

US Silica

Global Humans Right Policy



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INTRODUCTION

Human Rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled, including the right to water and sanitation. Respect for human rights is rooted in our values. It is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment, and supporting the communities where we do business.

PURPOSE

The purpose of this Policy is to define US Silica's commitment to respect Human Rights as reflected in the United Nations (UN) Global Compact, The International Labor Organization's (ILO) and the laws of the countries in which we operate.

SCOPE

This Policy applies to all employees, employees of subsidiaries, and joint ventures where US Silica has a controlling interest in our products and services.

In addition, we intentionally choose to do business with partners who share our values and sense of global responsibility. All of our suppliers (new and existing) are expected to comply with the US Silica Vendor Code of Conduct, which specifies our standards around business and labor practices. We expect that all of our business partners are compliant with this policy, the US Silica Vendor Code of Conduct and all other applicable laws and regulations. We have a detailed work process to identify and manage sustainability risks across our supply chain.

OUR COMMITMENT

We are committed to the highest business and ethical behavior standards, including compliance with all applicable laws and regulations and company policies, practices, and procedures. Where national law and international Human Rights standards differ, we follow the higher standard.

In line with the UN Guiding Principles on Business and Human Rights, US Silica recognizes the corporate responsibility to respect these principles and commits to maintaining and improving systems and processes to avoid complicity in human rights violations related to our operations, our supply chain, and our products and services. We commit to regularly assess human rights-related risks and potential impacts, review our policies and management processes, and seek input from stakeholders on our approach and the communities where we operate.

OUR PRINCIPLES

Diversity and Nondiscrimination: We value diversity in our workforce, as well as in our customers and suppliers. We recognize that a diverse mix of backgrounds, skills, and experiences drives new ideas, products, and services and provides us with a sustained competitive advantage. Therefore, we provide equal employment opportunities for all applicants and employees. We do not discriminate based on race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law or regulation.

Furthermore, we respect the diversity of indigenous peoples, acknowledging the unique and vital interests that they have in the land, waters, and environment, as well as their history, culture, and traditional ways. Wherever we operate, we engage with communities and seek to understand the social, cultural, environmental, and economic implications of our activities to respond to concerns and work to optimize benefits and reduce negative impacts, both for the local community and the overall economy.

Harassment Prohibition: US Silica employees are expected to treat co-workers, customers, and suppliers with dignity. We are committed to providing a workplace free of sexual harassment as well as harassment based on factors such as

race, color, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law or regulation. We will not tolerate harassment of employees by managers, co-workers, customers or our suppliers.

Workplace Health and Safety: We are committed to maintaining a productive, safe and healthy workplace by minimizing the risk of accidents, injury, and exposure to health risks. We will seek to provide a secure business environment to protect our employees, products, materials, equipment, systems, and information. We strive to comply with all applicable regulatory requirements as a minimum and implement programs and processes to achieve greater protection, where appropriate.

Prevention of Child Labor, Forced Labor, and Human Trafficking: All work at US Silica is voluntary. We do not use child or forced labor in any of our operations or facilities. We will not use or tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, involuntary servitude, or human trafficking in our business or supply chain. We fully respect all applicable laws establishing a minimum age for employment.

Protection of Minority Groups: Members of minorities are entitled to the realization of all human rights and fundamental freedoms on equal terms with others in society, without discrimination of any kind. Minorities -- both the individuals belonging to minorities and the minorities as groups also enjoy certain human rights specifically linked to their minority status, including their right to maintain and enjoy their culture, religion, and language free from discrimination.

Working Hours and Minimum Wage Standards: We are committed to compensating our employees competitively relative to the industry, local labor market, and employment classification according to job level and status. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

Freedom of Association and Collective Bargaining: We respect our employees' right to associate or not associate with third-party organizations, join, form or not join a labor union, seek representation, bargain or not bargain collectively in accordance with local laws, without fear of reprisal, intimidation or harassment. Where a legally recognized union represents employees, we are committed to establishing a constructive dialogue with their freely chosen representative.

Privacy and Freedom of Expression: We are committed to the right of privacy and freedom of expression, and we seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data.

PROCESS FOR IMPLEMENTATION

Employees, employees of subsidiaries, joint ventures where US Silica has a controlling interest, supply chain partners, suppliers, and third-party contractors are expected to comply with this and all applicable US Silica policies to ensure respect for Human Rights. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities, where we have sound reason to believe that our partner organizations infringe Human Rights; we reserve the right to cease those relationships as warranted.

These principles are an integral part of other related policies, including the Code of Business Conduct and associated annual employee training materials. If any employee believes that someone is violating the Human Rights Policy or the law, they are asked to report it to their Human Resources Department, where we will review the concern and conduct an appropriate investigation. Concerns can be reported through US Silica's Compliance Helpline anonymously if desired.