

MLC ESG POLICY



MLC is committed to conducting business in an environmentally, socially, and ethically responsible manner. The MLC Environmental, Social and Governance (ESG) policy reflects our Mission, Vision, and Values and covers all This policy applies to all Mississippi Lime Company and Singleton Birch Operations.

Mission: Utilizing the essential mineral lime to support the evolving needs of society.

Vision: To become the global lime solutions partner with an unwavering commitment to safety, sustainability, and service.

Core Values: Integrity – Customer Satisfaction – Operational Excellence – Sustainability – Our Responsibility to Each Other

Paul Hogan, CEO

25 January 2023

The Chief Executive Officer (CEO) holds ultimate responsibility for ESG within the Group and has appointed Sustainability Directors to facilitate and monitor the operation of this policy. All employees are encouraged to communicate any opportunities they have identified for ESG improvements to their line manager or to other Managers or Directors. We will provide the necessary training and support to staff to ensure that they are able to fulfil the requirements of this policy.

We will cooperate with our customers and others to support them in achieving their ESG aims.

This policy and associated information are communicated to all employees by training, newsletters, personal letters, and distribution. It is also freely available to all interested parties, on request.

This policy statement and all ESG documentation will be reviewed at least annually and revised, as necessary. Revisions will be made in the light of new legislation, stakeholder feedback, changes in operating practices and specifications and innovative technology.

ENVIRONMENTAL

We have adopted this environmental policy to clearly communicate and demonstrate our commitment to environmental stewardship. Regulatory compliance and the sensible operation of our facilities are essential to our long-term viability.

Our commitment to environmental stewardship is fundamental to our operations. It begins with senior management and extends to every employee. We have established procedures for the setting and reviewing of environmental objectives and targets. We constantly strive for continuous improvement in performance.

We will conduct all of our operations in a responsible manner by integrating environmental considerations into our day-to-day business activities. And we will meet or surpass the requirements of all applicable environmental laws and regulations.

We will communicate with our employees, customers, and communities regarding our collective roles in responsible environmental management.

SOCIAL

We recognize that we have a corporate responsibility towards society, and we will conduct our business in a manner consistent with due respect to all stakeholders including employees, customers, suppliers, and community members.

At MLC, safety is a fundamental value. Working safely is not optional; it is a condition of employment. We are accountable for each other's safety regardless of our title or position. As technology evolves, we will be vigilant and adapt to new safety techniques. MLC is committed to providing a safe and healthy work environment. Working safely includes adhering to all Company Safety Standards.

We respect and support principles aimed at protecting and promoting human rights as stated in the Universal Declaration of Human Rights and seek to avoid complicity in human rights abuses. In addition to complying with applicable laws and regulations where we do business, MLC supports the Ethical Trading Initiative ("ETI") Base Code labor standards.

We strive to be good neighbors and support our communities through transparency, communication and charitable giving.

GOVERNANCE

MLC is committed to regulatory compliance and strives to operate in an ethical and responsible manner. We will review and adapt our policies to meet changing regulations and where practical go above and beyond minimum requirements.

We will work collaboratively with government agencies, the scientific community, policy leaders and other interested stakeholders to ensure that all standards, laws, and regulations are based on the best scientific information available while meeting environmental, economic, and social objectives.

We will work with our suppliers to ensure MLC standards are upheld throughout our supply chain through the implementation of our [Supplier Code of Conduct](#).

Visit our website for information on our [ESG journey](#)
Learn more about [Safety and Health at MLC](#)
[MLC Human Rights Policy](#)