



FAIRMOUNT
MINERALS

Elevating our focus on People, Planet and Prosperity
2006 Corporate Social Responsibility Report

“While communicating our sustainable development efforts has been a more recent activity for Fairmount Minerals, our company’s foundation is very much built on “sustainable” concepts. We understand that sustainability begins with a focus on people – our employee family. Over the years, we have adapted our sustainable development principles to consider people, planet and prosperity in business decisions. Going forward, the goal is to continue to make sustainability a way of life for our Fairmount family members, the communities we impact and our valued stakeholders.”

– William E. Conway, Chairman of the Board

Enduring business prosperity is the result of business practices that value responsible resource management, quality of life and environmental health. When a company commits to contributing to the world's social, economic and environmental needs, it can realize greater performance in all aspects of its business.

At Fairmount Minerals, we strive to exceed expectations by elevating our perspective on sustainable development. We live by our motto – “Do Good, Do Well” – as we seek to gain competitive advantage through enhanced relationships with key stakeholders and anticipating relevant economic, social and environmental trends.

In recent years, increased attention to corporate social responsibility has begged the question – what can businesses do to improve our world? Fairmount Minerals commits to sustainable development to raise our business performance and advance the principles of sustainability into the personal lives of the people we touch. Our Appreciative Inquiry Summit in 2005 was our first major effort to broadly communicate our sustainable approach. Going forward, we will continue to support the tenets of the United Nations Global Compact and act as a resource to other companies embracing sustainable practices.

Growing awareness of environmental challenges and unmet social needs in the global community will continue to influence the business landscape – and we will adeptly innovate to ensure our continued viability. In this, our first corporate social responsibility report, we outline short-term goals for our sustainable development and provide a snapshot of where we have been in recent years.

As we continue to hold ourselves to a higher standard of operation, we invite you to share your feedback. We will continue to seek counsel from our employees, neighbors, customers, non-governmental organizations, and other stakeholders to improve how we report our progress. Thank you.

Chuck Fowler

Chuck Fowler
Chief Executive Officer





Since 1986, Fairmount Minerals, headquartered in Chardon, Ohio, has grown to become one of the largest producers of industrial sand in the United States. Primarily serving the metal casting and fracture sand markets, Fairmount Minerals supports the foundry, oil and gas industries as well as turf and landscaping, water filtration, commercial glass manufacturing, construction, industrial, and filler and extender markets.

With two basic operating divisions – Industrial Sand and Manufacturing – the company runs nine mining and mineral processing plants, four manufacturing coating plants, and two toll manufacturing operations in Mexico and Denmark. Over the next two years, Fairmount Minerals plans to expand our operations to include three new green field plants – two new manufacturing facilities in Illinois and China and a new mining and mineral processing plant to meet customer demands for industrial sand in Wisconsin. In 2007, Fairmount Minerals also will continue to explore opportunities for internal expansion at our current mining and mineral processing locations.



ORGANIZATIONAL PROFILE

Fairmount Minerals Employees – Our “Family Members”

Fairmount Minerals employees are the company’s greatest asset. With more than 350 dedicated men and women, our employee family helps Fairmount Minerals to be one of the largest industrial sand producers in the United States.

Governance

As illustrated by Fairmount Minerals’ company-wide stakeholder summit in 2005, where all Fairmount Minerals employees and several external stakeholders were given the opportunity to work together to envision the company’s future, Fairmount Minerals’ executive leadership employs true employee empowerment in setting business strategy. Executive leadership guides the company in implementation of a strategy informed by Fairmount Minerals’ multiple stakeholders.

- Chairman of the Board - William E. Conway
- Chief Executive Officer & President - Charles D. Fowler
- Chief Financial Officer & Treasurer - Jenniffer D. Deckard
- VP of Systems and Logistics – Stephen E. King, III
- VP of Operations – Joe Fodo
- VP of Sales - Jerry Clancey
- VP Administration - John W. Wymer, Jr.
- VP and General Manager Santrol - Don Betzold
- Director of Information Technology - Robert Hauzie

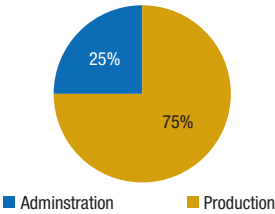


Using the Appreciative Inquiry methodology, CFO Jenniffer Deckard discusses sustainable development with Fairmount Minerals employees and external stakeholders at the company-wide summit.

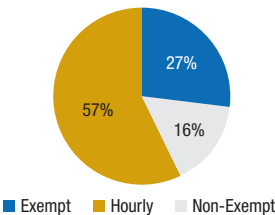
Number of Employees

Location	#
Best Sand	54
Best Southern	3
Construction Aggregates	8
Fairmount Minerals Corp.	48
Mineral Visions	1
Santrol	22
Standard Sand	6
Technisand-Bridgman Lake	18
Technisand-Bridgman Resin	16
Technisand-Fresno	8
Technisand-Troy Grove	30
Technisand Corp.	7
Technisand-Roff	19
Wedron Silica/Tech Center	70
Wexford Sand	11
Wisconsin Industrial Sand	29
D.M. Boyd	2
Lakeshore Sand	5
TOTAL	357

Employees by Category



Salaried and Hourly Employees



Using large wall charts, Diana Arsenian captures information at the 2005 Appreciative Inquiry summit.



Fairmount Minerals receives the U.S. Chamber of Commerce, Business Civic Leadership Center's Corporate Citizenship Award.

ORGANIZATIONAL PROFILE



Mission and Principles

Fairmount Minerals is committed to three areas of focus for sustainable development:

- **People** (social responsibility) – A commitment to our employees, their families and our communities.
- **Planet** (environmental stewardship) – Working to ensure the preservation of our environment and the responsible use of our natural resources.
- **Prosperity** (economic prosperity) – Meeting the economic needs of our company and all of our stakeholders.

Developed as a result of feedback from our company-wide summit in 2005, our mission and principles unite us in our vision of sustainability and drive all of Fairmount Minerals' sustainable initiatives.

Mission Statement: We, the Fairmount Minerals family, are united in our commitment to exceed all expectations while fulfilling our economic, social and environmental responsibilities.

Principles

- **Ethics:** Honesty, Trust, and Integrity are the foundation of all we do. We do what is right.
- **Safety:** We are committed to Safety. Everyday we work together to ensure our family members are safe and healthy at home, at work, and at play.
- **Health and Wellness:** By encouraging healthy behaviors and rewarding lifestyle changes, we, the Fairmount Minerals family, believe in promoting wellness to our most valuable asset—our employees. Healthy employees make healthy companies.

