



HUMAN RIGHTS POLICY

INTRODUCTION

This policy outlines our company's commitment to human rights within our organization and supply chains.

This policy applies to SCIH Salt Holdings Inc. and its controlled subsidiaries (collectively, the "Company"), and the Company's directors, officers, and employees. We also expect our suppliers and business partners to uphold the principles set forth in this policy and urge them to adopt similar policies within their own businesses.

POLICY STATEMENT

The Company is guided by its Values (Integrity, Empowerment, Excellence, Teamwork, and Agility), and integral to our Values is a fundamental respect for human rights. The Company is committed to promoting and practicing business in a manner that upholds and demonstrates this respect, which in part includes creating a safe and inclusive organization where everyone is treated with dignity. The Company is resigned to ensuring its actions align with these commitments.

Our approach to human rights is guided by standards and regulations set forth by the United States Department of Labor and the United Nations' Universal Declaration of Human Rights. We also recognize and adhere to related laws in the local jurisdictions where we do business.

HUMAN RIGHTS IN THE WORKPLACE AND LABOR PRACTICES

Our commitment to human rights starts with maintaining healthy environments inside the workplace. We believe that being a responsible corporate citizen includes operating our offices and facilities to meet all applicable health, safety and environmental laws and regulations. Security procedures are also in place to enable employees and visitor safety at our locations and to protect the integrity of our operations.

The Company also prohibits harassment, coercion or intimidation by coworkers in its workplaces. This includes words or actions based on race, color, religion, sex, sexual orientation, national origin, gender identity, age, physical handicap/disability, and other characteristics or statuses protected by law.

As our footprint increases, we aspire to attract and retain a diverse pool of talented employees. To that end, the Company provides equal employment opportunities for all employees and applicants and prohibits discrimination based on race, color, religion, sex, sexual orientation, national origin, gender identity, age, disability, veteran status, marital status, or status related to public assistance. We believe in providing fair and equitable wages and, at a minimum, adhering to all applicable wage, work hours, overtime and benefits laws. Employing child labor, permitting forced labor, and engaging in human trafficking are also strictly prohibited.

The Company recognizes employees as individuals with individual interests, abilities, and values. We work directly with employees and encourage an atmosphere of open and honest communication without fear of retaliation, intimidation, or harassment. We also respect laws regarding freedom of association and the rights of employees related to collective bargaining, and we are committed to bargaining in good faith where employees are represented by legally recognized unions or workers' associations.

Beyond this policy, our suppliers are expected to (if not required to) adhere to our Supplier Codes of Conduct. The principles and commitments in our Supplier Codes of Conduct further emphasize the Company's expectation that its suppliers conduct business with the same high degree of integrity and in the same socially and environmentally responsible manner.

VIOLATIONS

Violations of this policy will result in disciplinary action, up to and including dismissal.

REPORTING CONCERNS

Employees are required to report known or suspected violations of our Code of Business Conduct and Ethics (our "Code of Conduct") and Company policies to a manager, supervisor, HR representative, inhouse attorney, or the Company's Compliance Hotline. Reports made through the Compliance Hotline may be anonymous as permitted by local law. The Company prohibits any retaliation (such as termination) against anyone who in good faith reports activity or behavior that he or she reasonably believes is unlawful, unethical or in violation of our policies, whether or not the report is found to be correct or results in corrective action.

Our Code of Conduct can be found on our intranet portal (Salt Center) and our Company websites, and its available by contacting our Human Resources or Legal Departments.

RELATED POLICIES

The Company takes a holistic approach to human rights, and various principles and commitments set forth in this policy are contemplated by or embedded within other Company policies. Other Company policies that protect or address human rights include, among others:

- Code of Business Conduct and Ethics
- Supplier Codes of Conduct
- Anti-Harassment Policies
- Disabilities Accommodation Policy (US only)
- EEO and Affirmative Action Policies (US only)
- Employment Equity Programs (Canada only)

ADMINISTRATION OF THIS POLICY

Human Resources is responsible for the administration of this policy. Any questions regarding this policy should be directed to our Human Resources business partners and local representatives.

This policy may be amended, modified, or withdrawn, in whole or in part, by the Company at any time, at its sole discretion and without notice. This policy does not supersede, supplement, or otherwise modify the terms of any collective bargaining agreement.

Effective date: September 1, 2023