



GRAYMONT

Equity, Diversity and Inclusion Statement of Principles

At Graymont, we strive to be world-class in everything we do as we pursue our mission of contributing to a decarbonized world by providing essential lime and limestone solutions.

- We recognize that treating our employees of all backgrounds equitably and inclusively is essential for the realization of our mission and our strategy, as well as being the right thing to do.
- We recognize that our success requires both individual effort and teamwork, and that teamwork is most effective when all employees are treated equitably, feel included and are engaged and empowered.
- We recognize that this Equity, Diversity and Inclusion Statement of Principles does not stand alone, but complements Graymont's Values and the principles set forth in our Code of Business Conduct and Ethics and our Aboriginal, First Nations and Indigenous Peoples Policy.

The following principles guide us in our efforts to build and maintain effective practices and behaviours to foster equity, diversity and inclusion at Graymont:

- We use best practices in recruitment and hiring to minimize any impact of unconscious biases and to attract as many qualified candidates as possible.
- We take a long-term perspective to employment decisions, with the aim of purposefully attracting, developing, rewarding and retaining employees for fulfilling careers at Graymont.
- We work to identify and remove any explicit or implicit barriers to diversity, equitable treatment and authentic participation of employees in our workplace.
- We seek honest feedback to better understand the experience of employees with diverse backgrounds at Graymont.
- We are open to change and to sharing new ideas and points of view, encouraging each person's unique perspective to be heard and valued, recognizing there is always a better way to do things.
- We ensure a respectful workplace that is free from discrimination, harassment, bullying, victimization, violence or retaliation of any kind.
- We promote understanding among our employees of the value of equity, diversity and inclusion.
- We use metrics to measure the success of our equity, diversity and inclusion initiatives and we report on our progress.