

Vendor Code of Conduct



US Silica Vendor Code of Conduct

Effective June 2021; last updated June 2021

OVERVIEW

The US Silica Vendor Code of Conduct (“Code”) describes US Silica’s expectations of how its vendors conduct business. All vendors engaged in providing goods and services to US Silica are expected to act by the Code, including aligning guidelines, policies and practices, and communicating and enforcing the Code provisions throughout their organization and across their supply chain, including subcontractors.

Vendors must act with integrity and are expected to demonstrate a commitment to legal, ethical, safe, fair, and environmentally responsible business practices. We seek vendors who comply with all applicable environmental laws and focus on working with vendors that make efficient and effective use of natural resources. In addition, we are an inclusive culture and believe discrimination in any form should not be tolerated. Therefore, vendors are expected to demonstrate a commitment to inclusive business practices, including, without limitation, diversity in their workplace.

We require that our vendors understand the requirements of this Code, operate in accordance with the expectations outlined in this Code, and comply, at a minimum, with all applicable laws, rules, regulations, and standards within the geographies in which they operate. In instances where standards outlined in the Code differ from local laws, vendors must respect these standards within the framework of the applicable local laws. In addition, vendors must be open and cooperative with the regulators and comply with the local and regional jurisdictional requirements. This document summarizes US Silica’s expectations from vendors, subcontractors, and their staff.

KEY EXPECTATIONS

1.0 Ethical Business Practices

US Silica is committed to conducting our business by the highest ethical standards and complying with all applicable laws, rules, and regulations. We expect our vendors to share our principles and uphold our standards and develop policies and programs as appropriate to ensure that all workers understand and adhere to these standards.

Bribery and Corruption: Vendors must comply with all applicable laws and regulations as they relate to anti-bribery and corruption. Vendors will not directly or indirectly give, offer, or accept anything of value to obtain or retain business or favored treatment, influence actions, or obtain an improper advantage for US Silica itself or any third party.

Conflict of Interest: Vendors should inform US Silica of any actual and potential conflicts of interest that come up from business or personal relationships with our customers, suppliers, business associates, employees, or competitors.

Antitrust and Fair Business Practices: Vendors are required to comply with applicable antitrust and competition laws that prohibit agreements between competitors that affect prices, costs, terms, or conditions of sale.

Immigrations Law Compliance: Vendors must only engage workers who have a legal right to work.

Environment and Sustainability: Vendors must comply with environmental laws and regulations applying in their jurisdiction, including those related to waste disposal, pollution, discharge, and air emissions, and vendors must hold all applicable environmental licenses and permits necessary for the conduct of their business.

Confidential Information, Privacy, and Data Security: We expect our vendors to protect confidential information. Vendors must adopt and maintain processes to provide reasonable protections for personal, proprietary, and confidential information, including information they access, receive or process on behalf of US Silica. Vendors should recognize that unauthorized use or disclosure of such information may have personal, legal, reputational, and financial consequences for the vendor, individuals whose personal information may be implicated, and US Silica. In addition, vendors must comply with all applicable privacy, data protection, and information security laws and regulations.

Gifts and Gratuities: All purchases made by US Silica will be made based on price, quality, and service, and US Silica will deal with its vendors fairly, honestly, and openly. Company employees must conduct all business and interactions with vendors in strict compliance with the applicable provisions of US Silica's Code of Conduct and related rules and policies.

Vendors should avoid any actions with US Silica employees during any vendor selection or re-selection process that could give others the impression of favoritism or another improper advantage. Furthermore, vendors should not offer, and US Silica employees must not accept, gifts or entertainment that might compromise, or appear to compromise, an employee's judgment or independence.

Business and Financial Records: Vendors must honestly and accurately record all business information and create, retain, and dispose of business and financial records related to their contract with US Silica in compliance with all applicable laws and regulations. We expect vendors to provide honest and accurate invoices. Invoices should be itemized, quote the PO number (where relevant), be supported by appropriate documentation, and comply with all other requirements set out in the relevant contract(s).

Fraud: Vendors must ensure that management systems and practices are in place in their organization to prevent fraud.

Tax Evasion and The Facilitation of Tax Evasion: US Silica takes a zero-tolerance approach to our vendors committing or facilitating tax evasion. Vendors (and each of their subcontractors) are expected to have policies and procedures in place to prevent employees and other associated persons from committing or facilitating tax evasion.

Intellectual Property: Vendors shall display the highest standard of respect, legal and ethical behavior regarding the intellectual property rights of third parties. Vendors must ensure that the products sold to US Silica do not violate the patent, trademark, copyright, or any other proprietary rights of any third party.

2.0 Employment Practices and Human Rights

US Silica recognizes its responsibility to protect human rights. We expect our vendors to have similar policies and practices that apply to all workers, suppliers, and their supply chains and address the following topics at a minimum.

Discrimination: We encourage an inclusive and diverse work environment with equal opportunities for all personnel. All Vendors' employees must be treated fairly and not discriminated against. Even in jurisdictions in which it is not a legislative requirement, US Silica expects vendors not to discriminate against any employee based on age, gender, gender expression or identity, sexual orientation, race, ethnicity, color, disability, religion, political affiliation, union membership, national origin, marital or pregnancy status during any recruitment or employment activities.

No Harassment or Abuse: Vendors will treat each employee with respect and dignity and will not subject any employee to any physical, sexual, psychological, verbal, or any other form of harassment or abuse.

Wages, Benefits, and Working Hours: Vendors will comply with local applicable wage laws regarding wages, overtime hours, and mandated benefits. Vendors will communicate with workers about compensation, including any overtime pay.

Underage Labor: Vendors must ensure that no underage labor has been used to produce goods or supply services (as applicable) by vendors or through their supply chains to US Silica.