- **Leadership:** We will develop and appreciate leaders that demonstrate commitment to the 3P's (people, planet and prosperity), build trust, and exceed expectations in themselves.
- **Total Quality:** We are committed to exceeding our customers' expectations by providing error-free service and products at every step of our relationship.
- **Environmental Stewardship:** We will manage our resources wisely to sustain the prosperity of people and the planet.
- **Empowerment:** We empower our family members with education, information, training, and by respecting and supporting each other's ideas and opinions. Our decisions are made with personal commitment, ownership, and accountability.
- **Personal Excellence:** We give our personal best while striving to become better. We will treat others in the same way we want to be treated—with fairness, respect and kindness. We win with people.
- **Continuous Improvement:** We continue to improve in all we do. We learn from our past and are innovators of today and tomorrow. Improvement brings growth and growth brings strength.
- **Celebrate/Fun:** When success is celebrated, it is repeated. We will enjoy the journey and celebrate our achievements.
- **Teamwork/Shared Ownership:** We think and act like owners, collaborating with our family members to create mutual benefits for all. There is no "I" in sand.
- **Social Responsibility:** We maintain a healthy balance among the responsibilities in our work, our home, our community, and our world.

EXTERNAL COMMITMENTS AND MEMBERSHIPS



Fairmount Minerals completed restoration of Peter's Property in 2004. Today, this reclaimed site is a part of the Michigan State Park system.

As a member of the United Nations Global Compact since August 2006, Fairmount Minerals endorses the 10 Principles of human rights, labor standards, the environment, and ethical business practices derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

Fairmount Minerals addresses our voluntary membership in the United Nations Global Compact by enacting our internal principles for sustainable development. We support the mission of the Global Compact by sharing our lessons and best practices in sustainable development with the organizations and associations in which we participate, including:

- American Chemistry Council Crystalline Silica Panel
- American Foundry Society
- American Society of Safety Engineers
- Casting Industry Suppliers Association
- Cope & Drag Club
- Foundry Educational Foundation
- Golf Course Builders Association
- Golf Course Superintendents Association of America and other local/regional superintendents associations

- Grand River Council
- Illinois Safety Council
- Industrial Minerals Association of North America
- Michigan Aggregate Association
- Michigan Industrial Sand Association
- National Association of Manufacturers
- National Plasterers Council
- Northwest Michigan Sustainable Business Forum
- Society for Mining, Metallurgy and Exploration
- Society for Petroleum Engineers
- Southwest Michigan Sustainable Business Forum
- Sustainable Cleveland Roundtable
- Sustainable Dunn County Wisconsin
- Synthetic Turf Council



Awards & Certifications

During the past year, Fairmount Minerals received recognition from a variety of organizations for our sustainable development practices. In late 2005, the Wexford Conservation District named Wexford Sand “Conservation Business of the Year” for the company’s efforts to restore over 200 acres of disturbed land. Fairmount Minerals also received the 2005 “Environmental Business of the Year” Award from the Michigan Audubon Society in recognition of our efforts in conservation, restoration and education in Michigan.

In 2006, Fairmount Minerals received the prestigious U.S. Chamber of Commerce Business Civic Leadership Center’s Corporate Citizenship Award in the field of Corporate Stewardship. Ford Motor Company also recognized Fairmount Minerals with its World Excellence Award in Corporate Responsibility at Ford’s Global Supplier Award program.

Fairmount Minerals has been certified by the following organizations:

- Wildlife Habitat Council
- Saving Birds Thru Habitat
- National Wildlife Federation



REPORT PARAMETERS

Report Profile

Fairmount Minerals' Corporate Social Responsibility Report focuses on 2006 performance and provides data from previous years to illustrate trends. As our first report, the 2006 Corporate Social Responsibility Report presents baseline data with goals for additional benchmarking. Forthcoming annual reports will detail progress on stated goals.

Report Scope and Boundary

The report includes a description of Fairmount Minerals' key sustainability outcomes and stakeholder impact at each of our 13 locations. Fairmount Minerals identified the material issues for inclusion by following the Global Reporting Initiative standards for defining report content. An internal team reviewed sustainability topics and related G3 indicators to determine the company's significant economic, social and environmental impacts. The team prioritized material issues based on stakeholder feedback, the company's mission and strategic direction and broad community expectations.

For more information on Fairmount Minerals' 2006 Corporate Social Responsibility Report, please contact:

Ms. Kristin Lewis
Sustainable Development Analyst
Office: (440) 285-3132 ext. 245
kristin.lewis@fairmountminerals.com

Ms. Kim Gretencord
Administrative Assistant,
Administration
Office: (815) 431-8616
kim.gretencord@fairmountminerals.com

Mr. Craig Rautiola
Corporate Environmental,
Health & Safety Director
Office: (800) 255-7263
craig.rautiola@fairmountminerals.com



This report was prepared in accordance with Global Reporting Initiative (GRI) G3 Guidelines, generally accepted to be the leading international standard for reporting social, environmental and economic performance. Based on the Application Level Criteria for reporting, we self-declare this report to be a Level C report. GRI verifies this Application Level.

Report Application Level	C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	G3 Management Approach Disclosures OUTPUT Not Required	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	G3 Management Approach Disclosures OUTPUT Management Approach Disclosures for each Indicator Category	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.
	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category	
	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category	

*Sector supplement in final version

STAKEHOLDER ENGAGEMENT



Fairmount Minerals places a high priority on stakeholder relationships – from our employee family to our community neighbors to customers, suppliers and more. To strengthen these relationships and inform the report’s content, Fairmount Minerals reached out to our many stakeholders to gather their insights and feedback.

Our stakeholder engagement process began in 2005 with our Fairmount Minerals company-wide summit. Bringing together more than 225 employees from all levels of our business and external stakeholders such as neighbors, community leaders and customers, we employed the Appreciative Inquiry methodology – a process focused on evolving in the direction of positive images – to discover our core strengths, dream of a possible future and design a plan to achieve our vision. This summit and subsequent sessions with additional stakeholders resulted in our adoption of sustainable development ideals and guiding principles.

In 2006, we followed up to the summit by again listening to our employees – we asked them to rate our social, environmental and economic performance, and they told us where we were doing well and where we had opportunities to improve. We also asked our employees about topics of particular importance to better focus our efforts in those areas. Fifty-five percent of our employees responded through online and printed surveys.

To learn from our external stakeholders, Fairmount employee teams at each of our locations identified stakeholder groups and requested interviews or participation in an online survey. We contacted more than 520 individuals and generated a 31% response rate. Trained Fairmount Minerals employees conducted 64 in-person interviews with:

- Community neighbors
- 501(c)3, tax-exempt organizations in local communities
- Owners/Investors
- Elected officials
- Customers
- Suppliers
- Industry organizations
- Media

Going forward, we will create opportunities for our valued stakeholders to share their feedback. In 2007, members of our Social Responsibility Initiative Team will visit each Fairmount Minerals facility to present our new Community Investment Policy, which outlines our policies on philanthropic activities and community impact. In addition, the Communications Initiative Team will host at least one open house or plant tour at each of our facilities during the next year. This will allow our neighbors, families, customers, and friends to see first-hand how we continuously enhance our operations.

