



# UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS

August 2021 – August 2022

[ IMPACTING EVERYDAY LIFE ]

# CONTENTS

- I. **CEO STATEMENT**
- II. **CARMEUSE 2030 VISION AND OUR ADHERENCE TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**
- III. **OUR “SUSTAINABILITY JOURNEY” AND OUR COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT PRINCIPLES**
  - **HUMAN RIGHTS**
  - **LABOR**
  - **ENVIRONMENT**
  - **ANTI-CORRUPTION**

August 23, 2022

To our stakeholders:

I am pleased to confirm that Carmeuse reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. These principles are important for us as they are consistent with our 2030 vision and are linked to the UN SDGs.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Yves Willems', with a stylized flourish at the end.

Yves Willems  
CEO, Carmeuse Americas

# CARMEUSE 2030 VISION AND ADHERENCE TO THE UN SDGs



## THE UN SDGS

The United Nations Sustainable Development Goals (UN SDGs or SDGs) are a collection of 17 global goals, at the horizon of 2030, designed to be a “blueprint to achieve a better and more sustainable future for all”. The UN SDGs were adopted in 2015 by all United Nations Member States.

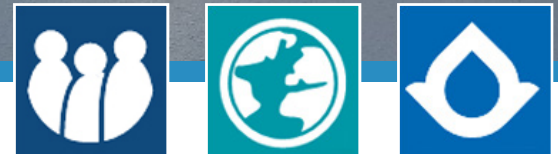
These UN SDGs are an urgent call for action by all countries in a global partnership. They recognize that ending poverty and other deprivations must go together with strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests.

## CORE UN SDGS WE CONTRIBUTE TO IN OUR 2030 VISION

Carmeuse wants to be part of the sustainable transition and joins the UN call for action, at the horizon of 2030. We will do so, by identifying and contributing to the Sustainable Development Goals (SDGs) that are in line with the Carmeuse Group Sustainability Strategy.

While Carmeuse, through its core activities and related initiatives, product applications, and voluntary initiatives, contributes to many of the SDGs, we want to prioritize a set of SDGs in line with the impacts of our main activities.

The alignment of our 2030 vision with the UN SDGs enhances efficiency and credibility in the development of our Sustainability strategy and coherence towards global strategies and goals.



## OUR 2030 VISION

The meaning of our 2030 vision resides in the following three concepts: **ENGAGE, PRESERVE, and IMPROVE.**

### ENGAGE (PEOPLE)

#### Area of Focus 1:

We operate without accident through a well-motivated, trained, educated and healthy workforce.



#### Area of Focus 2:

We want to be recognized as a company operating in constructive dialogue with our stakeholders.



#### Area of Focus 3:

We partner with local organizations for the betterment of our communities.



### PRESERVE (PLANET)

#### Area of Focus 4:

We optimize our consumption of natural resources (stone, water, fossil fuels).



#### Area of Focus 5:

We reduce our CO<sub>2</sub> footprint and that of our customers.



#### Area of Focus 6:

We create and preserve biodiversity and respect the environment.



### IMPROVE (PROSPERITY)

#### Area of Focus 7:

We are the preferred supplier, with products and services bringing the best benefit for the customers and for Carmeuse.



#### Area of Focus 8:

We continue to grow the business through strategic investments and joint ventures, while continuing to emphasize Carmeuse values.



#### Area of Focus 9:

We actively integrate the Circular Economy in our business model.



# OUR “SUSTAINABILITY JOURNEY” AND COMMITMENT TO THE UNGC PRINCIPLES

At Carmeuse Americas, our policies, actions, and measurements of outcomes are aligned with the ten following UNGC principles:

## HUMAN RIGHTS

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Make sure that they are not complicit in human rights abuses.

## LABOR

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** The elimination of all forms of forced and compulsory labor.
- **Principle 5:** The effective abolition of child labor.
- **Principle 6:** The elimination of discrimination in respect of employment and occupation.

## ENVIRONMENT

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

## ANTI-CORRUPTION

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

# HUMAN RIGHTS PRINCIPLES

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.

