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**DATE: August 1, 2021 (Updated EEO signature to reflect new CEO January 1, 2022)**  
**TO: ALL EMPLOYEES**  
**RE: REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY**

This is to affirm Mississippi Lime Company's policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

Our organization will not discriminate against or harass any employee or applicant for employment because of race, color, gender, religion, national origin, age, sexual orientation, gender identity, citizenship status, pregnancy, mental or physical disability, veteran status, genetic information or any other legally protected status.

We are committed to upholding affirmative procedures and practices that will ensure objective, equitable employment opportunity for all, as follows:

- Recruit, hire, train and promote for all job classifications, without regard to race, color, gender, religion, national origin, age, sexual orientation, gender identity, citizenship status, pregnancy, mental or physical disability, veteran status, genetic information or any other legally protected status, except where gender or age is a bona fide occupational requirement or where disability is a bona fide occupational disqualification;
- Base employment decisions on the principles of equal employment opportunity;
- Ensure that promotions are based on valid requirements and are in accord with principles of equal employment opportunity; and
- Ensure that all personnel actions such as compensation, benefits, hiring, upgrading, transfers, layoffs, return from layoffs, company-sponsored training, education/tuition assistance, social and recreation programs are administered without regard to race, color, gender, religion, national origin, age, sexual orientation, gender identity, citizenship status, pregnancy, mental or physical disability, veteran status, genetic information or any other legally protected status, except where gender or age is a bona fide occupational requirement or where disability is a bona fide occupational disqualification.

The importance of fulfilling this policy cannot be overemphasized. All Leaders are expected to support and contribute towards these efforts. In addition, all employees are expected to perform their job responsibilities in a manner that not only supports equal employment opportunity for all, but also fosters a workplace free of sexual harassment, or any unlawful discrimination or harassment.

I have designated Erica Lucash, Human Resources Generalist, St. Louis Office, to manage the Equal Employment Opportunity Program, which will include monitoring all Equal Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. Erica Lucash will also coordinate EEO compliance at the Sunset Hills, Weirton, Chester, Mobile, Verona, Port Allen, Vicksburg, Ste. Genevieve, Bridgeville, Calera, and Kansas City, facilities.

Sincerely,  
MISSISSIPPI LIME COMPANY

Paul L. Hogan  
President & Chief Executive Officer