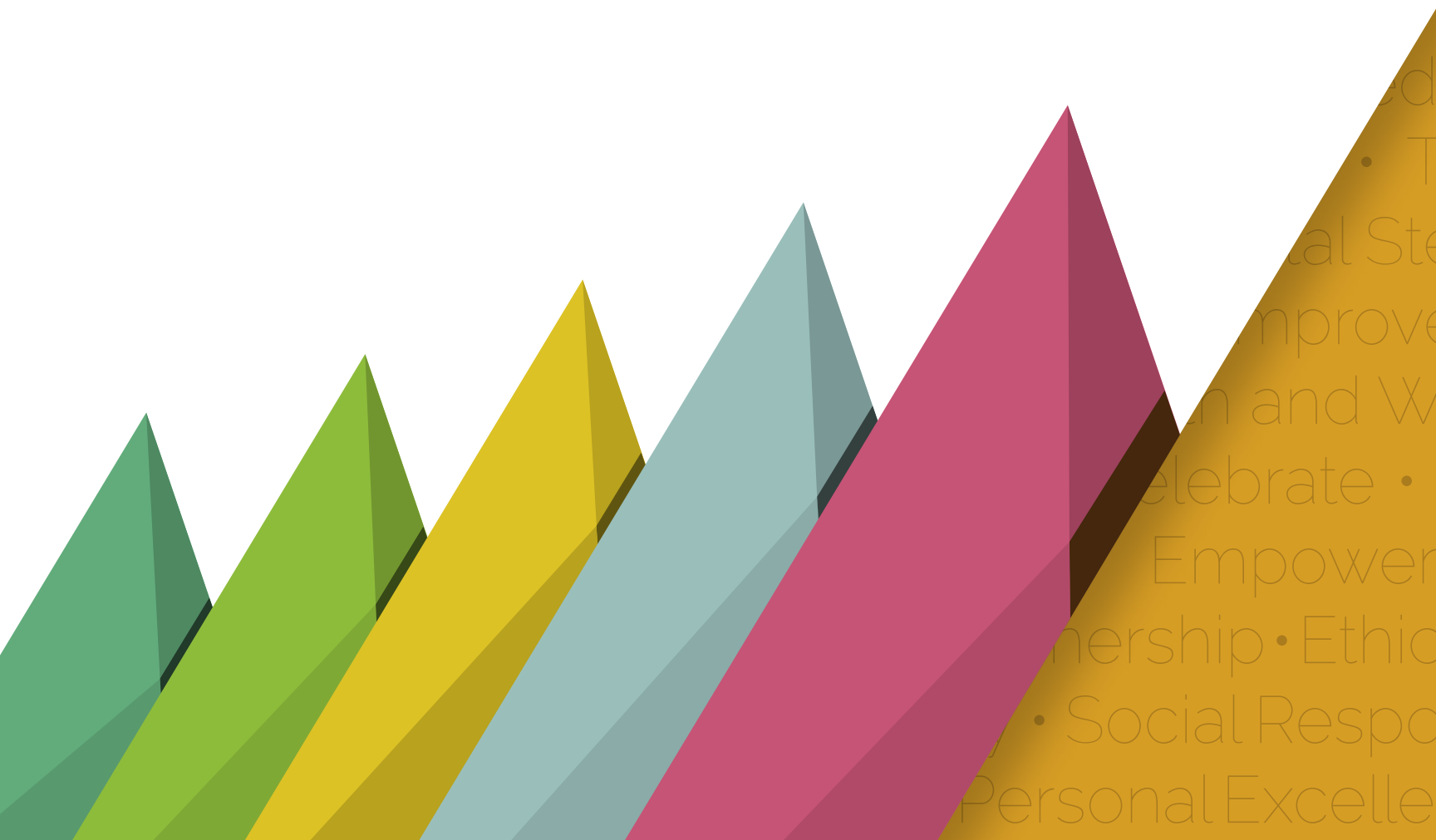


# UNITED & EMPOWERED

2013 CORPORATE SOCIAL RESPONSIBILITY REPORT



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Safety • Health and Wellness • Leadership • Total Quality  
Responsibility • Celebrate • Fun • Environmental Stewardship  
Empowerment • Continuous Improvement • Shared Ownership  
Ownership • Ethics • Safety • Health and Wellness • Total  
Quality • Social Responsibility • Celebrate • Fun • Environmental  
Stewardship • Personal Excellence • Empowerment • Continuous  
Improvement • Teamwork • Shared Ownership • Ethics • Safety  
Health and Wellness • Leadership • Total Quality • Social Responsibility  
Environmental Stewardship • Personal Excellence • Continuous  
Improvement • Teamwork • Shared Ownership • Health and Wellness • Leadership • Total Quality  
Celebrate • Fun • Environmental Stewardship • Empowerment • Continuous Improvement • Ethics • Safety • Health and Wellness  
Social Responsibility • Celebrate • Fun • Environmental Stewardship • Personal Excellence • Continuous Improvement • Teamwork • Shared Ownership • Health and Wellness • Leadership • Total Quality



# Letter from Our CEO

Dear Fairmount family members and friends:

Welcome to Fairmount Minerals' eighth annual Corporate Social Responsibility Report—*United & Empowered*. In a year of significant change, challenge, and opportunity, we are pleased to report and to celebrate the many achievements of our Fairmount family.

In 2013, we united our assets and capabilities with those from three strategic acquisitions, greatly expanding our already world class production and distribution network and equipping us with new technologies that will revolutionize the proppant industry. We utilized the principles and process of Appreciative Inquiry (AI) to welcome more than 300 talented new members into the Fairmount family and to unite our expanded organization in our common vision—to exceed all expectations while fulfilling our economic, social and environmental responsibilities. We witnessed Fairmount family members—existing and new—working together to ensure a smooth transition while laying the foundation for our shared future.

Across the organization, Fairmount family members also continued to raise the bar on our commitment to People, Planet and Prosperity (3Ps), achieving approximately 92% of our 2013 BOLD goals. Of particular note, our family members donated nearly 9,000 hours of paid volunteer time, 10 facilities achieved ZERO waste to landfill, over 62,000 trees were planted, and the Best Practice team completed projects resulting in over \$1.3 million in SD Pays (the economic impact of SD initiatives).

Our family members are empowered to take action and to make a difference, both as individuals and in teams. This is a pivotal factor in our ability to fulfill business objectives, to be



good corporate citizens, and to support the communities in which we live and work. We aim to inspire, encourage and recognize engagement and action throughout Fairmount Minerals. Consequently, action and leadership surface from all levels and from all areas within our organization. This

year, we are pleased to recognize Juan Luis Cantu Marroquin from our Santrol de Mexico operation, as the recipient of our Bill Conway Founder's Award (our Sustainable Development Employee of the Year award). Juan Luis' active involvement in three SD teams—Quest for Eco-Efficiency (QEE), Recover, Recycle and Reuse (3R), and Clean Water (CW)—and his active support of the Fairmount family and community are an example for all of us. I invite you to read more about his efforts on page 17 of this report.

While we pause to celebrate these many recent accomplishments, we also recognize that there are many more opportunities and still much work to be done as we pursue our transformational growth strategy. We strive for Fairmount Minerals to be the company of choice for

customers, business partners, community leaders, and potential new family members.

