

# MLC ESG POLICY



Mississippi Lime Company (MLC) is committed to conducting business in an ethical and responsible manner. The MLC supplier code of conduct encompasses elements of ESG - Environmental, Social and Governance and is aligned with the Universal Declaration of Human Rights and the Ethical Trading Initiative (“ETI”) Base Code labor standards.

We expect our suppliers and contractors with whom we do business to uphold the same standards as MLC.

This policy applies to all suppliers of Mississippi Lime Company and Singleton Birch.



## Table of Contents

	Page
Introduction	1
Business Ethics	3
People and Labor	3
Health and Safety	4
Environment	5
Right to Evaluation	5



## **BUSINESS ETHICS**

### **Business Integrity and Fair Competition**

It has always been, and continues to be, the intent of the Company that its business partners and contractors maintain the highest ethical standards. Suppliers shall conduct their business with integrity and shall not engage in corruption or accept bribes or other unlawful incentives. Suppliers shall not attempt to improperly influence a business relationship.

Suppliers will conduct their business in accordance with all applicable anti-trust laws.

### **Conflict of Interest**

Suppliers shall disclose to MLC any situation that could constitute a conflict of interest, such as an MLC employee or members of their immediate families having “significant” financial interest in any business organization that does or seeks to do business with MLC, unless such interest has been fully disclosed to the President/CEO in writing and it has been determined that the employee’s duties will not require them to make decisions that could be influenced by such interest. As a minimum standard, a “significant” financial interest is an aggregate interest of an employee and family member of more than: (i) 10% of any class of the outstanding securities of a firm or corporation; (ii) 10% interest in a partnership or association; or (iii) 5% of the total direct and beneficial assets or income of such employee.

### **Privacy, Intellectual Property and Data Privacy**

Suppliers shall use confidential information appropriately and take steps to protect employee and business partner privacy and intellectual property.

Suppliers shall use, store and share MLC and personal data only as needed to conduct business with MLC and should take all necessary steps to protect such data from inappropriate use or sharing.

### **Reporting Mechanism**

Suppliers shall provide employees with a mechanism to report concerns or complaints of potential violations of ethical practices in a confidential manner. Such reports shall be investigated, and corrective action shall be taken as needed. No retaliation or threat shall be made against employees who report concerns in good faith.

Suppliers shall notify MLC of any legal actions, investigations or prosecutions that impact a supplier’s ability to conduct business with MLC or that could impact the reputation of supplier or MLC.

If a supplier becomes aware of a potential violation of ethical business principles by an MLC employee, the supplier or its employee shall report concerns to the MLC confidential ethics hotline at 1-844-348-5679 or [www.mississippilime.ethicspoint.com](http://www.mississippilime.ethicspoint.com).



## PEOPLE AND LABOR

The Ethical Trading Initiative (“ETI”) Base Code is an internationally recognized set of labor standards. It is used to drive improvements in working conditions around the world. In addition to the applicable laws where we do business, Mississippi Lime supports ETI labor standards and expects our suppliers to do the same.

### **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 through the third-party ethics reporting system immediately at 1-844-348-5679 or [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. The Company may conduct assessments, as needed, to measure compliance using systems and processes it chooses.

### **Freedom of Movement**

Suppliers shall respect their employees’ 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.

### **Freedom of Association**

Suppliers shall recognize and respect employee rights to join or not join any lawful organization of their own choosing.

Suppliers shall commit to complying with laws pertaining to freedom of movement, freedom of association, privacy, and collective bargaining in accordance with the National Labor Relations Act.

### **Fair Wages / Compensation**

Suppliers are expected to provide their employees with fair and competitive compensation and benefits that supports an adequate standard of living for employees and their families.

### **Equal Employment Opportunity**

Suppliers shall 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.



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

Suppliers shall provide a work environment free from all unlawful discrimination and harassment (verbal, physical, or other). In keeping with this commitment, suppliers shall not tolerate harassment of employees or applicants by anyone, including any Leader, co-worker, customer, vendor, or other outside party with whom employees come in contact while performing their job duties.

### **HEALTH AND SAFETY**

Suppliers shall adequately protect their employees against hazards and manage risks associated with physically demanding tasks and workplace conditions. Suppliers shall provide appropriate controls, safe work procedures, maintenance, and technical protective measures to mitigate health and safety risks in the workplace and to prevent accidents and occupational illnesses. In addition, suppliers shall provide employees with appropriate personal protective equipment. Safety information relating to any identified workplace risk or hazardous materials shall be available to protect workers. A safe and healthy working environment shall include as a minimum the provision of potable drinking water, adequate lighting, temperature, ventilation, and sanitation.

Suppliers shall regularly conduct specific risk assessments and implement measures that prevent the occurrence of incidents

Suppliers shall comply with product safety regulations, label products properly and communicate product-handling requirements.

### **ENVIRONMENT**

Suppliers shall strive to understand, measure, and improve supplier's impact on the environment. Negative impacts on the environment and climate caused by the suppliers or in their supply chain shall be minimized or eliminated at their source. Suppliers shall ensure and demonstrate continuous environmental improvements, including a reduction in raw materials, energy, emissions, discharges, noise, waste, hazardous substances, and reliance on natural resources, by means of clear targets and improvement policies.

### **RIGHT TO EVALUATION**

Suppliers shall maintain documentation necessary to demonstrate conformance with the principles outlined in this Code of Conduct.

Suppliers shall grant MLC the permission with sufficient prior notice to evaluate supplier's conformance with principles outlined in the MLC Supplier Code of Conduct. The evaluation shall be executed directly by MLC or by a qualified third party in the form of an assessment or an audit.