Slavery, Forced Labor, and Human Trafficking: US Silica does not tolerate slavery, forced labor, or human trafficking in any form, and US Silica will not knowingly work with vendors who engage in these practices or permit their subcontractors to engage in these practices. Our vendors' work must be performed under and per contracts that have been entered into voluntarily. Vendors must not use involuntary labor of any kind, including prison labor, debt bondage, or forced labor by governments. Vendors must not engage in practices associated with forced labor. Additionally, vendors must not engage in or support human trafficking and are encouraged to implement due diligence measures to ensure that no human trafficking exists within their extended supply chains.

Freedom of Association and Collective Bargaining: Vendors must respect their workers' rights to associate together regarding working conditions and to join unions, form councils, and engage in labor negotiations, including collective bargaining. Vendors shall not intimidate or harass any worker who participates in such associations.

Safe and Healthy Work Environment: Vendors shall comply with all applicable safety and health laws and regulations in the countries in which they operate. Vendors are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks occurring within or arising out of the course of work. Vendors are also expected to provide products and services that meet all applicable health and safety requirements.

Sanitation, Food, and Housing: The vendor's workers must be provided with ready access to clean toilet facilities and potable water. If the vendor offers worker accommodation, it must be maintained cleanly and safely and provide appropriate emergency egress, fire safety measures, hot water for bathing and showering, adequate heat and ventilation, and reasonable entry and exit privileges.

3. Vendor Diversity and Inclusion

US Silica believes that diversity is a social and economic imperative and looks to vendors to share this commitment in their operations and supply chain. Vendors are expected to take proactive steps to provide a full spectrum of businesses – based on the ownership structure (for example, women-owned, locally owned), scale (for example, small or medium enterprise), or nature of the enterprise (for example, social enterprise) – with the opportunity to compete on a fair and equal basis for business. In addition, vendors are to demonstrate a diverse workforce composition, actively embracing workforce age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, and physical ability.

4. Environmental

Environmental stewardship is a key aspect of how US Silica operates our business. We encourage our vendors to conserve natural resources, reuse and recycle, and avoid using hazardous materials where possible, as appropriate to their businesses and aligned with best practices locally and globally. This includes implementing processes to identify and manage risks and opportunities related to climate change and water.

Environmental Compliance and Impact: Vendors must comply with applicable environmental regulations, including having, maintaining, and operating in compliance with all permits, licenses, registrations, and restrictions where required. Vendors must have in place in their organization policies and systems designed to identify and mitigate the environmental impact of their operations and supply chains, including, where possible sustainable sourcing

Energy Efficiency: Vendors must have in place policies and systems designed to reduce energy consumption in the creation and supply of goods or services to US Silica.

Water: Vendors are encouraged to take steps to conserve, reduce the use of, and reuse water in their operations. Vendors are also encouraged to manage water resources to ensure their operations do not prevent access to sufficient, safe water for all users in surrounding communities, including those both up and downstream from their facilities.

Waste Management: Vendors shall have systems to ensure the safe and lawful handling, movement, storage, recycling/reuse, or management of waste, air emissions, and wastewater discharges.

Material Restriction and Handling: All materials used by vendors must comply with applicable rules, laws, and regulations regarding the prohibition or restriction of specific substances to ensure safe and responsible handling, storage, movement, reuse, recycling, and disposal.

5. Management Systems and Governance

US Silica encourages our vendors to institute effective management systems that utilize the best available techniques and practices to adhere to this Code and continuously improve their performance. This should include a process for the

identification and proactive mitigation of risks associated with compliance to this Code and a process for ongoing monitoring and review of risk controls and prompt and accurate reporting of all incidents.

This Code sets forth our expectations for current and future vendors. We expect all new and existing vendors to meet our minimum expectations and to aspire to make continuous improvements to their businesses as noted herein across ethical, human, and labor rights, vendor diversity and inclusion, and environmental areas.

Any facts or circumstances which are likely to lead to your inability to meet the requirements and expectations of this Code should be reported immediately to your US Silica relationship manager.

We provide our people and the public with various channels through which integrity concerns can be raised without reprisal. If you encounter what you believe to be any potential integrity concerns, including but not limited to violation of local laws or regulations, or this Code, or unethical behavior, you may report your concerns via the [www.ussilica.com/silentwhistle.com](http://www.ussilica.com/silentwhistle) or 1-866-849-6641. Retaliation of any kind against an individual who reports concerns in good faith violates US Silica's principles and will not be tolerated.

We expect our vendors to join us in our commitment to transparency and disclosure. Therefore, if requested, vendors are expected to provide details and data about their performance on the topics included in this Code to US Silica or other entities, and to allow US Silica to audit those responses.

If a vendor is found to be in violation of the requirements of this Code, we will expect that vendor to inform us immediately or as soon as is practicable and remedy any such violation in a timely and sensitive manner. Failure by a vendor to do so may lead to review or termination of our relationship.

US Silica is committed to continuously reviewing and updating this Code. Therefore, this Code is subject to modification from time to time. The latest version of this Code is available here www.ussilica.com.

The contents of this Code are additional to and do not affect or prejudice any of US Silica's rights and remedies under the relevant contracts with each vendor, if any. In the event of any non-compliance to the requirements of this Code or breach of contract, US Silica reserves its rights and retains the sole discretion to exercise any rights under this Code, any relevant contract, and local laws and regulations.

The failure or omission by US Silica to insist upon strict performance and compliance with any of the provisions of this Code at any time shall in no way constitute a waiver of its rights. In the event of any conflict or ambiguity between any provision of this Code and the provisions of any relevant contract with any vendor, the provisions of that contract will prevail.