Thank you to our family members for helping to drive Fairmount Minerals to new heights in 2013, and I look forward to what we—*United & Empowered*—will achieve in 2014 and beyond.

With best regards,

Jennifer Deckard

A stylized, handwritten signature in black ink that reads "Jennifer". The script is fluid and cursive, with a long, sweeping underline.

President and Chief Executive Officer



The background image shows a large-scale construction or mining operation. In the upper portion, a conveyor belt system is visible, transporting material from a large pile of sand or gravel. The lower portion of the image shows a steep, terraced slope of earth, likely a result of excavation or land reclamation work. The entire image is overlaid with a semi-transparent magenta/pink geometric shape that frames the text.

# About Our Report



do good.  
do well.

We are excited to share with you our eighth Corporate Social Responsibility (CSR) Report, in accordance with the GRI G3.1 Guidelines and the 10 Principles of the United Nations Global Compact. Our annual CSR Report provides our stakeholders with accurate, pertinent information about Fairmount Minerals. GRI has verified that the report is prepared according to the GRI Guidelines at Application Level A.

This report, published in May 2014, covers Fairmount Minerals' global operations and impacts for the 2013 fiscal year. This report is available in hard copy and online at [www.fairmountminerals.com/2013csr](http://www.fairmountminerals.com/2013csr).

We apply the GRI principles for defining report content and quality to ensure a balanced and reasonable presentation of our sustainability performance.

#### **MATERIALITY AND STAKEHOLDER INCLUSIVENESS**

We frequently solicit feedback from our stakeholders and incorporate their ideas and suggestions into our sustainability programs and initiatives. Through our Sustainable Development (SD) teams, we set annual goals that take into account material issues as defined by our stakeholders.

#### **SUSTAINABILITY CONTEXT AND COMPLETENESS**

Our annual CSR Report addresses both industry and company material issues within the broader sustainability landscape. We also consider our environmental, social and economic performance related to sustainability goals across our global footprint.

#### **BALANCE**

We present balanced information in our report as it relates to our material issues, sustainability performance and performance on goals. We share with our stakeholders the challenges we are working to address to ensure honest and transparent communications.

#### **COMPARABILITY**

We report significant metrics over a minimum of four years (unless information is not available) and include a GRI Content Index to ensure information is comparable year over year.

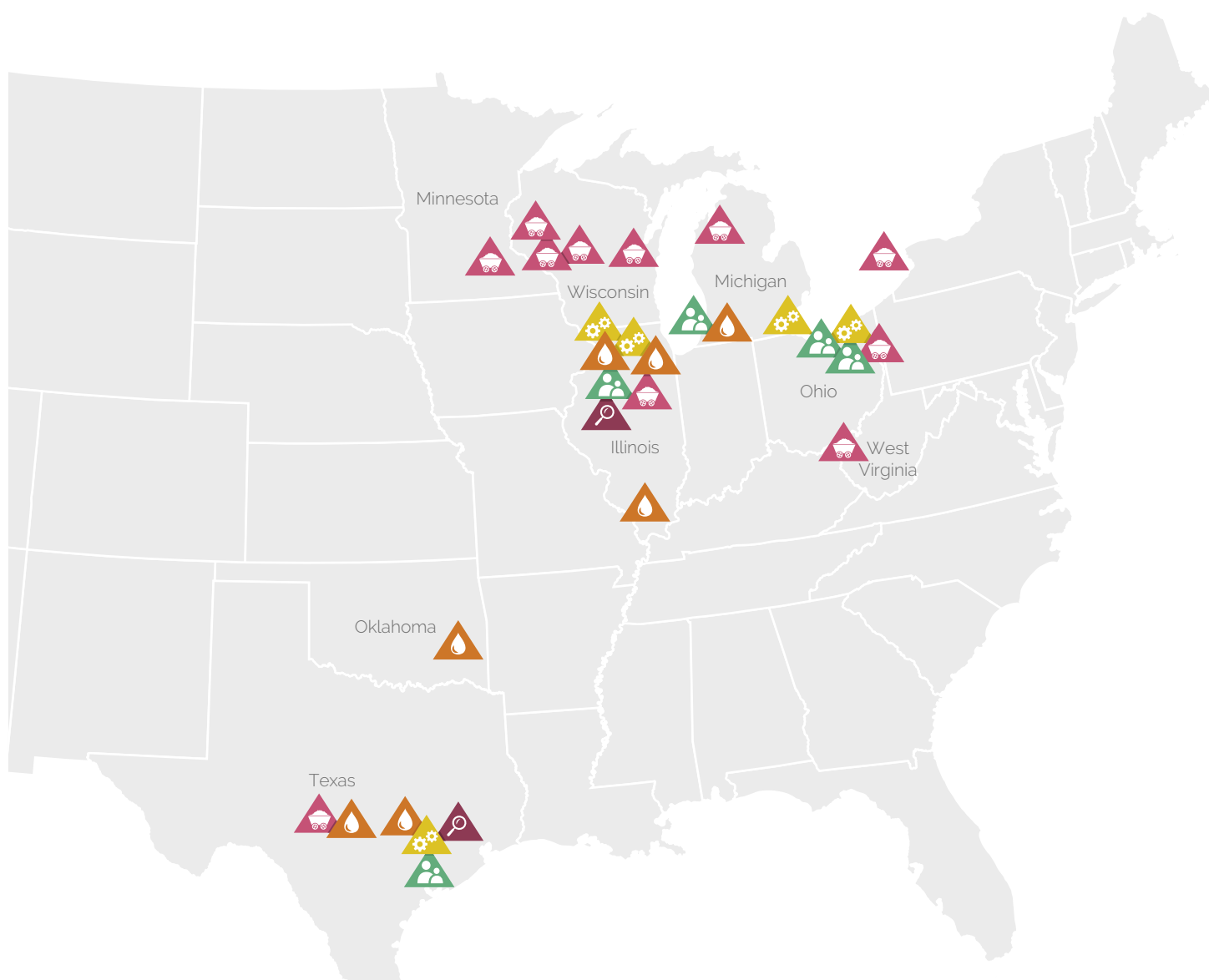
#### **TIMELINESS**

Our CSR Report is published on an annual basis following evaluation of the previous year's data, performance metrics and significant highlights.

#### **ACCURACY AND RELIABILITY**

The data presented in this report has been reviewed and verified by Fairmount Minerals' Sustainable Development Advisory Committee and legal team, and is published with their approval.

# Organization Profile







## WHO WE ARE

What began as a small sand-mining operation in Chardon, Ohio is now a global organization operating on three continents and in five countries with 33 facilities and an expansive distribution network of more than 50 strategically located terminals. Fairmount Minerals does business in a variety of industry sectors, including oil and gas, sports and recreation, foundry, building products, water solutions, glass, and specialty products. Through our significant investment in technology and innovation, Fairmount Minerals has become a global expert in finding new ways to turn sand into valuable solutions for our stakeholders.

With several significant acquisitions in 2013, our family has grown from approximately 750 to more than 1,000 family members. We remain committed to employing positive change management and will hold our fourth Appreciative Inquiry (AI) Summit in summer 2014. The Summit will provide all family members a unique forum to deepen our culture, share best practices, engage our external stakeholders and reimagine our shared future.