We will distribute copies of our 2006 Corporate Social Responsibility Report to all stakeholders who participated in an interview or survey and will make the report available on our website at www.fairmountminerals.com.



STRATEGY AND ANALYSIS

We believe our sustainability strategy adds business value by providing a more balanced and long-term approach to assessing financial, social and environmental risks and opportunities. In the past, we employed a traditional business decision-making model focused primarily on financial outcomes and social and environmental compliance. Today, with an elevated awareness, we understand that our prosperity is dependent upon our ability to consider a balance of financial, social and environmental impacts in decisions made at Fairmount Minerals.

We manage our sustainable development initiatives through volunteer teams focused on the following aspects of corporate responsibility:

- Best Practices
- Recover, Recycle, Reuse
- Communications
- Environmental Products and Processes
- Safety
- Health & Wellness
- Social Responsibility
- Training, Awareness, Sustainability, Knowledge (TASK)
- Sustainable Enabling Technologies & Information (SETI)
- Material Handling
- Transportation
- New Markets and Globalization

Our Sustainable Development Steering Committee oversees our 12 initiative teams and is comprised of internal sustainability champions, including members of our executive and senior leadership team. After careful consideration and analysis of stakeholder feedback, our Steering Committee developed Fairmount Minerals' Bold Goals, supported by specific targets created by our Sustainable Development Initiative Teams and operating sites.

2007 BOLD GOALS AND ASSOCIATED TARGETS

PEOPLE

We will be a leader in education, safety and health.

- Promote and sponsor continuing education for internal stakeholders in the areas of professional certifications, higher education and post-secondary education.
- Develop training goals for individual stakeholders by working with managers at all Fairmount Minerals facilities. (Implement by the end of the third quarter).
- Achieve an average of less than or equal to 50% of current permissible exposure limit (PEL) on silica dust levels.
- Achieve one million safe work hours as a total corporation.
- Publish Fairmount Minerals safety manuals.
- Provide Life Line Screenings to all employee family members and spouses.
- Increase participation in the Wellness Program by 30%.
- Establish a scholarship program to reward socially and environmentally responsible behavior in our youth.
- Establish QUEST, our signature program, to support environmental education.
- All internal stakeholders will receive a minimum of eight hours of safety training per year.
- Develop a plan to roll out ISO 14001 at each resin coating facility.

Communicate our progress and successes in Sustainable Development.

- Develop a comprehensive communications plan.
- All facilities will host a minimum of one plant tour or open house in 2007.
- Develop an introductory Employee Awards and Recognition Program.
- Establish the William E. Conway Founder's Award to recognize employees who embrace the ideals and principles of community impact through the personal contribution of time, talents and treasure.

- Publish Fairmount Minerals' first Corporate Social Responsibility Report in April 2007.
- Implement a facilities presentation for all domestic plants.

Invest our time, talents and treasure to enhance our communities.

- Donate a minimum of 1.5% of pre-tax / pre-equity earnings through financial, volunteer and in-kind support to 501(c)3, tax-exempt organizations.
- Reach 100% participation in employee volunteerism, with an aggregate average participation of 20 hours per employee or 6,700 hours of volunteer time.
- Match employee contributions to 501(c)3, tax-exempt organizations on a 1:1 ratio up to \$500 annually per employee.
- Grant \$100 to 501(c)3, tax-exempt organizations to which an employee donates 20 or more personal volunteer hours annually.
- Hold our first company-wide Day of Caring in 2007.
- Implement Community Investment Policy in first quarter 2007.

Our family members will maintain a healthy balance between community involvement, work and family.

- Promote a minimum of two company-sponsored events annually at each site where employees and their families can participate.
- Achieve 30% participation in company-sponsored events.
- Measure reductions in Fairmount Minerals' employee family stress in "life load" section of the health risk assessment.
- Encourage employee vacation for all employees.

PLANET

Conserve energy and water.

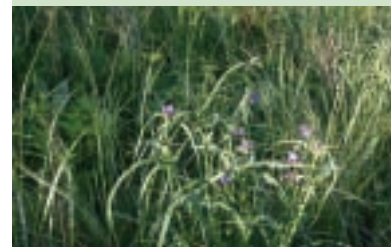
- Create a baseline document for reporting electricity, fuel and water usage.
- Implement five company-wide initiatives for energy conservation.
- Promote and encourage Fairmount Minerals family members to purchase hybrid vehicles.
- Identify the environmental impacts of the modes of transportation used by our organization and determine areas of conservation and efficiency improvements.
- Profile total direct energy consumed to determine areas of conservation and efficiency improvements.



Seventy-four percent of the fuel used to run Fairmount Minerals' equipment contains biodiesel, a clean-burning alternative fuel produced from renewable resources.



Fairmount Minerals has restored more than 600 acres of land once used in our operations.



In our restoration process, Fairmount Minerals strives to return native plants and species to the area.

STRATEGY AND ANALYSIS



Kay Charter of Savings Birds Thru Habitat discusses bird-house inventory with 4th grade students in Grand Haven, Michigan.



Mike Kline, regional sales manager, paints a house during the Fairmount Minerals "Labor of Love" volunteer project in Bridgman, Michigan.



Photo by Ian Wagreich, U.S. Chamber of Commerce

CEO Chuck Fowler accepts the U.S. Chamber of Commerce, Business Civic Leadership Center's Corporate Citizenship Award.

Engage stakeholders in site planning and restoration.

- Develop Site Plan Portfolio with input from stakeholders. In 2007, focus on two plant locations.

Reduce waste and optimize resources.

- Establish a process to determine total raw material purchases.
- Establish a process to determine the percentage of packaging materials used that are recycled materials.
- Identify the amount of products and packaging materials reclaimed at the end of their useful life.
- Establish a baseline total amount of waste by method.
- Create a baseline document for reporting plant recovery.
- Create a recycling program and/or teams at all Fairmount Minerals locations.
- Convert solid resin shipments from disposable cardboard boxes to reusable super sacks.
- Explore and potentially develop a recycling facility for spent foundry sand.
- Evaluate viability of recovering clay from spent foundry sand for reuse.
- Move to zero waste by reducing solid waste by 1.5%.

Move to renewable energy.

- Conduct wind energy weather analysis.
- Explore and analyze renewable energy options by plant (fuel, hydro power, solar power, etc.).

Improve air and water quality.

- Reduce hazardous air pollutants (HAPs) from 2000 level by 50%.
- Determine a baseline measurement for volatile organic compounds (VOCs).

- Establish a baseline measurement for greenhouse gas emissions, NOx, SOx, and particulate matter.
- Enhance potable water quality standards.
- Reduce odor impact to communities.