**Principle 2:** Make sure that they are not complicit in human rights abuses.

## OUR VISION AND PRINCIPLES:

At Carmeuse, we are committed to respect our employees' fundamental human rights. We similarly expect our suppliers, vendors, and subcontractors, as well as all other third-party companies that we engage with to respect human rights and to avoid complicity in human rights abuses. Carmeuse Code of Ethics, Supplier Code of Conduct and Human Resources policies cover all aspects of internationally proclaimed human rights, including Anti-Harassment, Anti-Discrimination and Anti-Retaliation, in establishing a decent work environment. These policies were approved by Carmeuse management and adopted across all our offices and facilities.

The key Carmeuse Americas' human rights policy principles include:

- Non-discrimination
- Zero child and forced labor
- Drug and Alcohol-free workplace
- Respect of our Harassment and Sexual Harassment policy
- Respect of our Code of Ethics
- Respect of our Workplace Violence Policy

At Carmeuse, it is important that all employees work in an environment free of discrimination and harassment. We try to create an environment in which diversity is celebrated and no one is excluded on the basis of race, religion, sex, sexual orientation, age, national origin, disability, veteran status or any other classification protected by law. We do not engage in, nor tolerate any form of discrimination throughout our business. This includes the recruitment process, remuneration, access to feedback and training, contract termination or retirement.

More, at Carmeuse we do not allow any behavior of a threatening, hostile, abusive, or sexually coercive nature. This includes gestures, language, and physical contact in any of the Carmeuse locations. We create awareness among our employees about discrimination and human rights violations. Documentation hereof is available to 100% of our employees. Carmeuse provides employment to people with temporary or chronic disability and makes reasonable accommodations when identified or requested. We take proactive measures to avoid discrimination in

the recruitment process. Carmeuse is committed to conducting its work in compliance to relevant national and international laws regarding the topics of discrimination and harassment.

## IMPLEMENTATION AND ACTIONS:

As highlighted by our policies, we:

- do not accept forced, bonded, or involuntary prison labor,
- prohibit discrimination based on race, color, national origin or ancestry, ethnicity, genetic information, sex, sexual orientation, gender, gender identity or expression, age, religion, marital status, veteran/military status, citizenship, caste, political affiliation, union membership, medical condition or medical tests, pregnancy, personal appearance, disability,
- comply with local minimum age laws and requirements and do not employ children,
- compensate our personnel with wages and benefits that meet or exceed the legally required minimum,
- prohibit illegal physical abuse, harassment, or the threat of either,
- provide time off and leisure time in accordance with local labor laws,
- provide a safe and health-promoting workplace for our personnel,
- developed and implemented health and safety risk assessment procedures that ensures systematic and sound approach for workplace safety,
- invest in professional development and resources to maintain and enable the continued professional development of our personnel.

## MEASUREMENT OF OUTCOMES:

At Carmeuse, 100% of employees receive an awareness training on discrimination and harassment. Within the last five years, we only had 1 recorded complaint of discrimination and harassment. More, 100% of employees are provided with personal protective equipment (PPE), and 100% of employees are provided with stress preventive measures or training.

# LABOR PRINCIPLES

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Principle 4:** The elimination of all forms of forced and compulsory labor.

**Principle 5:** The effective abolition of child labor.

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

## OUR VISION AND PRINCIPLES:

Comprehensive Human Resources policies, Code of Ethical Conduct, Environmental Health and Safety Protection policies and work instruction, and Supplier Code of Conduct have been approved and adopted by Carmeuse and are effective in all our offices and facilities. These policies highlighted values embedded in our vision and guaranty freedom of association, eliminate all forms of forced/child labor, and all forms of discrimination. Among other things, the following principles guide our actions:

- Safety as Our Number One Priority
- Excellent Employee Management
- Increased Motivation and Satisfaction

## IMPLEMENTATION AND ACTIONS:

At Carmeuse Americas, we:

- comply with local minimum age laws and requirements and do not employ child labor,
- compensate our personnel with wages and benefits that meet or exceed the legally required minimum,
- prohibit illegal physical abuse, harassment, or the threat of either,
- provide time off and leisure time in accordance with local labor laws,
- provide a safe and health-promoting workplace for our personnel,
- invest in professional development and resources to maintain and enable the continued professional development of our personnel.

In the area of labor practices, among other actions, we can highlight the following:

## CARMEUSE LONGVIEW MINE RESCUE TEAMS PROVE THEIR SKILLS

Surface mine rescue teams from the Carmeuse Longview Operation demonstrated their skills at the Alabama Surface Mining First Responder Competition, held at the Alabama Fire College in Tuscaloosa on June 6-9, 2022. Two Longview teams took part in the competition:

- **The Grey Team:** Charles Vansant, Steve Hall, Tonya Talbert, and Jeffery L. Adams
- **The Blue Team:** Jeffrey O. Adams, Chris Harris, Tony Parks, and Bobby Watley.