## EMPLOYEES BY COUNTRY

LOCATION	# OF EMPLOYEES
United States	981
Canada	6
Denmark	11
China	20
Mexico	41
<b>TOTAL</b>	<b>1,059</b>

## EMPLOYEES BY CATEGORY



### MINING & PROCESSING

Chardon  
Beaver  
Hamilton, ON  
Wedron  
Harrietta  
Hager City/Bay City  
Maiden Rock  
Menomonie  
Voca  
Readfield  
Shakopee

### COATING OPERATIONS

Cadereyta Jimenez, Mexico  
Fredericia, Denmark  
Yixing, China  
Bridgman  
Roff  
Troy Grove  
Wedron  
Voca  
Cutler  
Fresno

### SPECIALTY PRODUCTS

Ottawa  
Black Lab—Chardon  
Black Lab—Fresno  
Black Lab—Serena  
Detroit

### ADMINISTRATIVE OFFICES

Headquarters—Chesterland  
Benton Harbor  
Chardon Tech Center  
Wedron  
Sugar Land

### RESEARCH & DEVELOPMENT

Ottawa Innovation Center  
Santrol Technology Center

MISSION AND PRINCIPLES

A united and empowered organization requires a clear mission and strong principles to guide actions. At Fairmount, our mission—to be united in our commitment to exceed expectations while fulfilling our economic, social and environmental responsibilities—can be summed up with our motto of Do Good. Do Well. Our employees bring this motto to life daily through their commitment to the three pillars of Sustainable Development (SD): People, Planet and Prosperity, and by adhering to 12 Principles which allow the organization to thrive and sustain itself well into the future. Appreciative Inquiry (AI) is truly core to the way we do business. It is a change management approach that focuses on identifying, elevating and expanding strengths both internally and externally to create your ideal future environment. It is especially crucial to the way we interact with our Fairmount family. AI is a way to collaborate and take the best of who we are, and use that to refine and work towards what we want to be. In 2013, our Communications and AI team participated in a two-day AI training course at the Weatherhead School of Management at Case Western Reserve University to learn how to use AI more effectively and help fellow family members do the same. Looking ahead to 2014, the team set a goal to train 260 family members on AI before our Summit in August—a significant undertaking. At the beginning of 2014, the team will work with the FML YOU team (training and development) and experts from Case to develop curriculum.

GOVERNANCE

Fairmount Minerals is governed by a seven-person Board of Directors comprising one executive, two independent directors and four shareholders (two of whom are representatives from American Securities, our private equity partner and majority shareholder). Board members are selected based upon an internal review process as well as feedback from independent business partners. The Board's three standing committees—Compensation, Audit and Executive—provide strategic counsel and oversight to the company.

PARTNERS AND COLLABORATION

Our partners and collaborating organizations provide unique perspectives on our company, industry and the markets we serve. They help us understand industry trends, discover product innovation opportunities, new ways to manage sustainability and more. We continue to work closely with our valued partners and look forward to more collaboration in the coming year.

The following is a sample of our valued partners:

- ▲ American Chemistry Council Crystalline Silica Panel
- ▲ American Foundry Society
- ▲ American Institute of Chemical Engineers
- ▲ American Petroleum Institute
- ▲ American Society for Quality

OUR 12 PRINCIPLES



- ▲ American Society of Safety Engineers
- ▲ American Water Works Association
- ▲ Baldwin Wallace Institute for Sustainable Business Practice
- ▲ Casting Industry Supplier Association
- ▲ Conestoga Foundry Association
- ▲ Cleveland State University's Corporate Sustainability Network
- ▲ Ductile Iron Society
- ▲ Dunn County Economic Development Corporation
- ▲ Foundry Association of Michigan
- ▲ Foundry Educational Foundation
- ▲ Fowler Center for Sustainable Value
- ▲ Golf Course Builders Association of America
- ▲ Golf Course Superintendents Association of America
- ▲ Greater Cleveland Partnership
- ▲ Industrial Energy Consumers Association
- ▲ Industrial Minerals Association of North America
- ▲ International Society of Mine Safety Professionals



Fairmount family members from our Menomonie, WI facility participating in a stream restoration project.



Family members from our Chardon, OH facility sponsored a team (nicknamed the Mad Minerz) in a charity run for Autism research.

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▲ Marcellus Shale Coalition

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▲ National Association of Manufacturers

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▲ National Freight Transportation Association

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▲ National Industrial Sand Association

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▲ National Safety Council

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▲ North American Rail Shippers

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▲ Ohio Cast Metals Association

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▲ Ohio Parks & Recreation Association

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▲ Pennsylvania Foundry Association

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▲ Pennsylvania Parks & Recreation Association

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▲ Pierce County Economic Development Corporation

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▲ Saving Birds Thru Habitat

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▲ Society for Human Resource Management

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▲ Society for Mining, Metallurgy and Exploration

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▲ Society for Petroleum Engineers

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▲ Society of Chemical Manufacturers and Affiliates

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▲ Synthetic Turf Council

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▲ Texas Cast Metal Association

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▲ United Nations Global Compact

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▲ U.S. Business Council for Sustainable Development

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▲ Water Environment Federation

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▲ Wildlife Habitat Council

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▲ Wisconsin Industrial Sand Association

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▲ Wisconsin Partners for Clean Air

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▲ Women's Energy Network

## AWARDS AND RECOGNITION

While Sustainable Development is embedded into our Fairmount Minerals culture, we appreciate the acknowledgment we received from our peers and are proud to have been recognized for the following awards in 2013:

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▲ Greater Menomonie Area Chamber of Commerce Business of the Year (Menomonie, WI facility)

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▲ Society of Chemical Manufacturers and Affiliates, Inc.'s (SOCMA) 2013 Sustainability and 2013 Bronze for Resource Management and Waste Minimization (Detroit, MI facility)

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▲ Mayo Society of Greater Cleveland's 2013 Mayo Person of the Year (Founder and Chairman Emeritus, Bill Conway)

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▲ Smart Business's Master Innovator (Sustainable Development—Business Innovation team)

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▲ Pierce County Economic Development Corporation Business of the Year (Wisconsin Industrial Sand facilities)

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▲ Wisconsin Sustainable Business Council's Green Master (Wisconsin Industrial Sand facilities)

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▲ Wisconsin Department of Natural Resources' Green Tier (Wisconsin Industrial Sand facilities)

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▲ Wisconsin Manufacturers and Commerce's Business Friend of the Environment (Wisconsin Industrial Sand facilities)

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▲ Entrepreneurs EDGE's 2013 Leading EDGE (Fairmount Minerals)

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▲ 2013 NEO Success (Fairmount Minerals)

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▲ Weatherhead 100—2013 Centurion (Fairmount Minerals)

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▲ Illinois Association of Aggregate Producers' (IAAP) 2013 Community Relations Award (Wedron, IL facility)



# Sustainability Strategy



At Fairmount Minerals, we recognize the sustainability landscape is changing every day. We strive to be current on new developments, policies and regulation in order to evaluate how they might apply to Fairmount and to ensure we are competitive in our industry and in the markets we serve. In 2013, we took measured steps in our focus areas of People, Planet and Prosperity to keep our organization at the forefront of Sustainable Development.

## KEY IMPACTS, RISKS AND OPPORTUNITIES

▲ **People:** With the addition of more than 300 new family members, our company is growing in exciting ways. It was important for us to find ways to unite our commitments and empower family members to take the necessary steps to achieve ambitious goals.