PROSPERITY

Exceed annual growth-oriented financial plan.

- Reduce health and well-being costs by increasing participation in wellness program.
- Increase our partnerships with sustainable companies and/or members of the UN Global Compact or similar organizations.

We will be a leader of sustainable products and technologies.

- Promote sustainable development principles in foreign operations.
- Create a campaign to inform our new Chinese team and European and Mexican partners about our sustainable development initiatives.
- Author a product development charter that creates guidelines in synergy with our three pillars – people, planet and prosperity.

Do Good. Do Well. Globally.

- Develop a comprehensive plan for AquaClara potable water filtration system.
- Increase sales revenue and profit from expansion in China.
- Measure greenhouse gas emissions to use as benchmark for future operations.
- Continue to exceed expectations of UN Global Compact by embracing the set of core values in the areas of human rights, labor standards, the environment and ethical business practice.

PROSPERITY



Prosperity is a fundamental component of sustainability– it sustains economies and contributes to reinvestment in new products, communities and environmental improvements. Fairmount Minerals ensures our profitability is derived in a sustainable manner that balances financial outcomes with community and environmental commitments.

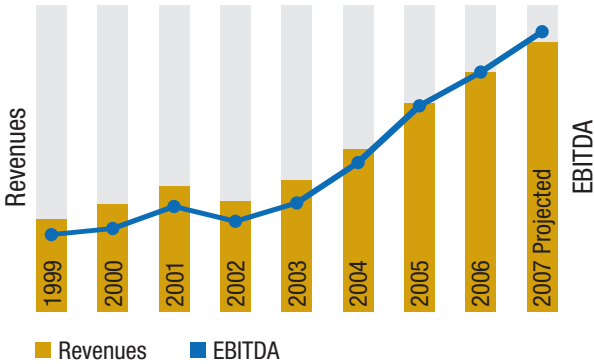
Financial Management

As a privately-held company with significant employee ownership, Fairmount Minerals does not publicly report financial information. With record sales and profits in 2006, Fairmount Minerals continued to exceed expectations in financial performance.

New Markets

Fairmount Minerals continuously assesses the viability of entering new markets and increasing our customer base to strengthen financial performance. In the next year, Fairmount Minerals will take a big step in broadening our global reach by opening a resin-coating facility in China.

This project will commence construction in early 2007. Once built, the facility will employ approximately 20 people. Our new plant will allow Fairmount Minerals to serve markets in China and Southeast Asia.



PROSPERITY



In partnership with the Aqua Clara Foundation, we provide water remediation technology to villages throughout Africa. Working with respected elders in many communities, our distribution partners train individuals to operate and support clean water systems. The water filtration technology is often installed in schoolhouses and medical centers where it can provide clean water to children and families.

Adopting a “bottom of the pyramid” approach, Fairmount Minerals has effectively identified new markets for our products that potentially create revenue streams for the business while addressing a major global opportunity – the need for potable water.

In 2006, a representative from the Aqua Clara Foundation contacted Fairmount Minerals about acquiring filtration gravel for use in water remediation technology. Our shared interest in developing this technology and generating potable water for underserved communities resulted in a partnership. Working with a research team at Hope College in Holland, Michigan, Fairmount Minerals assisted Aqua Clara in creating a filtration tool. Distribution partners, including Partners Worldwide and Potters for Peace, have joined the effort to bring this technology to needy communities.

To date, the consortium of active Aqua Clara partners is operating in 35 countries providing clean water to over 1 million people. With this project, Fairmount Minerals has identified a new market for filtration sand while providing a solution to potable water scarcity in communities around the world.

Fairmount Minerals also is exploring a beneficial reuse program for spent foundry sand for the geotechnical, manufacturing and agricultural industries. Our investigation will consider the costs associated with such a program and the markets that will support it.

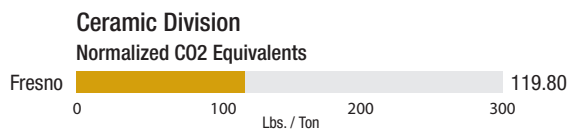
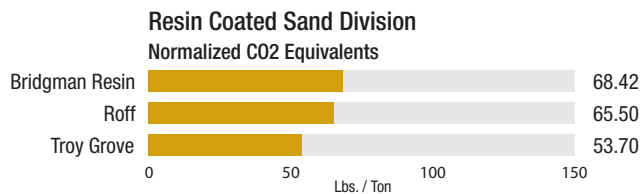
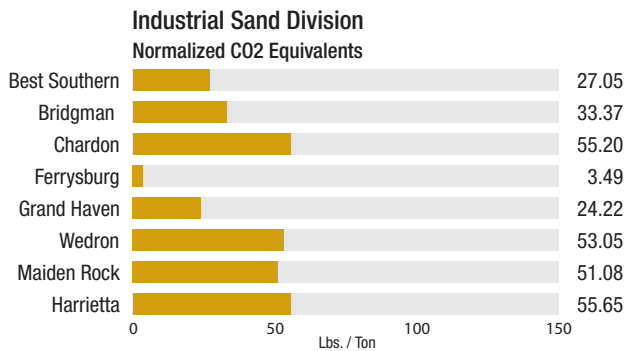
License to Operate

Our commitment to sustainable development requires us to reach out and respond to stakeholder feedback. A resulting business advantage is the continued license to operate. Generating goodwill between Fairmount Minerals and the community is critical to our operations.

In 2006, we saw the value of stakeholder relationships clearly illustrated when a prospective customer approached us about building a facility close to their Wisconsin operation. A Fairmount Minerals team traveled to the location to meet with a diverse group of stakeholders. As we evaluated entering this new geographic market, Fairmount Minerals invited neighbors, local organizations, elected officials, and businesses to join in the planning. We incorporated community feedback into our conceptual plans and invited a cross-section of the community to visit our Michigan operations to show them the manner in which we run our business and our impact on communities.

When we applied for the necessary permits, Fairmount Minerals received unanimous approval. A community advisory council including land owners, local conservation groups and academics invited Fairmount Minerals to participate in regular meetings. With the support of the local community, Fairmount Minerals will open its newest Wisconsin facility by mid-2008. This facility will serve as a model for operating and social standards at existing and future sites.

PLANET



2006 marks Fairmount Minerals' first attempt in quantifying our Greenhouse Gas Emissions. We have chosen to report these emissions on a per ton shipped basis.

At Fairmount Minerals, we strive to ensure environmental sustainability is a key consideration in the decisions we make. We recognize that our operational focus on mining and manufacturing industrial sand products has an environmental impact. We fulfill and raise our responsibilities in this area by restoring disturbed land, conserving energy and resources, and recycling spent materials. Fairmount Minerals continually innovates to create the highest-quality and most efficiently made products possible while considering both our operational environmental impacts and our products' life cycle.