The Grey team won 1st place in the First Aid Competition and 2nd place in the Field Competition. The Blue Team won 2nd place First Aid Competition and 3rd place Field Competition. The competition ran over two days and included a field problem exercise and a first aid competition. Additionally, a number of parallel training sessions took place, covering first aid CPR and AED procedures, fire assessment and suppression, rope rescue, and high-angle rescue.

Longview's Mine Rescue Team which began three years ago, is led by Captains Steve Hall and Charles Vansant, with mentoring from David Tant and Kelly Childers. The



team is Carmeuse's only Surface Mine Rescue Team and is comprised of hourly and salary employees with a total of approximately 20 members. The Mine Rescue Team meets twice a month for training.

"We are proud of the skills and commitment shown by our mine rescue teams. Team members train at least eight hours per month to ensure they are ready to respond, when needed, to keep our employees from harm. Their performance at the first responder competition only goes to prove what we at Longview already knew—in an emergency, we're in safe hands," said Longview's Human Resources Generalist, Sybil Owens.

In addition to competing at the event, Carmeuse Longview sponsored the competition, which is organized by the Alabama Mining Association.

## CARMEUSE LONGVIEW HOSTS CONVEYOR BELT TRAINING SEMINAR

The Carmeuse Longview Operation, Alabama, recently hosted an onsite visit for attendees of a conveyor belt training seminar. Organized by the National Industrial Belt Association (NIBA), the seminar covered how to track, train, and troubleshoot industrial conveyor belts. Key aspects of the training included proper selection of belts and components, what to look for during operation, and corrective actions to take as needed.

The seminar took place on May 17-18, 2022 with the onsite visit occurring on the second day. "The purpose of the site visit was to observe real-world examples of conveyor belts in use," said Tony Marshall, maintenance manager at Carmeuse Longview. "We had attendees from as far west as Utah, as far north as Pennsylvania, and as far

south as Tampa/Miami." More than 30 people took part in the seminar, including eight Longview employees, as well as representatives of some key names in the industrial conveyor belt market, including Flexco, Fenner, Davis Industrial, Southeast Conveyor Service and Motion Industries. Experience levels ranged from people new in the industry to veterans with 30+ years working around industrial conveyor belts.

## MEASUREMENT OF OUTCOMES:

In the area of labor practices, Carmeuse presents outstanding measurement of outcome records. With respect to diversity, in the United States, the gender ratio was 18.78% in 2021. More, we have 10 women in executive positions and 6 individuals from minority groups in executive positions. For employee health and safety at Carmeuse in the United States, the reportable injury rate was 1.82, the accident frequency rate was 4.31 and the accident severity rate was 0.14. In addition, in 2021, both in the United States and Canada, all our contractors were provided with training on health and safety issues. Also, health and safety risk assessments were conducted on all our sites. All our employees were provided with personal protective equipment (PPE), as well as stress preventive measures or training.

With respect to working conditions, both in the United States and in Canada, all our employees received extended health, dental, vision, sickness benefits, as well as pension benefit programs. In addition, all employees are eligible for employee and family assistance programs.

With respect to career development and training, in 2021, 66% of employees took part in an annual performance review and 43% of our employees have established an individual career plan in the United States. With respect to discrimination and harassment, both in the United States and Canada, all our employees have received awareness training on discrimination and harassment.

Finally, in Canada, we received one (1) human rights violation complaint and we recorded one (1) complaint of discrimination and harassment in 2021.



# ENVIRONMENT PRINCIPLES

**Principle 7:** Businesses should support a precautionary approach to environmental changes.

**Principle 8:** Undertake initiatives to promote greater environmental responsibility.

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

## OUR VISION, POLICIES, AND GOALS:

The scope of our Environmental Policies demonstrates our Corporate Social Responsibility. Policies that contain our commitments to operate in support to the environment and preserve natural resources were approved and are effective in all our offices and facilities.

## IMPLEMENTATION AND ACTIONS:

In conformity with our vision, we:

- encourage our personnel to be mindful of the effects of their actions on the environment and seek to minimize the adverse environmental effects of our personnel travelling between facilities,
- encourage the use of sustainable practices in the operation and maintenance of our facilities,
- implement sustainability considerations as a factor within our relevant procurement activities,
- developed and implemented environmental risk assessment procedures to identify our environmental aspects and impacts and treat them properly.

