



Minerals Technologies Inc.
The Chrysler Building
405 Lexington Avenue
New York, NY 10174-1901

Paul R. Saueracker
Chairman, President & Chief Executive Officer
Tel: 212 878-1922
Fax: 212 878-1902

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CORPORATE POLICY MEMO #210

RE: EQUAL OPPORTUNITY - U.S.

Minerals Technologies Inc. has from its beginning endeavored to develop and maintain good employee relations. We believe that it makes good business sense for the Company to maintain and strengthen this tradition.

This policy delineates the Company position regarding equal opportunity in all terms, conditions and benefits of employment, and provides for a workplace which is free from unlawful harassment.

It is the policy of the Company to recruit, hire, assign, train, compensate, evaluate, promote, or terminate employment, and to manage all other terms, conditions and benefits of employment without regard to race, color religion, sex, sexual preference, age, national origin, disability or veteran status.

Additionally, it is the policy of Minerals Technologies Inc. to provide a work environment for its employees that is free from harassment, including any verbal or physical harassment regarding the racial, ethnic, religious, physical or sexual characteristics or sexual preference of another. This policy extends to conduct which is made a condition of employment, used as a basis for employment decisions and/or has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Minerals Technologies Inc. may be responsible for conduct which might be considered harassment or discrimination toward employees by managers, supervisors, and/or other employees. Employees who engage in acts of harassment and/or discrimination are subject to corrective action that may include termination of employment.

Minerals Technologies Inc. may also be responsible for the acts of non-employees with respect to harassment of Minerals Technologies Inc. employees in the workplace, when the Company knows or should have known of the conduct and fails to take appropriate corrective action. Managers are responsible for meeting this obligation in their units on behalf of the Company.

Minerals Technologies Inc. is committed to ensuring open communication throughout the organization to resolve questions, concerns, problems, or complaints, including those which involve discrimination or harassment. They may be presented directly to an employee's supervisor, human resource manager, operating unit manager or other level in the organization which may be appropriate. They may also be presented to the Vice President - Organization and Human Resources, at Minerals Technologies Inc. Headquarters. Additionally, they may be presented on a confidential basis, if that is desired. Further, such presentation shall not result in retaliation of any kind by the Company.

Individual managers have direct responsibility for implementing this policy and for communicating it to their employees. Each operating unit shall ensure that all employees are aware of Company policy and practice in this area. Additionally, each operating unit shall periodically monitor, report and, if necessary, correct or improve its performance in this area.

Questions regarding this policy should be directed to the Vice President - Organization and Human Resources.

A handwritten signature in black ink, reading "Paul R. Saueracker". The signature is written in a cursive style with a long, sweeping horizontal line extending to the right.

Paul R. Saueracker