To ensure Fairmount Minerals is acting responsibly with an environmental management system in 2007, we will apply for ISO 14001 certification at each of our resin-coating facilities. The ISO 14001 standard specifies the requirements for a systemic approach to handling environmental issues within an organization. Our Wexford Sand location achieved ISO 14001 certification in 2005.

Energy

The equipment we use in our operations to mine, mineral process and manufacture sand requires energy in many forms.

In 2006, Fairmount Minerals introduced renewable energy to reduce greenhouse gas emissions and improve air quality. We are expanding our use of energy efficient technology to reduce our non-renewable energy dependency and our exposure to volatility in prices and supply. In 2007, we aim to increase biodiesel fuel use to 85% of our overall fuel consumption.

Our team also commits to exploring alternative energy sources such as hydro and solar power. Our Wedron facility is currently assessing the feasibility of generating wind power onsite. We have identified two potential windmill locations and are conducting requisite weather studies.

Total Energy Use by Commodity

Facility	Fuel #400 gallons	Diesel #2 gallons	5% Biodiesel gallons	20% Biodiesel gallons	Liquid Propane gallons	Natural Gas MCF	Gasoline gallons	Electricity KW-Hr
Best Southern	0	7,229	0	9,219	0	0	0	426,240
Bridgman Raw Sand	0	19,211	0	0	84	44,248	50	1,959,279
Bridgman Resin	0	412	0	0	1,217	7,175	51	1,123,887
Chardon	0	3,503	0	96,736	36,515	128,533	3,606	9,746,561
Ferrysburg	0	4,102	0	0	320	0	445	795,000
Fresno	0	0	0	0	0	4,559	0	1,091,280
Grand Haven	0	0	4,098	9,305	0	16,490	106	423,100
Roff	0	0	0	0	382,969	0	0	2,912,602
Troy Grove	0	0	0	0	0	37,948	500	2,988,950
Wedron	0	62,652	152,686	0	0	400,800	10,106	31,868,472
Maiden Rock	0	31,886	81,213	0	859,881	0	0	5,140,666
Harrietta	432,783	0	11,769	31,750	5,387	0	2,323	3,844,771
Totals	432,783	128,994	249,766	147,010	1,286,373	639,753	17,187	62,320,809

Air Emissions

In addition to air emissions resulting from energy consumption, Fairmount Minerals impacts air quality from processes emitting dust, particulate matter and vapors. While Fairmount Minerals currently complies with regulatory standards for respirable silica and permissible exposure limits of diesel particulate matter, our goal in 2007 is for every location to be less than 50% of the current permissible exposure level for silica dust.

In 2006, Fairmount Minerals developed several new technologies to reduce the environmental impact of operations. One successful effort is Fairmount Minerals' "no hexa" technology. By eliminating the need for hexamethylenetetramine, a chemical catalyst used in the resin-coating process, Fairmount Minerals improves work environments with lowered HAPs, phenol and ammonia emissions.

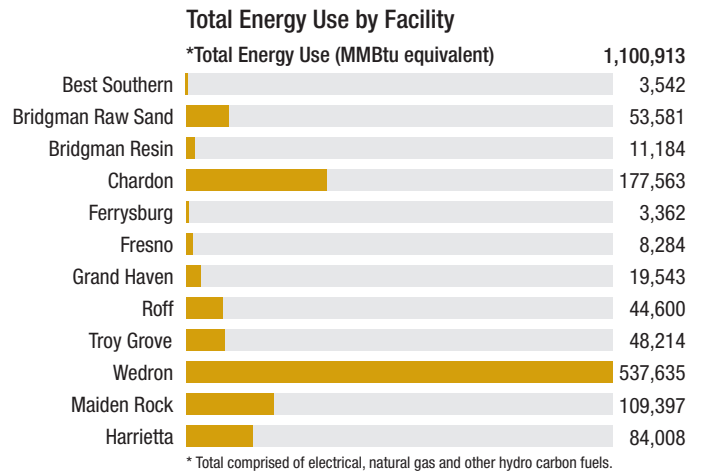
Fairmount Minerals also has pioneered an odor-neutralization technology using botanical compounds to enhance odors emitted by resin-coating facilities. Community neighbors and Fairmount Minerals employees cite noticeably improved environmental conditions as a result.

In 2007, Fairmount Minerals will explore the use of "green" resins based in renewable resources such as soy, starch or corn and sugar cane to further reduce emissions. We will also employ a state-of-the-art thermal oxidizer at our new resin coating plants in Wedron, Illinois and China, which will burn vapors emitted during the coating process. The efficiency of this technology is greater than 99% - meaning there will be almost zero emissions.

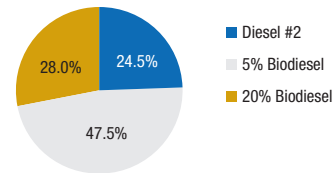
Waste and Recycling

All Fairmount Minerals facilities incur product waste. While we do not currently measure the product waste at our industrial sand locations, we do calculate our resin-coating facility product waste. In 2006, we scrapped an average of one ton of waste for every 22 tons of resin-coated sand produced. Our goal is to reduce product waste by 1.5% over the next year and reduce overall waste by 5% by 2010.

To help us achieve our waste reduction goals, we will form Recover, Recycle, Reuse employee teams at each Fairmount Minerals facility. They will be responsible for creating workplace recycling programs and identifying environmentally responsible office products.



Diesel and Biodiesel Fuel Consumption



Waste Oil at Wexford

In recent years, an eco-efficiency team at Fairmount Minerals' Wexford Sand location began researching economic alternatives to diesel fuel – the primary energy source powering their sand drying equipment. The team discovered an innovative, economically viable and environmentally responsible opportunity – substitute a recycled material for diesel fuel.

Using new technology, the team began burning a former waste product – discarded automobile oil from "quick-change" locations – to run the dryer equipment. Wexford Sand pioneered a process for using this discarded oil in an industrial sand dryer and eliminated its diesel fuel dependence. Purchasing over 430,000 gallons of waste oil from a local source, Wexford Sand now completely powers its drying process with this recycled material. Further innovation also led to heating the maintenance building with the same recycled material.

Wexford's waste oil project demonstrates how thoughtful environmental action can benefit business prosperity.

PLANET

Bulk Bag Recycling Project

In 2006, Fairmount Minerals' Material Handling and Transportation Initiative Teams set out to find a reusable packaging product to maximize material shipped per truckload while reducing labor costs. In reviewing the existing packaging criteria for resins, the team found that Fairmount Minerals was employing single-use bulk boxes that held a maximum of 1,400 pounds of resin and required 542 trucks to transport the material per year.

With environmental and economic requirements in mind, the teams identified a bulk bag product that holds 1,850 pounds and reduces the number of trucks needed to haul the material. Remarkably, the packaging product is reusable (up to three refills) and recyclable. We also will realize additional cost savings with this product from resin vendor reimbursements.