At Carmeuse, we are committed to reduce our greenhouse gas emissions. Our CO<sub>2</sub> roadmap includes initiatives to reduce our carbon footprint including capital projects, alternative fuels and kiln efficiency improvements. Climate change is an important issue for our times and Carmeuse is doing its part.

In the area of environmental management, in addition to permanently making efforts to improve our environmental management system and to reduce our impact on the environment, we engage with communities surrounding our operations. Within the last two years, among other things, we conducted the following actions:



### RIVER ROUGE SUPPORTS SAFE (AND STYLISH) CONSERVATION OF LOCAL RIVER

In the Spring 2022, the Carmeuse River Rouge Operation, Michigan, helped grow trees and restore a cleaner, greener Rouge River, with the donation of 125 pairs of gloves to Friends of the Rouge (FOTR). The gloves will protect the hands of FOTR workers in their efforts to protect and enhance the Rouge River watershed.

“Thank you so much for the amazing assortment of gloves!” said Lara Edwards, development director at FOTR. “The restoration team is putting the new gloves to use, and it is safe to say that they are working better and looking jazzier as they do so.”

“FOTR do an outstanding job maintaining our green spaces and waterways,” said Christy Burt of Carmeuse River Rouge. “At the same time, safety is our number one priority at Carmeuse. So we were pleased to be able to both support the FOTR mission and help keep their team safe as they work.”

## SUSTAINABILITY STARS – BE A TREE LOVER

Carmeuse has started 2022 off with a new Sustainability mission. For the first quarter of 2022, our goal is to try and find ways to reduce our paper usage to help save more trees. The Sustainability Stars – Be a Tree Lover retains the attention of our employees and we nominated to following “Sustainability Stars”:

---

### **Ben Hopkins, SOM**

Luttrell, U.S.

Ben reminded us to say “no” to a receipt whenever you can! Few facts:

- Each year in the U.S. alone, up to 10 million trees are used to make the paper used for receipts.
- 21 billion gallons of water are used in this process.
- The annual waste from receipts is over 686 million pounds of waste.
- Skipping receipts would save 12 billion pounds of carbon dioxide (CO<sub>2</sub>), the equivalent of one million cars on the road.

---

### **Nathan Wilson, Lab Supervisor**

Luttrell, U.S.

Nathan reminded us that a great way to reduce your paper consumption (if you must print) is to turn your printing settings to “print on both sides”.

- Fact: One carton of paper (10 reams) uses on average 60% of one tree.

---

### **Ren Ramer, Engineering Manager**

#### **Reddy Thadisina, Engineer**

Black River – U.S.

Reddy and Ren instituted a policy to mark minor map changes directly on the min vent and escapeway maps posted in the KY mines as opposed to printing new maps. The maps are 36” x 42” and there are around 20 posted per site so it takes several feet of paper to plot all the maps.

With the help of the local teams, they have found that it takes no more time to make the changes than printing and rehangng. They also stopped printing extra copies of the plan document since they are distributed electronically. Saving an equivalent of 640 sheets.

---

### **Brandon Collins, Production Supervisor**

Luttrell, U.S.

Brandon and team have reduced paper consumption by sending their daily production schedules by email. They used to send it by paper copy not only to the hourly employees but also to management. This action saves 45 sheets of paper every week! That is just under 5 reams of paper a year.

---

### **Chad Cornwell, Site Production Manager**

Cedarville, U.S.

The team in Cedarville are changing the mechanics timecards from a daily sheet to one for the entire week. A small step but will add up over time.

---

### **Christy Burt, Plant Generalist**

River Rouge, U.S.

One handy way to cut down on paper usage is the use of the “sticky notes” app on your computer. If you have notes that you are keeping an eye on, what better place to put them than directly on your computer screen. You can update them, delete them when they are done and add new ones as you need them.

- Fact: On average, it takes one tree to make 700 post it packs (70,000 sheets).

---

### **Mandy Masters, Site Coordinator 2**

Beachville, CAN

The team at Beachville has stopped printing their daily MAC information and have gone digital. This will save 13-15 piece of paper per day – every day! This means 91-105 sheets a week. That’s almost 9 reams of paper a year.



