Supplier Code of Conduct



Preamble

This Supplier Code of Conduct (Code) applies to all suppliers that provide products or services to SCIH Salt Holdings Inc. and it's qualifying subsidiaries and affiliates, including, among others: Central Salt, LLC, Compañía Minera Punta de Lobos Ltda., Empresa Marítima S.A., Kissner Milling Company Limited, Kissner USA Holdings, Inc., Lyons Salt Company, Magco Inc., Morton Bahamas Limited, Morton Salt, Inc., NSC Minerals Ltd., Salina Diamante Branco Ltda., Sociedad Punta de Lobos Perú S.A.C., Sociedad Punta de Lobos S.A., The Detroit Salt Company L.C., Windsor Salt Ltd./Sel Windsor Ltée. (collectively, the "Company").

The Code is made available to suppliers with the goal of strengthening the mutual understanding of how sustainability issues should be practiced in day-to-day business. We recognize the different circumstances and challenges our suppliers face and believe by working together we can raise standards, drive sustainable practices and create shared value for all.

The Company expects its suppliers to comply with all applicable laws, rules, regulations, and contractual obligations that apply to their business operations, while taking reasonable steps to promote adherence to the requirements of this Code within their own supply chain by making it available to their own new and existing sub-suppliers.

The Company is committed to supply chain security and has joined the U.S Customs Trade Partnership Against Terrorism ("US CTPAT"). The Company expects suppliers transporting goods for the Company into the United States to comply with the US CTPAT minimum security requirements, which can be found online at https://www.cbp.gov/.

Furthermore, we expect our suppliers to be in line with the ten principles of the UN Global Compact which are reflected in our core values and principles. In addition, we expect our suppliers to be aware of global standards, e.g., the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Labour Standards, the Organisation for Economic Co-operation and Development (OECD) Guidelines for multinational enterprises, taking into account the applicable laws and regulations in different countries and at different sites.

Human and Labor Rights

Suppliers should seek to identify potential and actual adverse human rights impacts related to their activities and business relationships. They should take appropriate steps to ensure their operations do not contribute to human rights abuses and to remedy any adverse impacts directly caused, or contributed to, by their activities or business relationships.

For their own employees and contract workers, we expect suppliers (at a minimum):

- To prohibit and refrain from any kind of child labor within their organization;
- To prohibit any kind of forced labor or human trafficking in their organization and any contribution to it;
- To promote equal opportunities and equal treatment. Furthermore, we expect our suppliers to prohibit discrimination on the basis of gender, age, color, ancestry, ethnical or social origin, nationality, sexual orientation, incapacity, covered veteran status, religion or world view or political opinion when making any employment decision. Employment decisions include, but are not limited to, recruiting, promoting, compensating, disciplining, terminating, or selecting employees for basic or advanced training programs;
- To prohibit and refrain from any unacceptable treatment of employees, such as mental cruelty, corporal punishment, abuse, or sexual harassment;
- To respect the right of their employees, to the full extent of applicable laws, rules, and regulations, to form a workers council, collective bargaining unit or other employee representations, and to enter into collective bargaining;
- To fully comply with applicable statutes on working time. Furthermore, we expect that the employees of our suppliers receive wages that are in line with applicable national statutes or, in nations where no minimum wage legislation exists, wages are consistent with applicable local industry benchmarks.

Health and Safety

Suppliers must comply with all applicable laws, rules, and regulations related to worker safety, and should provide a safe and secure workplace for all employees which meets or exceeds industry standards.

- Suppliers should ensure that health and safety procedures are established, monitored, and kept up-to-date with all applicable laws, rules, regulations and practice within their industry. Worker exposure to potential safety hazards is to be controlled through proper design, engineering, administrative controls, preventative maintenance, safe work procedures, and ongoing safety training.

- Suppliers and their agents must understand and comply with applicable Company safety procedures and policies while on site at a Company facility.

- The Company consistently assesses its products for possible risks to health and safety and for their environmental friendliness, and strives to ensure that they are safe for people and not harmful to nature when they are used responsibly and properly. Suppliers are expected to handle their products with the same amount of care and responsibility as we do.