The economic benefit equates to more than \$350,000 in annual cost savings. Environmentally, fewer truck hauls reduce fuel use and emissions while the product's life cycle makes it an attractive, environmentally responsible alternative.

Saving Birds Thru Habitat

In 2005, Wexford Sand sought advice on restoring spent open-pit mine areas from the conservation organization, Saving Birds Thru Habitat. Upon visiting the mine, the organization found more than 47 species of birds, many singing in defense of their territory.

Before long, the Wexford team began planting grasses and installing bird boxes to return 18 acres of disturbed terrain back to native prairie habitat. Today, the site is transforming into a nesting home for many at-risk bird species.

In recognition of Wexford's exceptional conservation efforts, the Audubon Society of Michigan named Fairmount Minerals its 2005 Environmental Business of the Year. A local conservation group also awarded Wexford Sand with a certificate for outstanding achievement from the National Wildlife Federation.

In 2007, we will implement five company-wide conservation initiatives. These include standardizing electric motors at all facilities for increased efficiency; exploring energy-efficient lighting packages for each plant and office; migrating company invoices from hard copy to electronic; increasing online conferencing system use; and, assigning all employees email access. Each of these initiatives will reduce waste and conserve resources.

Transportation

Transportation is a major aspect of Fairmount Minerals' operations. We haul raw materials to processing plants and finished products are transported to our customers or one of our many terminal locations. In 2007, our goal is to develop a system for calculating the environmental impacts of our transportation. Once we have an accurate calculation of transportation impacts, we will analyze the data to develop programs and practices for reducing our environmental footprint.

While only a fraction of Fairmount Minerals' overall transportation use is from employee travel (primarily sales, administration and production managers), in just four years this has accumulated to over 2.4 million automotive business miles. Based on an average annual mileage of 604,202, that equates to approximately 691,000 pounds* of CO₂ equivalent each year.

To further reduce our transportation impact, Fairmount Minerals offers employees a \$2,000 incentive bonus to anyone purchasing a hybrid vehicle. Since the program's inception, four employees have taken advantage of this opportunity to reduce their overall environmental footprint.

Land and Natural Habitats

Fairmount Minerals' operations encompass more than 4,000 acres of land – 1,200 acres of which are disturbed by our mining process. Although we use this land to meet business needs, Fairmount Minerals has permanently restored more than 600 acres, focusing on returning the acreage back to its natural state.

*Calculated based on national MPG for SUVs (17.1), using the CO₂ equivalent conversion factor from the U.S. Department of Energy and the Energy Information Administration, Instructions for Form EIA 1605B, Voluntary Reporting of Greenhouse Gas Emissions, Appendix B.

Maiden Rock Conveyor

In all of the communities in which we operate, it is our goal to be good, responsible neighbors. When our operations interfere with our ability to peacefully coexist with our neighbors, Fairmount Minerals takes action.

Since the late 1990s, Fairmount Minerals has operated a mining facility in Maiden Rock, Wisconsin. In the early days, we made approximately 100 truck hauls per week, transporting sand from our mine location to a rail spur that took the trucks through the center of town. By 2004, increased production saw the number of truck movements rise to 100 per day. Truck hauls began running from 6 am to midnight – and we were still growing.

After consulting with community stakeholders, we built an underground conveyor system to haul our products from the mine to the rail yard. We installed a dust collector at the dump site to reduce residual dust, and we eliminated truck traffic through the heart of the town. Today, Maiden Rock enjoys safer roadways with fewer trucks and reduced noise pollution.

The Maiden Rock conveyor project demonstrates Fairmount Minerals' commitment to being a good neighbor. We anticipated a social need for reduced truck traffic, and we changed our operations for the betterment of our neighbors. Although there was significant financial investment, the return is our continued ability to operate at our Maiden Rock facility.



A white-tailed deer wanders through a restored area at Fairmount Minerals' Grand Haven, Michigan location.



Swans sail over a Fairmount Minerals location where our reclamation efforts have transformed areas into nesting homes for native birds.



Craig Rautiola releases a red-tailed hawk at the Wexford Sand site.

Fairmount Minerals' Land Footprint (in acres)

FML Facility	Total Acreage	Total Undisturbed	Total Disturbed	Disturbed Prior to FML	Permanently Restored	Percent Disturbed
Best Sand Southern	307	263	44	39	0	14
CACM	337	166	81	70	90	24
Chardon	545	160	320	0	65	59
Clark Farm	475	404	52	71	20	11
Fresno	5	0	5	5	0	100
Gulliver-Peters	49	45	4	34	30	8
Lakeshore Sand	7	0	7	7	0	100
Nadeau Pit	181	50	24	62	107	13
Nadeau Site (Taube Road)	153	103	21	41	29	14
Roff	42	35	7	7	0	17
Standard Sand	133	89	36	16	8	27
Technisand/Bridgman - Resin	17	0	17	17	0	100
Troy Grove	5	0	5	5	0	100
Wedron	1407	855	397	0	155	28
Wexford	347	58	187	274	102	54
WISC	20	6	11	14	3	55
Totals	4030	2234	1218	662	609	

PEOPLE

Sustainable development is about people – from enhancing business prosperity to improving our environmental footprint, the outcomes support a balance between the needs of people today with the needs of future generations. When we began our sustainability journey, we did so to elevate our employees' understanding of how our work impacts the world. We wanted our employee family to be proud of their company.

Today, we demonstrate our social responsibility by engaging our employees and external stakeholders and contributing to the community-at-large.

Labor Practices and Human Rights

Fairmount Minerals' policies and management practices generally reflect international conventions and norms in respect of human rights. We comply with all laws related to child and forced labor, and we have not, at any time in the company's history, incurred any human rights fines or sanctions.

Our Code of Ethics outlines the manner in which we expect all Fairmount Minerals employee family members to behave at all times. Fairmount Minerals reports zero anti-discrimination lawsuits or incidents of discrimination that violate the equal opportunity policy outlined in our Code of Ethics. We also recognize the right of our employees to freely associate and join trade unions by complying with all local employment law requirements.

As it relates to significant operational changes, Fairmount Minerals follows the Worker Adjustment and Retraining Notification Act (WARN Act), which requires 60-day advance written notice to employees affected by mass layoffs or plant closings.

Enhancing Health and Safety

In listening to our many stakeholders, we learned that safety is of utmost importance. Our employees believe we support their health and safety and that this support is the most valued aspect of their work environment.

In 2005 and 2006, Fairmount Minerals' employees received more than 3,000 hours of safety training. In 2007 and beyond, all employees will receive a minimum of eight hours of safety training.