As our family grows, our responsibility for their safety grows as well. Our goal is to ensure each individual family member leaves work in the same condition they arrived. Safety must remain our top priority. There are always potential risks from our operations due to the nature of our business. Ongoing conversations with stakeholders ensure we are aware of potential impacts and can manage and properly address them. Most importantly, we empower our family members to identify and take action to ensure our employees and our communities remain safe.

As we grow and advance as a company, we recognize the need for more robust training, education and professional development to cultivate Fairmount's next generation of leaders. Our leadership team is evaluating new ways to identify emerging leaders and provide them with the experiences and skills they need to advance. Cross-functional departments are working together to reimagine our Total Rewards and Recognition Program, which includes the enhancement of our leadership development training. Beyond leadership development, this program also covers compensation and benefits, paid time off and paid volunteer time, and incentives tied to the achievement of our sustainability goals. We want to continue to be a great place to work with engaged Fairmount family members.





The landscape of our Best Sand facility in Chardon, Ohio.

▲ **Planet:** Effectively managing our environmental impacts continues to be at the forefront of our sustainability strategy. We are well on our way to realizing our goal to reach zero waste to landfill through reducing, recycling and recovering raw materials and products by 2015. By educating and partnering with our vendors, suppliers, customers and other external stakeholders, many are now reusing product containers and recycling waste to generate electricity. Within our own operations, we are mitigating carbon emissions by reducing our energy consumption and employing other strategies, such as sequestration. Additionally, our Clean Water team has engaged nearly all of our facilities across our footprint to develop water management plans for short- and long-term sustainability, and we look forward to executing on these plans in 2014 and beyond.



QEE team members and family members from our Bridgman, MI and Benton Harbor, MI facilities planting dune grasses at Fedder's Alley in Michigan City, IN.

▲ **Prosperity:** Our economic prosperity allowed us to grow both organically and through acquisition in 2013. Through our acquisitions, we dramatically expanded our capacity, distribution network, technological capabilities, and footprint. We have also benefited from organic growth through the work of our innovation and technology centers. This growth and expansion allows us to deepen our knowledge of the industries and markets we serve and provide us additional opportunities for continued economic prosperity. As important, we know that Fairmount's economic prosperity also benefits our family members and the communities in which we live and work.



Family members from our Wedron, IL and Ottawa, IL facilities volunteering at local Marseilles Elementary School after a flood damaged the school.

## STAKEHOLDER ENGAGEMENT

Our commitment to Appreciative Inquiry (AI) helps us understand the benefits of whole system engagement. Engaging with our stakeholders helps us to identify and address our impacts, risks and opportunities. In 2013, we continued to use internal and external stakeholder engagement and feedback to inform our focus, strategies and next steps. We surveyed all family members (prior to our September acquisition) and asked them to provide honest feedback on the topics of Sustainable Development (SD), engagement and compensation and benefits. We involved external partners to help develop the survey to ensure our family members felt empowered to provide us their candid thoughts and ideas. External partners also analyzed the survey results to ensure objectivity. The survey reinforced senior leadership's commitment to listening and responding to the voice of the Fairmount family. For example, the results of the survey will provide guidance to our leadership team as they refresh our Total Rewards and Recognition Program. Changes to the program will be shared with all family members after it is solidified in 2014.

One of our most important stakeholder engagement activities is our Appreciative Inquiry (AI) Summit. We are gearing up for our next AI Summit in summer 2014 where all Fairmount family members will be invited. We engage cross-functional departments within our Fairmount family to determine which valued external partners will join us for the Summit. At our past AI Summits external stakeholders have included suppliers, customers, non-profit organizations, consulting partners and more. The Summit is three days of

reflection and strategic planning for the future. This internal and external engagement has a significant impact on our future focus of SD as it allows us to see our business from many different perspectives.

Beyond the Summit, we have regular engagement with our stakeholders through focus groups, surveys, open houses, electronic communication and feedback solicitation. We encourage our family members to submit their ideas to the Business Innovation (BI) team through an idea database. Members of the BI team pose challenges to several business areas. Family members have the opportunity to respond with possible solutions. The team manages the database, determines the feasibility of submitted ideas, and works with cross-functional teams to implement ideas that meet the necessary criteria through a stage gate process. In 2013, nearly 100 ideas were submitted to the database. One idea put forward was to implement ventilation software for one of our underground mines. Before executing on this idea, we hired a third party engineering firm to help us evaluate the ventilation system. We concluded that the solution was too expensive and that there was a risk of designing and implementing a system that might not work. Instead, we decided to purchase the software and have our in-house engineers design a ventilation system so that we could create the right system through our own trial and error. This is a great example of how we empower our Fairmount family members to evaluate and implement innovative ideas. We look forward to taking on this exciting safety and health opportunity and will track results in the coming year.





# 2013 Performance

Fairmount Minerals set specific and ambitious SD goals for 2013, challenging us to push the envelope on what is possible in Sustainable Development. Highlights include:

## PEOPLE

Fairmount Minerals donated nearly 9,000 hours of paid volunteer time. FML YOU launched four courses based on Fairmount Family feedback — Excel, Frac 201, Welding and Financial Planning.

## PLANET

Ten facilities are zero waste to landfill. The Fairmount family planted or donated 62,471 trees and reduced our carbon footprint by 1,620,338 lbs. of CO<sub>2</sub> as a result of energy efficiency projects.

## PROSPERITY

Eleven facilities generated one idea in each area of People, Planet and Prosperity and produced SD Pays (SD Pays is the monetary value of our SD efforts throughout the year). The Best Practices team completed more than 10 projects resulting in over \$1.3M in SD Pays.



We would like to congratulate the entire Fairmount family on achieving approximately 92% of our 2013 goals in the areas of People, Planet and Prosperity. This is a tribute to our family members' hard work and dedication, and also to our valued external stakeholders who collaborated with us to achieve our goals.

A couple of years ago we made the strategic decision to ask our SD teams to focus on one annual stretch goal in place of setting several goals each year. We followed this same process in 2013 and our BOLD goal results are as follows:

