Summary of Assessment and Action Plan for Continuous Improvement

This document presents a summary of the assessment of Graymont's protocols and the proposed action plans to achieve higher performance levels. The objective is to ensure continuous improvement in various key areas, ranging from health and safety to biodiversity management and community relations.

This summary highlights the key actions to be taken to enable Graymont to achieve higher performance levels in the various protocols assessed, thereby contributing to improved overall performance and more responsible management.

1. Health and Safety (v2024)

Commitment and accountability (Level A): This protocol is already at Level A.

Plan development and implementation (Level A): This protocol is already at Level A.

Training, behavior, and culture (Level A): This protocol is already at Level A.

Monitoring and reporting (Level A): This protocol is already at Level A.

Performance (Level B to A): Access to Level A will require the definition of specific performance objectives for contractors and regular reporting of their results.

2. Crisis Management and Communications Planning (v2018)

Crisis management and communications preparedness (Yes): This protocol is already at yes.

Review (Yes): This protocol is already at Yes.

Training (No to Yes): Annual training sessions (simulation exercises) on crisis management must be organized (in-house for the corporate office and facilities, and a full simulation every three years for facilities). These elements must be integrated into the crisis and communications management plan.

3. Biodiversity Conservation Management (v2020)

Corporate commitment, accountability, and communications on biodiversity conservation (Level C to B then A): Senior management must establish and demonstrate a commitment consistent with the CMA's strategic framework, communicate it to stakeholders, and allocate resources for its implementation (level B). To achieve level A, roles, responsibilities, and accountability must be clearly defined.

Planning and implementation of biodiversity conservation at the institutional level (Level B to A): The management plan must include an assessment of impacts and risks to biodiversity, specific objectives, action plans, assignment of responsibilities, regular monitoring, and reporting to senior management. Consultation with key communities of interest on biodiversity management is also necessary.

Biodiversity conservation reporting (Level C to B to A): Regular reports on biodiversity conservation must be submitted to senior management at the institution (Level B). To achieve Level A, internal reports supporting decision-making by institutional management and frequent public reports on performance are required.

4. Relations with Indigenous Peoples and Communities (v2020)

Identification of communities of interest (CI) (Level A): This protocol is already at Level A.

Effective exchange and dialogue processes with communities of interest (Level A): This protocol is already at Level A.

Effective exchange and dialogue processes with Indigenous communities (Level C to B then A): Determine whether Indigenous communities are identified (Level B). If so, demonstrate the plant's commitment to them and its implementation and compliance.

Management of community impacts and benefits (Level A): This protocol is already at Level A.

Feedback system (Level A): This protocol is already at Level A.

5. Water Stewardship (v2018)

Water Governance (Level B to A): Graymont's water stewardship commitments must comply with the CMA's strategic framework, be communicated to stakeholders, and roles, responsibilities, and accountability must be defined.

Operational Water Management (Level A): This protocol is already at Level A.

Watershed planning (Level A): This protocol is already at Level A.

Water performance and reporting (Level A): This protocol is already at Level A.

6. Climate Change (v2021)

Climate change management in business (corporate level) (Level A): This protocol is already at Level A.

Climate change management in facilities (plant level) (Level B to A): Achieving Level A requires additions to the energy and GHG emissions management system (clear definition of roles, operator training), the establishment of a process for managing physical climate impacts and adaptation, and the implementation of processes for awareness raising, materiality assessment and engagement with communities of interest.

Facility performance targets and reporting (Level B to A): Information on the assessment of potential physical climate impacts and risk management plans must be made public and updated at the facility level.

7. Prevention of Child Labour and Forced Labour (v2019)

Prevention of forced labour (Yes): This protocol is already at the required level.

Prevention of Child Labour (Yes): This protocol is already at the required level.