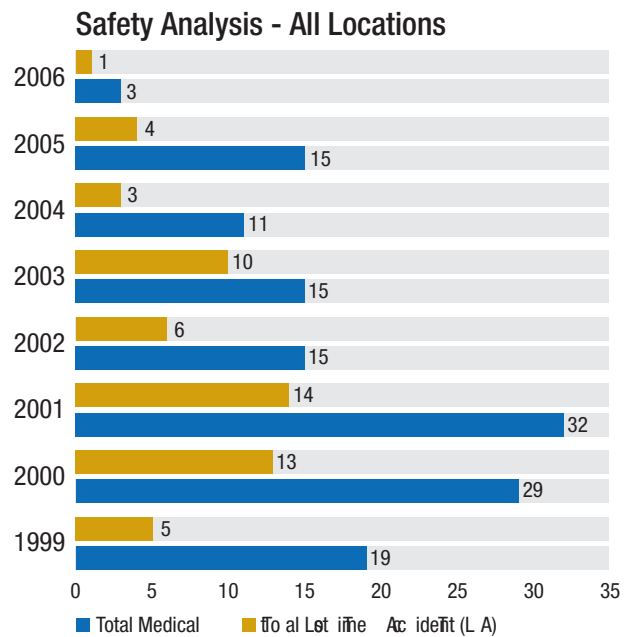
To ensure the safety of all of our employees, we have established a Safety Initiative Team and informal safety teams at Fairmount Minerals facilities. In 2006, our Safety Team visited each location to review safety management plans. Our

safety statistics in 2006 recorded one lost time accident (LTA) – this is one too many. In 2007, our goal is to achieve one million safe working hours.

We will work to meet and exceed this goal by developing a Fairmount Minerals universal safety manual. Using best practices, the manual will support site-specific safety guidelines. We also have developed Rail & Safety Operating Rules for our terminal locations.

Health and Wellness

Complementing our workplace safety measures is Fairmount Minerals' support of our employee family's overall health. In 2003, CEO Chuck Fowler commissioned a team to implement a comprehensive wellness program. With the Wedron facility as its pilot location, the team generated 38% program participation that focused on personal health prevention activities.



Fairmount Minerals' LTA Incident Rate is .3, compared with an industry rate of 1.0. Our Medical Incident Rate is 0.8 compared to an industry rate of 2.0.



In August 2005, more than 200 Fairmount Minerals stakeholders gathered at our Appreciative Inquiry summit to discuss sustainable development. As a result of our summit, Fairmount Minerals adopted 12 sustainable development initiative teams to support our three areas of focus – people, planet and prosperity.

To roll out the program corporate-wide, Fairmount Minerals partnered with Great West Healthcare. Our wellness program offers smoking cessation, gym membership reimbursements, bi-annual physicals, direct nurse access 24-hours-a-day, and personalized care plans. Employees and their spouses are rewarded for participation and are eligible for up to a \$750 bonus annually. To reinforce our commitment to wellness, Fairmount Minerals conducts health fairs at many of our locations each year.

In 2007, our Health & Wellness Initiative Team will focus on key indicators – nutrition, exercise, weight management, and stress – to help employees maintain good health. Our goal is to increase wellness program participation by 30%. Last year, 154 employees and spouses participated in our program. We aim for 100% participation from Fairmount Minerals family members and spouses in free Life Line Screenings to identify health risk factors.

In the next year, we intend to raise awareness of health issues within our employee family. To reduce stress, we will encourage employees to use their annual vacation days and sponsor family-oriented activities. Our goal is to help our employees maintain a healthy balance amongst community involvement, work and family.

Performance and Career Development Practices

Beyond physical health, we believe we must contribute to our employees' professional and career health. Fairmount Minerals invests in our employees' growth by supporting professional certification, higher education and post-secondary opportunities. In 2006, we invested more than

\$100,000 in employee education, sponsoring training activities and providing tuition reimbursement.

Fairmount Minerals knows the value of our employees. Employee efforts that exceed expectations are acknowledged and appreciated. We intend to create a formal awards and recognition program, where employees will be recognized for their exceptional efforts both at work and in the community.

Community Engagement

Fairmount Minerals realizes that our company is only as strong as the communities in which we operate. We offer our time, talent and treasure to support healthy communities that value education and a thriving environment. In 2006, Fairmount Minerals' community investment totaled 1.5% of our pre-tax, pre-equity income.

We made a significant, long-term investment in Case Western Reserve University's Weatherhead School of Management in 2006 to support an endowed chair in Sustainability. This commitment will support the education of future leaders and will ensure that sustainability becomes an integral component of Case's management training and education.

In 2007, Fairmount Minerals will implement a newly created Community Investment Policy. With this corporate policy, Fairmount Minerals has focused our investments in key areas affecting our business and the world around us. Our focus areas include: environment, education, and health and wellness.

PEOPLE



Our Fairmount Minerals employee family dedicates time, talent and treasure to support the communities in which we live and work. From individual volunteerism to larger group efforts, our employee family participates in projects such as Habitat for Humanity, United Way, Relay for Life, and various local non-profit initiatives.

The policy articulates an infrastructure to support our community investment and details the grant-making process for annually donating 1.5% of our pre-tax, pre-equity income. We commit to matching employee gifts to qualifying non-profit organizations on a 1:1 ratio, up to \$500 per employee per year. We also support a “dollars for doers” program, contributing \$100 to organizations where employees donate 20 or more personal volunteer hours.

Over the next year, Fairmount Minerals will create a signature program in environmental education – QUEST – that links our desire to restore natural habitats, conserve resources and enhance biodiversity with educational opportunities.

In addition to financial investments, we will offer volunteer opportunities to our employee family. Starting in 2007, employees will have up to 40 hours of paid volunteer time. Our goal is to generate 100% employee volunteer participation, with an aggregate average participation of 20 hours per employee (or 6,700 hours of volunteer time). To unite our efforts, we will host a company-wide Day of Caring in 2007, where all Fairmount Minerals employees will have the opportunity to participate in a group volunteer project.

Recognizing and rewarding employees’ efforts will take place through the William E. Conway Founder’s Award program, which honors an outstanding Fairmount Minerals family member who embraces our ideals and principles of community impact through their personal contribution of time, talent and treasure.

Habitat for Humanity

In August 2006, on a three-acre property donated by Fairmount Minerals, Habitat for Humanity and a Fairmount Minerals employee volunteer team began work on a new home for the Wendl family in Chardon, Ohio. From framing the house to nailing down shingles, our employees contributed time and talents to create a new home for a family in need.

With 720 hours of volunteer time over a five-month period, Fairmount Minerals sent teams to construct a new home for Brian and Tammy Wendl and their two children. Three Fairmount Minerals employees, Justin Nelson, Jordan Stevenson and Don Richardson, devoted significant effort to the construction project, some days spending eight full hours working on the house before coming in to work their regularly scheduled shift at our Chardon facility.

