



Supplier Diversity Policy
Updated: June 1, 2021

US Silica Company works with and prioritizes its relationships with minority-owned and women-owned business enterprises. We recognize the value diversity brings to our employees, clients and communities we serve. The goal of our U.S. Supplier Diversity Program is to promote the inclusion of small and diverse businesses in our purchasing process, and to continuously strive to increase our spend with qualifying enterprises.

US Silica's procurement and transportation departments are encouraged to identify and include diverse suppliers and service providers in their procurement process. Diverse suppliers that can provide value and are competitively priced may be included in our sourcing and procurement process. This policy is a statement of US Silica's commitment to create opportunities for diverse suppliers to grow their businesses.

US Silica encourages identification and inclusion of diverse suppliers. We raise awareness by urging team members to initiate and sustain connections with diverse suppliers. The procurement and transportation groups will validate the appropriate certifications, licenses, insurance requirements and other material necessary to work within the US Silica network.

Our objectives include to:

- ✓ **Seek certified diverse suppliers that can provide competitive, value-added goods and services to US Silica's business strategy.**
- ✓ **Strategically source and procure from certified diverse suppliers.**
- ✓ **Communicate the benefits of supplier diversity; both internally and externally.**
- ✓ **Leverage our results to improve our customers' diversity requirements.**

US Silica is committed to development of a diverse U.S. supplier base. We encourage all employees to be inclusive in their daily business decisions when selecting the best supplier to meet our business and to achieve our corporate diversity goals.

For more information on US Silica's supplier diversity program, please email supplierdiversity@ussilica.com