 In Progress  Complete

TEAM	2013 GOAL DESCRIPTION	STATUS	COMPLETION DESCRIPTION
<b>BEST PRACTICE</b>	Implement four Best Practice productivity projects highlighting organization, standardization, or technology and achieve \$75,000 in SD Pays.		10 Best Practice projects completed with \$1.3M in SD Pays.
<b>BUSINESS INNOVATION</b>	We will advance innovative strategies, culture, and processes within Fairmount Minerals that ensures 67% of facilities achieve the goal to generate one innovative idea in each area of SD: People, Planet, and Prosperity (3Ps) of which one produces SD Pays.		11 facilities generated one idea in each area of the 3Ps and produced SD Pays.
<b>CLEAN WATER</b>	Develop five year water management and reduction plan for all Fairmount locations in North America.		23 facilities completed water management plans.
<b>COMMUNICATIONS &amp; AI</b>	Develop and execute an employee engagement process and reach at minimum 75% of the Fairmount family.		Employee engagement survey was completed with a 76% response rate (479 family members). We engaged more than 200 new family members in SD activities.
<b>ENVIRONMENTALLY RESPONSIBLE PRODUCTS AND PROCESSES</b>	We will work across functional groups to manage the development and implementation of four innovative products or processes that create value to our stakeholders demonstrated by SD pays.		Completed four projects or processes all resulting in SD Pays.
<b>FML YOU</b>	Identify and implement one course offering in each of the following disciplines (Development for YOU, Electronic Enhancement, FML Business, Trade Technique) with 50% participation in 2012 and 2013 offerings.		Four courses launched—Excel, Frac 201, Welding and Financial Planning. Participation was 84% in one or more courses.
<b>HEALTH AND WELLNESS</b>	Create, support, and sustain a healthy work environment by establishing a baseline wellness enrichment evaluation score and improve by 10% at each location.		Created a wellness enrichment assessment and completed evaluations at each facility with an overall improvement of 26%.
<b>QUEST FOR ECO-EFFICIENCY</b>	Improve our carbon footprint by completing projects that eliminate 3% of 2012 GHG emissions.		Planted 62,471 trees and reduced lbs. of CO <sub>2</sub> by 1,620,338 lbs. CO <sub>2</sub> as a result of energy efficiency projects.
<b>RECOVER, RECYCLE, REUSE</b>	All facilities will reduce year end average solid waste volume by 50% from 2012 baseline.		Total solid waste is at 1,618.1 cubic yards and 10 facilities are at zero waste.
<b>SAFETY</b>	We must first be better than the industry's Total Case Incident Rate (TCIR), ultimately improving upon the 2012 Fairmount TCIR to achieve 100%. We must first be better than the industry's Lost Time Incident Rate (LTIR), ultimately improving upon the 2012 FML LTIR to achieve 100%.		Achieved an LTIR of 0.4, better than the industry average of 0.9; achieved a TCIR of 2.6, equal to the industry average.
<b>SOCIAL RESPONSIBILITY</b>	Achieve a Day of Caring at each facility or region with 60% participation.		All facilities or regions achieved 60% participation or more. More than 476 unique volunteers.
<b>SUSTAINABLE MOBILITY</b>	Improve our carbon footprint by completing projects that eliminate 3% of 2012 greenhouse gas emissions.		Created a baseline of carbon emissions—gallons of diesel, # of CO <sub>2</sub> and tons of CO <sub>2</sub> . Additionally, generated \$8,629,698 by utilizing '286 cars' and an additional \$7.2M due to enhanced conveyor belt system implemented.
<b>SUSTAINABLE VALUE CHAIN</b>	Research all supplier packaging/containers delivered to Fairmount manufacturing facilities and labs; reduce disposal, handling, and/or landfill costs by 10% vs. 2012. Deliver Sustainability 101 presentation to 72 organizations.		Completed analysis for supplier packaging/containers, but have an opportunity to reach the 10% reduction. Eighty presentations completed.



# 2014 Bold Goals

With the addition of many new family members, we look forward to the Appreciative Inquiry Summit in 2014 to reflect upon our Sustainable Development journey, reaffirm and reimagine our commitments, and move forward united towards and empowered to achieve our future vision. Leading up to the Summit, SD teams will be working hard to accomplish the **BOLD** goals we set for 2014.

SD TEAM	2014 BOLD GOAL
BEST PRACTICE	Implement six best practice productivity projects highlighting standardization, technology, or organizational and achieve a minimum of \$100,000 in SD Pays.
BUSINESS INNOVATION	Achieve three of three tasks: <b>Task One:</b> Media campaign—Publish one new media focusing on Innovation within FML. <b>Task Two:</b> Innovation Toolbox—Create the toolbox of innovative resources for use at facility level by end of 2nd quarter. <b>Task Three:</b> Reach out to facilities to get them excited about Innovation and familiar with the process.
CLEAN WATER	Document water management plans for four facilities that currently do not have one by the end of 2014; conduct three water workshops; Identify the opportunity of SD pays of \$10,000.
COMMUNICATIONS & AI	Train 260 FML family members on the culture of AI, before the August, 2014 AI Summit.
ENVIRONMENTALLY RESPONSIBLE PRODUCTS AND PROCESSES	Work across functional groups to select and manage the development and implementation of one to three projects that show a collective SD pays value of \$300,000. Identify and engage one key supplier to Fairmount Minerals in order to enhance the ERPP to all customers in the value chain.
FML YOU	Offer one new course in the following disciplines: Development for YOU (AI), Electronic Enhancement (PowerPoint), FML Business (Sand 101). Minimum of 650 Fairmount family Members participate in 2012, 2013 and 2014 course offerings.
HEALTH AND WELLNESS	Create, support, and sustain a healthy work environment by implementing an enhanced Wellness Enrichment Evaluation at all facilities and improving the Wellness Score by 10% to reach and maintain 100% at each location. Also, conduct two wellness challenges with 40% participation.
QUEST FOR ECO-EFFICIENCY	Improve our carbon footprint by completing projects that eliminate 1% and sequester 1% of 2013 GHG emissions augmented by three facility energy audits.
RECOVER, RECYCLE, REUSE	Achieve percentage reduction against 2009 baseline toward zero waste. All 28 legacy facilities will be zero waste by the end of 2014.
SAFETY	<b>One.</b> We will be better than the industry's Total Case Incident Rate (TCIR) to achieve 25%. <b>Two.</b> We will be better than our best achieved year FML TCIR to achieve 25%. <b>Three.</b> We will be better than the industry's Lost Time Incident Rate (LTIR) to achieve 25%. <b>Four.</b> We will be better than our best achieved year FML LTIR to achieve 25%.
SOCIAL RESPONSIBILITY	Increase paid volunteer time average by increasing average hours per facility (using 2013 as baseline). New facilities will achieve an average of eight hours.
SUSTAINABLE MOBILITY	Establish historical baseline for utilization of railcars based on car size, route and order size. Track any overloads and associated costs—potential to identify control matters such as rail scales for accuracy.
SUSTAINABLE VALUE CHAIN	Establish drawings, specifications, and usage patterns for pallets, bulk bags, etc. at all plants, generating \$50,000 in SD Pays.

# People

Our family members continue to raise the bar on what is possible in Sustainable Development. They are empowered to make a difference—and they do so in a big way. Their commitment to our company and our communities demonstrates the dedication and expertise we possess by providing sustainable solutions to our stakeholders and by making the world a better place.

### EXCEPTIONAL WORKPLACE

Fairmount Minerals provides its family members with a range of benefits that make our company a great place to work. We are in the process of renewing our Total Rewards and Recognition Program, which encompasses everything from compensation and benefits to professional development and leadership training to incentives for goal achievement in Sustainable Development (SD). We constantly strive for better ways to acknowledge our family members for the great work they do every day, and to demonstrate that they are our most valuable asset.