Although helping a family receive a brand new home is the obvious outcome, volunteers benefited from learning and sharing skills. For the Wendl family, a new home represents a new start – a place to spend time together as a family. For Fairmount Minerals, the project proved to be a teambuilding exercise, allowing employees to get together outside of work and use their skills to give back.

On February 17, 2007, the Wendl family officially moved into their new house – with their Fairmount Minerals “family” present to welcome them home.

Looking Ahead

As we evolve in the direction of a positive, sustainable future, Fairmount Minerals ensures our continued consideration of the social, environmental and economic consequences of our decisions. With an understanding of the broader trends affecting sustainability, Fairmount Minerals is in the position to anticipate and identify areas of opportunity and risk. We believe our enduring prosperity will be the result of Fairmount Minerals' sustainable business practices.

G3 Section	Indicator	Report Section
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	Letter from CEO
1.2	Description of key impacts, risks and opportunities; table summarizing performance and targets; description of governance mechanisms in place.	Strategy and Analysis
2.1	Name of the organization.	Organizational Profile
2.2	Primary brands, products and/or services.	Organizational Profile
2.3	Operational structure of the organization.	Organizational Profile
2.4	Location of organization's headquarters.	Organizational Profile
2.5	Number of countries where the organization operates.	Organizational Profile
2.6	Nature of ownership and legal form.	Organizational Profile
2.7	Markets served.	Organizational Profile
2.8	Scale of reporting organization.	Organizational Profile
2.9	Significant changes during reporting period regarding size, structure or ownership.	Organizational Profile
2.10	Awards received during reporting period.	Organizational Profile
3.1	Reporting period for information provided.	Report Parameters
3.2	Date of most recent previous report.	Report Parameters
3.3	Reporting cycle.	Report Parameters
3.4	Contact point for questions.	Report Parameters
3.5	Process for defining report content.	Report Parameters
3.6	Boundary of the report.	Report Parameters
3.7	State any specific limitations on the scope or boundary of the report.	Report Parameters
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities.	Report Parameters
3.10	Explanation of the effect of any re-statements of information provided in earlier reports.	N/A first time report (see CEO letter)
3.11	Significant changes from previous reporting periods.	N/A first time report (see CEO letter)
3.12	Table identifying the location of the Standard Disclosures in the report.	Index
4.1	Governance structure of the organization.	Organizational Profile
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	As a privately held company, Fairmount Minerals chooses not to report this information
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	As a privately held company, Fairmount Minerals chooses not to report this information
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	As a privately held company, Fairmount Minerals chooses not to report this information
4.8	Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance and the status of their implementation.	Organizational Profile
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Strategy and Analysis
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Organizational Profile
4.13	Memberships in associations.	Organizational Profile
4.14	List of stakeholder groups engaged by the organization.	Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement
4.16	Approaches to stakeholder engagement.	Stakeholder Engagement
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.(Core)	Fairmount Minerals does not report this in order to protect proprietary information.
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change. (Core)	Fairmount Minerals does not report this in order to protect proprietary information.
EC3	Coverage of the organization's defined benefit plan obligations. (Core)	Fairmount Minerals does not report this in order to protect proprietary information.
EC4	Significant financial assistance received from government. (Core)	Fairmount Minerals does not report this in order to protect proprietary information.
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. (Core)	People
EN1	Materials used by weight or volume. (Core)	See Goals under Strategy and Analysis
EN2	Percentage of materials used that are recycled input materials. (Core)	See Goals under Strategy and Analysis
EN3	Direct energy consumption by primary energy source. (Core)	Planet
EN5	Energy saved due to conservation and efficiency improvements. (Additional)	See Goals under Strategy and Analysis
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. (Additional)	Planet
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)	Planet
EN8	Total water withdrawal by source. (Core)	See Goals under Strategy and Analysis
EN10	Percentage and total volume of water recycled and reused. (Additional)	See Goals under Strategy and Analysis
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. (Core)	Planet
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. (Core)	Planet

G3 Section	Indicator	Report Section
EN13	Habitats protected or restored. (Additional)	Planet
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity. (Additional)	Planet
EN16	Total direct and indirect greenhouse gas emissions by weight. (Core)	Planet
EN17	Other relevant indirect greenhouse gas emissions by weight. (Core)	Planet
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	Planet
EN19	Emissions of ozone-depleting substances by weight. (Core)	Not currently reported
EN20	NOx, SOx, and other significant air emissions by type and weight. (Core)	Not currently reported
EN21	Total water discharge by quality and destination. (Core)	See Goals under Strategy and Analysis
EN22	Total weight of waste by type and disposal method. (Core)	See Goals under Strategy and Analysis
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core)	Planet
EN27	Percentage of products sold and their packaging materials that are reclaimed by category. (Core)	See Goals under Strategy and Analysis
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (Core)	Planet
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. (Additional)	See Goals under Strategy and Analysis
EN30	Total environmental protection expenditures and investments by type. (Additional)	Not currently reported
LA1	Total workforce by employment type, employment contract, and region. (Core)	Organizational Profile
LA2	Total number and rate of employee turnover by age group, gender, and region. (Core)	Not currently reported
LA4	Percentage of employees covered by collective bargaining agreements. (Core)	Not currently reported
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. (Core)	People
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. (Core)	People
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. (Core)	People
LA10	Average hours of training per year per employee by employee category. (Core)	People
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. (Additional)	People
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. (Core)	People
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. (Core)	People
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (Additional)	People
HR4	Total number of incidents of discrimination and actions taken. (Core)	People
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. (Core)	People
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. (Core)	People
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. (Core)	People
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken. (Additional)	Zero incidents to report
S02	Percentage and total number of business units analyzed for risks related to corruption. (Core)	None
S03	Percentage of employees trained in organization's anti-corruption policies and procedures. (Core)	None
S04	Actions taken in response to incidents of corruption. (Core)	Zero incidents to report
S05	Public policy positions and participation in public policy development and lobbying. (Core)	None
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. (Additional)	None
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. (Additional)	None
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (Core)	None
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. (Additional)	None
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. (Additional)	None
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. (Core)	None
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. (Additional)	None
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. (Additional)	None
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (Core)	None
Biodiversity*	Total amount of land owned, leased, or managed for production activities or extractive use.	Planet
Biodiversity*	The number/percentage of sites identified as requiring biodiversity management plans, and the number/percentage of sites with plans in place. Also include criteria for deciding that a biodiversity management plan is required and the key components of a plan.	Planet
Community*	Consider programs for training workforce drawn from local communities.	People
Land Rights*	Describe process for identifying local communities' land and customary rights, including those of indigenous peoples, and grievance mechanisms used to resolve any disputes.	Prosperity

* Mining Sector



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MINERALS
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P.O. Box 87
11833 Ravenna Road
Chardon, OH 44024
(800) 237-4986



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