- Suppliers should ensure that their employees are trained and encouraged to report both injuries and illnesses encountered during work activities. Consistent with all applicable laws, rules, and regulations, a tracking system should be in place to record such incidents, track results, and help implement corrective actions to eliminate their causes.

- Our suppliers are expected to establish and maintain appropriate occupational health and safety structures or systems.

- We expect our suppliers to prepare and implement emergency plans in order to minimize the impact of emergency situations. This includes that the supplier's employees are educated on proper evacuation procedures, emergency reporting, and emergency plans.

Environmental Considerations

Suppliers shall operate in an environmentally responsible and efficient manner to minimize the adverse impact on the environment. At the Company, we expect our suppliers to comply with all applicable laws, regulations and standards to protect the environment.

- Our suppliers should avoid hazards for humans and the environment, minimize any impact on the environment and use resources economically.

- The processes, business premises and equipment of our suppliers should comply with the applicable legal specifications and standards for environmental protection.

- Hazardous waste must be properly labeled, stored, disposed, and documented to protect the health of the supplier's employees, the public and the environment.

- Suppliers are encouraged to maintain environmental management structures or systems in order to understand the environmental impact of their business operations.

Responsible Business

Ethical Behavior

Suppliers are expected to conduct fair dealings with their employees, customers, suppliers, competitors, and other third parties, and not take advantage of anyone through manipulation, concealment, misrepresentation of material facts, or any other unfair-dealing practice. Suppliers are expected to provide full, fair, accurate, complete, timely, and understandable information in reports required by law and in other public communications.

Conflicts of Interest

Suppliers must avoid conflicts of interest, or the appearance of conflicts of interest, including disclosing any material transaction or personal or professional relationship that reasonably could be expected to give rise to such a conflict. In addition, suppliers must not take advantage of any business information discovered through their dealings with the Company.

Anti-Trust

Suppliers' choice of business partners shall not result from, or be influenced by, an anticompetitive agreement with other partners in order to promote an exclusionary strategy to acquire or maintain a monopoly. The Company expects its suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter into agreements with their competitors that might constitute a breach of any applicable antitrust law, nor to take advantage of any dominant market position they might hold.

Non-Retaliation Policy

Suppliers should have policies or procedures in place to protect their employees who, in good faith, report suspected wrongdoing to a supplier's internal management or, where appropriate, the appropriate government authority, regarding actions that violate applicable law, policy, or this Code.

Complying with Anti-Bribery and Anti-Corruption Laws

Suppliers must comply with all applicable anti-corruption laws, rules, and regulations. Offering, making, and receiving kickbacks or bribes that are illegal under applicable laws and regulations is not condoned. The Company expects that its suppliers will not engage in any form of commercial bribery, either directly or through a third party.

Gifts, Entertainment, and Other Donations

Suppliers must understand and comply with any and all gifts and entertainment policies applicable to the Company with which the supplier is doing business.

Data Privacy and Intellectual Property

Suppliers are expected to comply with all applicable laws and prevailing industry standards concerning the privacy and security of personal and confidential information as well as all Company policies that are applicable and relevant to the goods and services provided by the supplier; and respect the privacy and the confidentiality of the Company and its employees' personal information. Furthermore, suppliers agree to protect any Company intellectual property (including, but not limited to, patents, trademarks, copyrights, trade secrets, and/or Company confidential information) that may be divulged to the supplier by the Company as part of the relationship between the supplier and the Company.

Documentation and Review Policy

The supplier is required to confirm that it has read, understood, and complies with the Code. The Company will have the right to review and to audit suppliers' compliance with the principles and requirements of the Code.

When this Code has been communicated to and accepted by a supplier, it shall be regarded as a contract document and as an integral part of any existing or potential agreement entered into between the Company and the supplier.

The supplier has a responsibility to fully cooperate with all investigations and audits in a reasonable timeframe; this includes the Company internal investigations and audits as well as those initiated by government authorities.

This Code may be amended, modified, or withdrawn, in whole or in part, by the Company at any time and at its sole discretion. In the event of any conflict between the Code and any terms or conditions of any contractual agreement between the Company and the supplier, the more stringent of the requirements shall apply.

In the event of violation by the supplier of this Code, the Company reserves the right to respond in a manner appropriate to the severity of the violation, including, but not limited to, termination or rejection of existing or potential agreements with the supplier.

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