



Imerys Group sets Diversity, Equity and Inclusion (DE&I) learning foundation for all connected employees

Background

Imerys is a world leader in mineral-based specialties, offering high value-added solutions to many different industries. Headquartered in Paris, France, Imerys serves clients in a multitude of industries, including automotive, construction, consumer goods and healthcare, energy and electronics, industry and equipment, iron and steel.

Ioannis Laggiopoulos oversees the company's Diversity, Equity and Inclusion program for its 14,000 employees as the Group DE&I Manager. "DE&I is a core value of Imerys and an integral part of the company strategy," says Ioannis. "We have 14,000 employees in 40 countries. This global presence gives us a responsibility to recognize, accept and value our differences as an asset".



Background cont.

Imerys launched its first D&I program in early 2020 with a three-year planning cycle, having training and awareness as one of its priority pillars. During the course of 2022, the Group defined its new 3-year Diversity, Equity and Inclusion program (2023 - 2025), with a specific focus on equity added to the new program. “We’ve recently closed the first cycle of our D&I training, which has established a strong foundation, and we have defined the DE&I learning pathway for the next three years,” adds Ioannis.

Start with the foundations

When Imerys started its first D&I program, one of its goals was to roll out global and foundational D&I training. “When we reached out to training providers in the market, we knew we needed short virtual training courses that would have a global approach, be available in multiple languages and customizable. SAI360 Learning ticked those boxes,” mentions Ioannis.

Imerys started with two core training courses from SAI360: Anti-Discrimination and Unconscious Bias. These two foundational trainings created a learning pathway for 2020 - 2022 and were offered to all connected employees, a population of 11,000, in eight languages.

To support its DE&I commitment, Imerys has created an internal network of approximately 200 DE&I ambassadors across the globe, who mainly act as enablers on DE&I and support DE&I priorities.

“We also have the commitment of our senior management,” mentions Ioannis, “as there is a DE&I Steering Committee in place, to ensure actions and objectives are achieved.” Imerys’ approach to DE&I reflects and feeds into the company’s commitment to its sustainability program.

Rolling out training

Imerys introduced the SAI360 Learning content in early 2020 to a specific group of senior and middle managers. “We wanted to monitor and gain feedback on enrollment, experience and outcomes,” says Ioannis. “The feedback from the group was excellent, so the Group DE&I and Group Learning Team expanded the training course to all connected employees globally. We appreciate that SAI360 could work with us on the stages and sizing, making it a smooth process. Today, our foundational training courses are available to all employees – to newly hired employees as well as for every employee as a reference point and refresher.”

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*– Ioannis Lagiopoulos,
Group DEI Manager*

Selecting SAI360 Learning

“We chose to work with SAI360 Learning for several reasons: the comprehensive training library, a full Ethics & Compliance as well as Diversity and Inclusion catalog, and content developed to maximize training impact,” says Ioannis.

“SAI360 also fits within our Learning Management System (LMS). We can customize SAI360’s off-the-shelf training courses to ensure continuity with our internal content and communications. Finally, we save time and resources on translations because SAI360 Learning content is available in approximately 60 languages, covering local and cultural nuances.”

Ioannis concludes: “Technology and content aside, it is also important to consider the team that is supporting you. The SAI360 Learning team is knowledgeable, hands-on, flexible and adaptable. They are available to discuss ideas, help, and advise with experts who understand learning needs.”

What does the future hold for Imerys and DE&I learning?

Ioannis says: “We’re committed to this continuous improvement journey of customized, global, as well as deep-dive DE&I training courses for specific audiences to further strengthen the Group culture of conscious inclusion. With our commitment, team, and strategy in place, I’m excited to see how we build on the strong learning foundation we’ve created with the assistance of SAI360.”

Our unified approach to risk sets us apart

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- Enterprise & Operational Risk Management
- Regulatory Compliance
- Policy Management
- Third-Party / Vendor Risk Management
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- Internal Audit
- Incident Management
- Conflicts of Interest (COI)
- Gifts and Hospitality
- IT & Cybersecurity
- Business Continuity Management

Ethics & Compliance Learning Solutions

- Anti-Bribery & Anti-Corruption
- Competition & Anti-Trust
- Conflicts of Interest
- Data Protection & Privacy
- Exports, Imports & Trade Compliance
- Harassment & Discrimination