The most notable way we recognize exceptional achievement in SD is through the Fairmount Minerals Sustainable Development Employee of the Year Award. Any family member can nominate their peers for this honor, which is awarded to one person at each of our facilities annually. The Bill Conway Founder's Award is given to one family member who demonstrates exceptional performance in the area of Sustainable Development. Our 2013 winners are:

Alpha Resins	Matt LaCombe
Best Sand	Bill Bennington
Benton Harbor	David Rau
Chardon Tech Center	Curtis Petrey
Chesterland	Dawn Robinson

Ottawa	Deb Schaefer
Wedron	Lynn Hiser
Sugar Land	Brittney Bailey
Bridgman	Sandy Stemmler
Black Lab—Serena	Jimmy Harris
Black Lab—Chardon	Jeff Merritt
Black Lab—Fresno	Denise Nelson
Wexford	Holly Letizio
Mineral Visions	Heather Kolesar
Lakeshore Sand	Mirsada Cataldo
WISC—Maiden Rock	Jason Shingledecker
WISC—Menomonie	Stan Bonngard
WISC—Hager Bay	Mike Murphy
WISC—Bay City	Scott Passe
Santrol de Mexico	Juan Luis Cantu Marroquin*
Technisand—Wedron	Mary Kibilka
Wedron	Melissa Noel
Troy Grove	Rob Kiefel
Roff	Keith Huneycutt
Santrol Yixing	Ken Wu
Cutler	Malinda Kellerman
Shakopee	Wendy Boutell

\*Indicates Bill Conway Founder's Award Winner



#### BILL CONWAY FOUNDER'S AWARD WINNER JUAN LUIS CANTU MARROQUIN

Juan Luis thought he was just going to lunch with his co-workers when suddenly his family walked into the restaurant. "When I saw them my first thought was something bad has happened. I never suspected they were there because I had won an award." Joining in the celebration were Juan Luis' manager and Plant Manager, Saul Gonzalez; Corporate Sustainable Development Coordinator, Beth Lestock; and Director of Sustainable Development, Beau Daane to present him with the Bill Conway Founder's Award. The Founder's Award was established in 2007 by the Corporate Social Responsibility team to honor an outstanding Fairmount Minerals' family member who embraces our ideals and principles of community impact through their personal contribution of time, talent and treasure. Juan Luis explained he was overwhelmed with happiness not only because he never expected to win the award, but because his family was there to share in the celebration.

Juan Luis is actively involved in three Sustainable Development teams—Quest for Eco-Efficiency (QEE), Recover, Recycle and Reuse (3R), and Clean Water (CW)—helping to achieve his facility's goals as well as the corporate SD team goals. For the QEE team, he visited local schools and community organizations to speak to them about the importance of mitigating carbon emissions by helping them to plant hundreds of trees. He took the lead on creating a water consumption baseline at his facility for the Clean Water team and worked on a special project to recycle used water back into the facility for irrigation. For the 3R team, Juan Luis has been a featured speaker at schools and local organizations to talk about what Fairmount Minerals is doing to achieve zero waste across the organization. Juan Luis also shares what he has learned about Sustainable Development from Fairmount Minerals with his family, friends, neighbors and church. "I want to thank my family who always supports me, my bosses Saul and Jose Luis because they trust me, and my co-workers whose hard work makes all of our Sustainable Development projects a reality and a success."



Juan Luis with his family after he accepts the Bill Conway Founder's Award.

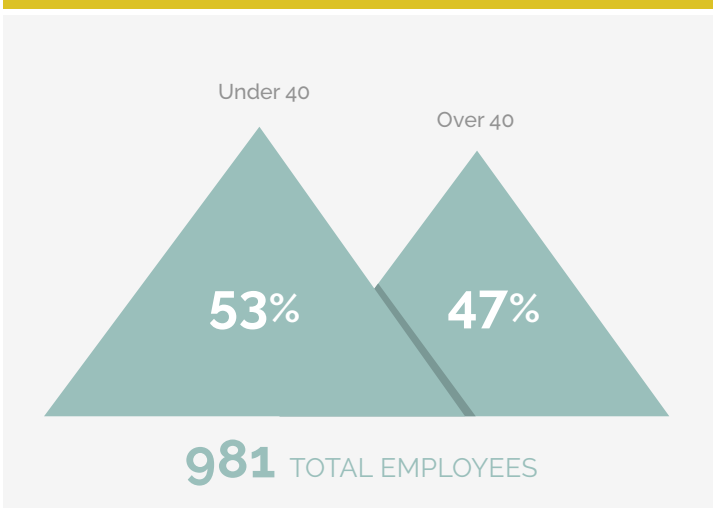
#### ETHICS AND DIVERSITY

With the recent addition of nearly 300 new family members to Fairmount Minerals, we are proud of the diverse cultures and backgrounds that make up our family. With this diversity comes richer discussion that garners more powerful and meaningful ideas for Fairmount. With operations in the United States, Canada, Mexico, China and Denmark, we comply with all rules and regulations of these countries and work to be a model corporate citizen and good neighbor. We do not discriminate on the basis of physical, religious, sexual orientation, social or financial characteristics, and we make hiring decisions based on experience, skills and expertise needed to meet our short- and long-term business objectives. Our family members make their own decisions with regard to collective bargaining organizations and we respect their rights in every capacity.

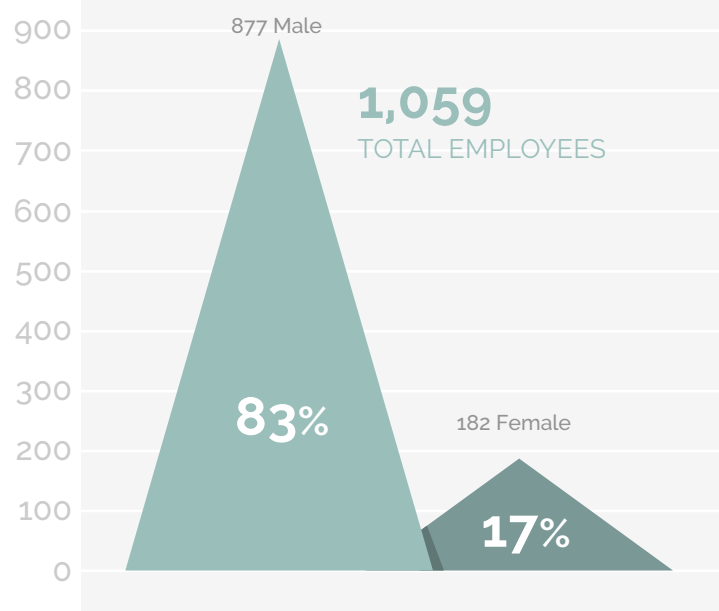
Our Code of Ethics, which includes expectations for fair labor practices and human rights, is translated into the native languages of the countries where we operate. We also have a Supplier Code of Conduct which we require all of our suppliers to follow in order to do business with us. As a member of the UN Global Compact, we adhere to the 10 Principles for international human rights, labor, environment and ethical business practices, and we hold our value chain accountable to the same high standards.



## AGE OVER/UNDER 40 (DOMESTIC ONLY)



## GENDER



## TRAINING AND EDUCATION

In 2012, our FML YOU (Fairmount Minerals Your Opportunity University) team surveyed family members to inquire what professional development courses they were interested in taking in 2013. Based on their feedback, the team developed and rolled out courses in four main areas—Development for YOU, Electronic Enhancement, FML (Fairmount) Business, and Trade Techniques. Within Electronic Enhancement, we offered an Excel course which garnered so much interest we increased the number of sessions offered. For FML Business, we offered Frac 101 and 201 and Sand 101 to educate family members on not only the businesses we operate, but the different markets in our industry and what they entail. We are in the process of updating Sand 101 for the 2014 curriculum. Frac 101 and 201 are 30-minute lunch and learn sessions so family members do not have to take time out of their work day to attend. Further, these courses have been translated into Spanish and Mandarin for our international family members to participate. Our welding course (Trade Techniques) and Financial Planning course (Development for YOU) were also well received, and we look forward to offering these courses again in 2014.