### **TRIO OF CARMEUSE OPERATIONS SUPPORT OHIO RIVER CLEAN-UP EFFORTS**

In August 2021, volunteers from three Carmeuse locations on the Kentucky side of the Ohio River joined clean-ups of the shoreline. Working with environmental organization, Living Lands & Waters (LL&W), the volunteers spent three-hour shifts removing garbage from the riverbanks. Personnel from the Carmeuse Black River and Maysville Operations along with Yager Materials joined the LL&W crew on 30th July. Their efforts followed those of employees at Carmeuse subsidiaries, who turned out in May to help clean-up the Ohio River shoreline around Owensboro.

The relationship between LL&W and Carmeuse began over a decade ago when the shipbuilding experts at Yager Marine supplied the charity with two specialist barges. LL&W crew spend up to nine months every year living and traveling on the barges, hosting a variety of conservation initiatives. Its river clean-ups have so far removed almost 11 million pounds of trash from the nation's waterways.

### **MEASUREMENT OF OUTCOMES:**

In the area of environmental management, all Carmeuse operations and facilities in the United States and Canada have an internal environmental management system. More, in all our sites and operations, an environmental risk assessment is performed on an annual basis. Also, all our employees receive an environmental awareness training, and all our sites and operations take part in weekly Continuous Improvement Meeting (CIM) call.

In addition, in all our sites and operations, we implement a water monitoring process to control the water quality parameter. All sites also have water reusage and recycling measures installed, as well as an emergency response procedure. Finally, in all our sites and operations, we have measures to recycle or reuse office and mining wastes. All sites and operations also have measures for handling, labeling, and storing hazardous materials and chemicals.

### **RIVERBANK CLEAN-UP**

In June 2021, volunteers from Yager Materials joined forces with the Living Lands & Waters organization to help clean-up significant stretches of shoreline along the Ohio River. The relationship between Yager and LL&W began over a decade ago when Yager Marine built an 'excavator barge' and a 'classroom barge' for the environmental group. The barges are an integral part of LL&W's mission to protect, preserve and restore the natural environment of the nation's major rivers and their watersheds. To date, LL&W has removed over 10.8 million lbs. of trash from the nation's rivers, worked with over 117,000 volunteers and 11,000 students, and planted over 1.4 million trees.

# ANTI-CORRUPTION PRINCIPLE

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## OUR VISION, POLICIES, AND GOALS:

Carmeuse regularly reviews and maintains its Code of Ethics. In addition, employees are regularly trained on business ethics related topics, including anti-corruption, anti-bribery, conflict of interest, etc. At Carmeuse, we ensure our suppliers, and third parties are committed to our anti-corruption statement by providing them our Supplier Code of Conduct which they sign as a confirmation of their commitments. In 2021, we conducted supplier risk assessments of our top 100 suppliers.

## MEASUREMENT OF OUTCOMES:

In the area of business ethics, in 2021, 98% of Carmeuse employees in the United States are trained on business ethics (corruption, anti-competitive practices, etc.) and on information security issues. More, we did not record any incidents due to corruption, anti-competitive practices, compliance issues, or information security. Finally, all our employees have signed our Code of Ethics.

## IMPLEMENTATION AND ACTIONS:

At Carmeuse, no one may give, offer, promise, or authorize the giving of anything of value to a government official or any person or organization, directly or indirectly, in order to obtain or retain business or secure any other favorable action.

No Carmeuse Person may give anything of value to a government official or any person or organization if they know or believe that it would be improper for such person or entity to accept it.

These prohibitions cover “anything of value” including:

- cash,
- commissions,
- services,
- employment (jobs or job offers),
- gifts or gratuities (other than “nominal” value),
- charitable or political contributions (e.g., any contribution that results in a personal advantage to a government official or their relative),
- meals (e.g., meals that are extravagant, too frequent, done during a bid or negotiation),
- entertainment expenses,
- travel expenses,
- educational benefits,
- business opportunities.



**CARMEUSE AMERICAS**  
11 Stanwix Street, 21st Floor  
Pittsburgh, PA 15222

[www.carmeuse.com](http://www.carmeuse.com)

Carmeuse and the Carmeuse logo are registered trademarks of Carmeuse Lime, Inc.  
© 2022 Carmeuse Lime, Inc. DBA Carmeuse Americas. All rights reserved.

**[ IMPACTING EVERYDAY LIFE ]**