



Minerals Technologies Inc.

Human Rights Policy

Minerals Technologies Inc. and its Board of Directors is committed to sustainable business practices that ensure the well-being of our employees, customers and the communities in which we operate. We promote and support human rights consistent with our Values and are committed to complying with all applicable laws and standards related to labor practices and human rights in all of our locations. We also respect and are aligned with international human rights principles aimed at promoting and protecting human rights, including the United Nations Guiding Principles on Business and Human Rights, United Nations Universal Declaration of Human Rights and the United Nations Global Compact. We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we operate, as well as through training which is an important part of effective human rights practices. We therefore undertake efforts to build awareness about our human rights policies and procedures and expect our global workforce to act in furtherance of this commitment, as outlined in our Summary of Policies on Business Conduct [Summary of Policies on Business Conduct](#) and other policies.

In addition to our commitment to human rights as outlined below, we expect our suppliers, vendors, business partners and other stakeholders to share our respect for human rights and conduct their business accordingly, in compliance with our [Supplier Code of Conduct](#).

Child and Forced Labor

We reject child labor, any form of forced labor and modern forms of slavery, and human trafficking.

Protection of Rights

We protect human rights through compliance with laws and regulations wherever we operate, including the free, prior and informed consent (FPIC) with our [Indigenous Peoples policy](#) and protection of stakeholders belonging to historically vulnerable women's and minority populations.

Fair Labor Practices

We respect our employees' right to join, or refrain from joining, any lawful organization, including trade unions and works councils and we are committed to complying with all applicable local and national laws pertaining to freedom of association and collective bargaining. We believe in providing fair and equitable wages and, at a minimum, will adhere to all applicable wage, work hours, overtime and benefits laws, to the terms of applicable collective bargaining agreements and committed to identify non-compliance with our policy.



Diversity and Inclusion

We promote diversity and inclusion in the workplace and are committed to supporting and enhancing a culture of equal opportunity. We treat applicants and employees without regard to gender, race and traits associated with race including but not limited to hair texture and protective hair styles, color, religion, sexual orientation, gender identity, age, national origin, ethnicity, marital status, pregnancy, disability or veteran status. We do not tolerate harassment or discrimination. Led by our Global Inclusion Council, we focus on raising awareness through continued training of our global workforce to eliminate bias and ensure we consider diverse candidates during our recruitment, hiring and promotion processes.

Safety

Safety is a core value of ours. We are committed to the health and safety of our employees, contractors, customers, and the public. We conduct our business in a safe manner and comply with all applicable safety laws and regulations.

Stakeholder Relations

We recognize and respect the role we play in the communities that we operate. Constructive interactions with society and positive relationships with our host communities are important to MTI's business success. We prioritize stakeholder engagement and commit to discussions related to development, implementation and evaluation of effective outcomes of our policies, particularly as it pertains to employee and environmental safety. Regular engagement with these key stakeholders builds positive community relations, promotes open dialogue, and assists with preparedness and collaboration between our operations and our host community.

Reporting

We are committed to creating a work environment that fosters open communication and supports employees in reporting potential violations of company policies or the law. Conflicts or violations of this Human Rights Policy should be reported to [Minerals Technologies Inc. Compliance Hotline](#), which is staffed by an independent third party – 24 hours a day, seven days a week and includes a formal, anonymous system to report concerns.

All concerns will be promptly, impartially, and confidentially investigated and acted upon. Minerals Technologies Inc.'s Anti-Retaliation policy expressly prohibits retaliation against any employee who reports any issue in good faith.

Effective Date - January 2023