The FML YOU team's goal was to achieve 62% participation in their four course offerings. At the end of 2013, nearly 82% of our family members had participated in these courses. The team credits its success to the support and encouragement of senior leadership, widespread promotion, and the development of courses that, based upon survey responses, met family members' needs. The FML YOU team acknowledged participation and course completion with a special token of appreciation and achievement. Family members in our corporate facilities received a Zen Garden for their desk. Each time they completed a course, they would receive a different stone to add to the garden that

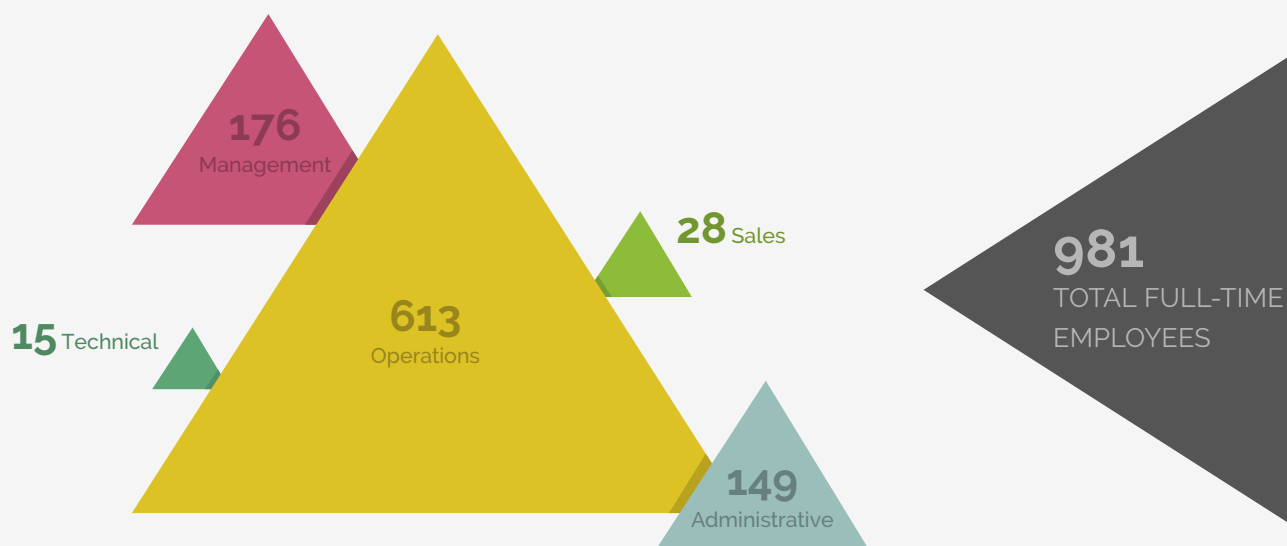


Family member Jeff Himes (Hager City/Bay City, WI) speaks to third grade students from Prairie View Elementary about how erosion and sedimentation take place. This presentation took place at Trimbelle Recreation Area, where we performed stream restoration work on the Trimbelle River.

indicated which course they completed. Family members in our facilities received a lanyard and stickers (or badges) that could be placed on their hard hats to demonstrate their successful completion of these professional development courses. This visible recognition has garnered very positive feedback and has also encouraged new family members to take courses. We view professional development and acknowledging participation in these courses as ways to empower our people as they progress in their careers. In 2014, the FML YOU team has a goal to develop one new course offering in three of the existing focus areas, making our portfolio of offerings even more robust.



## TOTAL EMPLOYEES PER CATEGORY (DOMESTIC ONLY)



Fairmount family members pictured with Wisconsin legislators during a tour of the underground mine.

### SAFETY

Fairmount Minerals prides itself on maintaining a safe and healthy working environment for all family members. This is of the utmost importance to our organization. Because we believe our employees are our family, we want to provide them the necessary support needed to be healthy both at work and at home. It is common for most meetings and conference calls to begin with a safety message. Family members provide us the same support by actively participating in our peer safety programs such as Find It, Fix It and SLAM RISKS (Stop, Look, Analyze, Manage — Remember, Identify, Share, Know, and Safety). Each site has a safety team that is empowered to take ownership of the safety of their facilities, including making a list of everyday tasks and potential hazards for constant review or by creating site specific incentive programs. We also produce site specific training videos based on these identified tasks and hazards. But safety does not stop at the facility door—we encourage our family members to bring safety home to their families, friends, neighbors and communities. We regularly produce safety calendars and newsletters to help them live a safer life. The topic of safety is a passion for so many of Fairmount's family members that membership

in our Safety team continues to grow. We are considering additional regional Safety team co-leads to ensure that we hear our family members and incorporate their safety ideas into our daily operations.

In 2014, we look forward to celebrating our success as we prepare to hit 1 Million Safe Work Hours for the second time in the company's history. Our focus on safety is evident. In the coming year, our Safety team plans to further maximize our opportunities for safety training, education and discussion. Tactics include providing training to all family members in supervisory positions at all of our facilities and producing more safety meeting videos for family members who are not able to attend an in person meeting. We will continue to keep safety top of mind for the Fairmount family.

