

# Mississippi Lime Human Rights Policy



Mississippi Lime Company is committed to conducting business in an ethical and responsible manner. We respect and support principles aimed at protecting and promoting human rights as stated in the International Bill 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, Mississippi Lime supports the Ethical Trading Initiative (“ETI”) Base Code labor standards. We also recognize and uphold the guidelines and conventions as established by the United Nations Global Compact (UNGP), the International Labor Organization (ILO) and the Organisation for Economic Co-operation (OECD)

This policy applies to all Mississippi Lime Company and Singleton Birch Operations. We expect our suppliers and contractors with whom we do business to uphold the same standards as Mississippi Lime Company.

A handwritten signature in black ink, appearing to read 'PH', positioned above a horizontal line.

Paul Hogan, CEO



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MLC is committed to reviewing our operations in line with the above stated conventions to ensure we are upholding our commitment to protect and promote human rights. We will conduct a human rights assessment regularly and as operational and organizational changes require.

### **Slavery, Human Trafficking, Forced Labor, and Child Labor**

The Company believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. We oppose all forms of slavery, human trafficking, forced labor, and child labor. Furthermore, we are committed to ensure there is no such exploitation in our workforce or that of our suppliers. Employees who believe there may have been a violation of this policy should report it to Human Resources or via the Grievance Mechanism outlined below.

The Company may conduct assessments, as needed, to measure compliance using systems and processes it chooses.

### **Freedom of Movement**

Each employee has the right to travel from place to place, including but not limited to leaving and returning to the United States. This right includes not only visiting places but also changing residence or employers. It is the employee's responsibility to maintain appropriate document(s) to support individual freedom of movement (i.e., current passport or immigration documents).

### **Freedom of Association**

The Company recognizes and respects employee rights to join or not join any lawful organization of their own choosing. We are committed to complying with laws pertaining to freedom of movement, freedom of association, privacy, and collective bargaining in accordance with the National Labor Relations Act.

### **Safety**

At Mississippi Lime Company, safety is a fundamental value. Working safely at Mississippi Lime 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. Integral to our Vision, Mission and Core Values, Mississippi Lime is committed to providing a safe and healthy work environment. Working safely includes adhering to all Company Safety Standards.

To support and promote these values:

#### **Senior Management will...**

- Promote safety on and off the job
- Implement accident prevention programs, systems, and techniques
- Provide a work environment in which identified occupational health and safety hazards are controlled when elimination is not feasible

#### **Site Management will...**

- Be responsible and accountable for a superior level of performance
- Set minimum standards for work practices which reflect safe and efficient methods for accomplishing the required tasks
- Correct deficiencies promptly, either through modifying facilities, changing procedures, improving employee training, or disciplining constructively and consistently
- Educate and train employees regarding hazards on the job

### **Employees will...**

- Perform their jobs in a safe manner while taking no unnecessary risks
- Conduct themselves in a way that enhances their personal safety and that of their fellow workers
- Report workplace hazards and make suggestions for their control
- Cooperate and contribute toward the overall success of the safety process

All employees must immediately report any unsafe act or unsafe working condition to a Leader. Failure to report acts or conditions that do not meet our Safety Standards may result in discipline, up to and including termination.

### **Equal Employment Opportunity**

Mississippi Lime is an affirmative action and equal opportunity employer. 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.

### **Fair Wages / Compensation**

The Company has established a compensation plan to attract qualified candidates and retain and reward employees who perform well. Pay ranges are based upon each position's responsibilities compared to the relevant labor market. Individual pay rates are established based on qualifications, skills, performance, internal equity, and general economic factors. The Company is committed to fair and equitable pay for all employees.

### **Anti-Harassment and Non-Discrimination Policy**

The Company is committed to provide a work environment free from all unlawful discrimination and harassment (verbal, physical, or other). In keeping with this commitment, we will not tolerate harassment of employees or applicants by anyone, including any leader, co-worker, customer, vendor, or other outside party with whom our employees come in contact during the course of performing their job duties at the Company. Such conduct, or interference with an investigation of an alleged incident, may result in disciplinary action, up to and including termination.

Every employee must avoid any conduct that reasonably could be interpreted as discrimination or harassment even if such conduct were not intended as offensive. All employees are responsible for helping to ensure that we avoid unlawful harassment and are encouraged to take the appropriate steps to eliminate conduct that they believe is unwelcome, offensive or in poor taste.

Employees who believe there may have been a violation of this policy should report it to Human Resources or via the Grievance Mechanism outlined below.

### **Communities and Indigenous People**

MLC recognizes our responsibility to the communities we serve and are committed to being good neighbors. We do this through active support of our communities through transparency, communication, and charitable giving.

We respect the rights of people in communities in which we operate. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. MLC respects the rights of indigenous peoples, insofar as they are affected by our business activities.

### **Grievance Mechanism**

Employees who believe there may have been a violation concerning any part of this policy should report it to Human Resources or through the third-party ethics reporting system immediately (Confidential Ethics Hotline: 1-844-348-5679 / [www.mississippilime.ethicspoint.com](http://www.mississippilime.ethicspoint.com)).

No retaliatory action will be tolerated against anyone who comes forward to raise genuine concerns about possible violations.

### **Addendum**

In addition to this Human Rights Policy, Mississippi Lime has the following policies. Some of these are available externally and others are for internal use only.

Code of Conduct – Internal Employee Handbook

Health and Safety Policies for all locations

[Supplier Code of Conduct](#)

[ESG Policy](#)