environment. Cross-cooperation within Company’s functions and direct contact with the market are two relevant keywords for this mission. ”

Piero Ercoli



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.

“ Customer centricity is about having the ability to continuously listen and understand what customers need, and to translate this need into added value for both parties. At IMI Fabi, It is not only the focus of the Sales and Marketing department but a collective and coordinated effort of all skills of the company. It requires curiosity, humility but also confidence in our strengths, and a consistent willingness to become better. In a world that is changing fast, we trust it is the best way to sustainable and profitable business. ”

Christophe Cabibel



Doing well by our People and Local Communities



Our ESG Pillars: Doing well by our people and local communities



Putting the health and safety of our people always first

We foster 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.

Our ESG Pillars: Doing well by our people and local communities



Ensuring and promoting the respect of human rights within our operations as well as across our supply chain

“ IMI Fabi promotes the compliance of human rights, equality and inclusion within our company, neighboring communities and across our supply chain. IMI Fabi’s Code of Ethics Policy is shared and applied to all employees and suppliers.

The company is committed to following all labor laws and providing equal opportunity employment, fair and competitive wages and provide a healthy and safe working environment as detailed by domestic labor laws and the company’s policies and procedures. We are all committed to providing a positive culture to all interested parties of the organization. ”

Erin Moore

Our ESG Pillars: Doing well by our people and local communities



Establishing harmonious and constructive relationships

with the local communities we operate in, through an open and continuous dialogue, and striving to optimize all the positive impacts our business can have on them.

“ We at IMI FABI have the rare opportunity to live with people as co-workers and community at the same time. This physical proximity allows us to connect with the needs and concerns of the local reality and through this interaction, we can retribute all the knowledge and dedication through environmental policies, social projects and other actions based on the ESG pillars. ”

Ricardo Alves Donato



Caring for the Environment



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.



Mitigating the environmental impacts of our operations as well as of our value chain

For example, investing to enhance energy efficiency and related emissions and to foster a responsible management of water.

“ Little drops of water make a mighty ocean. IMI Fabi firmly holds this principle for water and other environmental management strategies with a wide-angle focus on the surrounding of its activities. Mineral resources are hidden in the ground and their value can take form just considering this multitude of factors. ”

Matteo Crottogini



Taking responsibility for our footprint

We are committed to safeguard biodiversity and minimize the impact of industrial activities on the surrounding environment.

“ Biodiversity is a treasure which mining activities endanger every day worldwide. IMI Fabi awareness is great and we are attentively looking at floral and faunal species performing monitoring on natural habitats and conservation programmes, preferring progressive rehabilitation where practicable. ”

Taihna Santos



References

UN Universal Declaration of Human Rights

ILO Declaration on Fundamental Principles and Rights at Work

UN Guiding Principles on Business and Human Rights

OECD Guidelines for Multinational Enterprises

Rio Declaration on Environment and Development (UN 1992)

Johannesburg UN World Summit on Sustainable Development (UN 2002)

ISO 14001:2015 Environmental Management systems

ISO 45001:2018 Occupational health and safety management systems

ISO 9001:2015 Quality Management systems

ISO 50001:2018 Energy Management

IMI FABI Group's ESG Governance



<p>Scope</p>	<p>IMI FABI’s Sustainability Policy applies to the whole IMI FABI Group’s entities. ESG Steering Committee is responsible for the oversight of the Policy that will be updated regularly.</p>
<p>Approval</p>	<p>This Sustainability Policy was approved by IMI FABI’s ESG Steering Committee on November 14th, 2022</p>
<p>References to Associated Documents</p>	<p>Apart from this Sustainability Policy, IMI FABI Group has a number of related group wide policy documents, which can be found at www.imifabi.com</p>

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