### TOTAL CASE INCIDENT RATE

TCIR	2009	2010	2011	2012	2013
FML	3.5	3.1	2.9	2.1	2.6
INDUSTRY	3.1	3.3	3.0	3.1	2.6

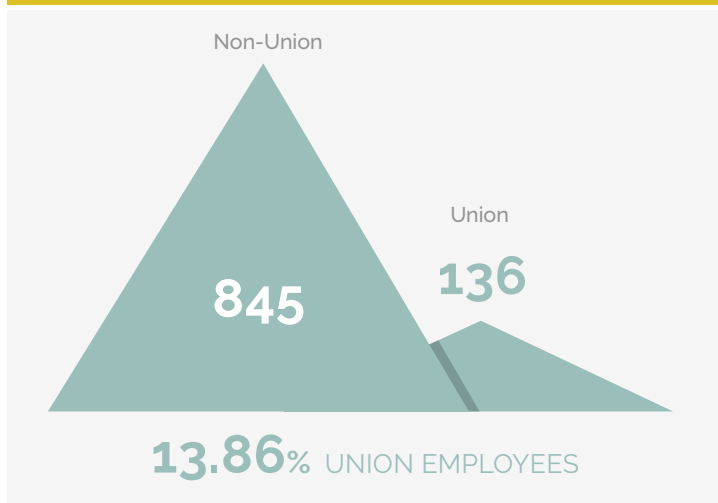
### LOST TIME INCIDENT RATE

LTIR	2009	2010	2011	2012	2013
FML	0.7	0.6	0.5	0.2	0.4
INDUSTRY	1.7	1.1	1.1	1.1	0.9

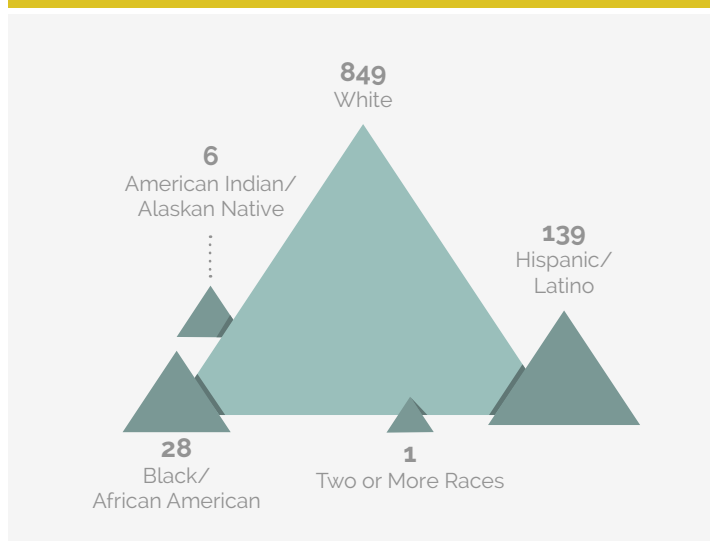
### EMPLOYEE RETENTION RATE

	2009	2010	2011	2012	2013
RETENTION RATE	76.2%	88.3%	87.4%	85.4%	87.2%

## UNION VS. NON-UNION (DOMESTIC ONLY)



## RACE



## HEALTH AND WELLNESS

In 2013, our Health and Wellness team was focused on creating, supporting and sustaining a healthy work environment for all family members. The team's aim was to improve the wellness evaluation score at each facility through a number of activities. This goal empowered our family members to live healthier lives, and pushed our company to provide our people with additional support to maintain a healthy lifestyle. Beyond our existing offerings of Health Risk Assessments (HRAs) and biometric screenings, we have instituted new programs and processes to encourage more family members to participate in the health and wellness program. Some facilities have united to form a "Board of Wellness" to help disseminate information to family members, share healthy exercises or nutrition facts, and communicate important updates on a regular basis. They also serve as a feedback mechanism for family members to provide opportunities for improvement or share new ideas about our programs.

Our external partner, Wellness Corporate Solutions (Wellness Corp.), works closely with the Health and Wellness team to track our family member participation and provide us with site specific recommendations to increase participation. If a family member at a facility has not yet taken their Health Risk Assessment (HRA) or biometric screening, we can work directly with the individual to share success stories and understand the opportunities and benefits associated with joining the Wellness program. Wellness Corp. conducts regular audits of our facilities and provides challenges and incentives for completing programs such as the Fruit and Veggie Challenge or the Fairmount Cookbook contest. Gift cards to local sports and recreation stores or healthy restaurant options are a big hit with participants.

We are always inspired by the stories we hear from family members who take the initiative to bring in healthy snacks for co-workers or who feel empowered to construct a facility walking path to enable exercise during lunch or breaks. In 2014, our goal is for every family member to have a wellness 'baseline' from which to measure how they are improving



Family members from our Ottawa, IL and Wedron, IL facilities participate in Relay For Life in honor of cancer survivors.

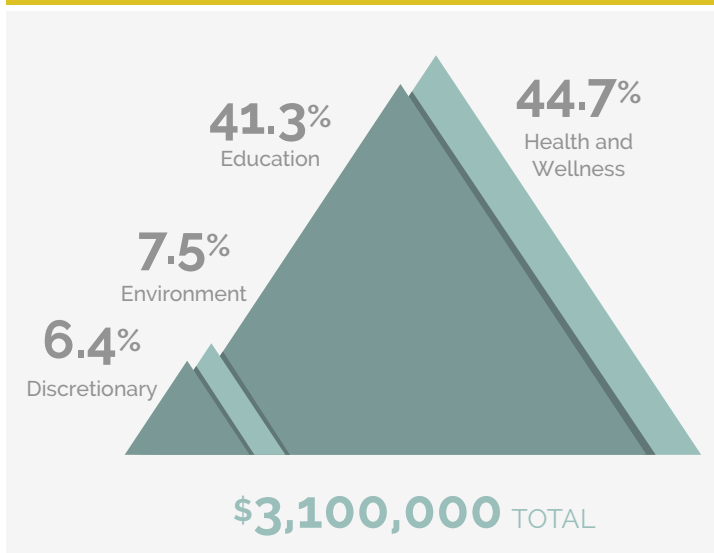
their health. By engaging more family members and their loved ones in our health and wellness program, we are empowering healthy lifestyles both at work and at home.

## SOCIAL RESPONSIBILITY

Supporting the local communities where we live and work brings out our family members' creative side. Volunteering is one of those creative outlets. Eight of our facilities achieved 100% family member participation in volunteer activities in 2013. The remaining facilities saw at least 60% of their family members' participating. Our Social Responsibility team planned and executed 20 volunteering events during the year (17 domestic and three international) to give family members ample opportunity to give back to our communities. We offer family members 40 hours of paid volunteer time a year, and we empower facilities to choose their own activities or local organizations to support. Each of our facilities or regions organizes an annual Day of Caring, and our Social Responsibility team met with each regional SD Coordinator to plan the day so everyone had an opportunity to participate. These activities are driven, and brought to life, by family members who are passionate about giving back to the communities in which we operate and reside.

Each region or facility had a unique Day of Caring in 2013. Our Troy Grove, Illinois facility created "thank you" packages for

## TOTAL DONATIONS BY CATEGORY



## AVERAGE VOLUNTEER HOURS PER EMPLOYEE

2011	15.7 Hours
2012	16.8 Hours
2013	13.7 Hours

## TOTAL VOLUNTEER HOURS

2011	12,417 Hours
2012	10,176 Hours
2013	8,951 Hours



Family members with "Santa" during their Day of Caring building an ice cream shop at Santa's Hide-A-Way Hollow.



Family members building teddy bears for children at local hospitals.

veterans' homes, delivering them on Veterans Day. Volunteers from our Wedron and Ottawa, Illinois facilities restored an elementary school after it experienced severe damage from flooding. The Wedron volunteers also made stuffed teddy bears for patients at Lurie Children's Hospital of Chicago.

In the spirit of collaboration, the Social Responsibility team is working with the FML YOU team to develop a video to communicate the culture and value of corporate social responsibility. Sharing our commitment to social responsibility with all of our family members demonstrates that we are united on company culture and committed to upholding it.

### SANTA'S HIDE-A-WAY HOLLOW BRINGS JOY TO THOSE IN NEED

For anyone who thinks Santa Claus only lives at the North Pole, you do not know Bill Dieterle. Almost 30 years ago, Bill began dressing up as Santa Claus to visit terminally ill children at a local hospital in Cleveland, Ohio. The experience impacted him so much that he decided to quit his executive position in corporate America and make visiting children as Santa his vocation. At first, Bill would visit children at local hospitals and at home, whenever they needed him. Then, 15 years ago, Bill decided that Santa needed a home in Ohio where children, their families and their medical caretakers could visit any time. This led to the purchase of almost 100 acres in beautiful Middlefield, Ohio and the building of Santa's Hide-A-Way Hollow. Dr. Bob Faehnle, Executive

Director of Leadership Geauga (the county which Fairmount Minerals is headquartered) knew that Fairmount cultivates a culture of volunteerism and giving back, and approached our Best Sand facility on behalf of Santa's Hide-A-Way. Bob asked if we would be interested in volunteering. We began sending volunteers to paint, build fences and help perform routine maintenance of the property.

During a visit last year to Santa's Hide-A-Way another local business donated ice cream and the materials to build an ice cream shop at Santa's North Pole. Generous as the donation was, there was one thing missing—people to build the shop. This was our chance to contribute to Santa's Hide-A-Way again. Family members from our facilities in Chardon and Chesterland, Ohio worked day and night to build the ice cream shop, just in time for 'Christmas in July'. More than 350 children, families, nurses and doctors visited the North Pole for Christmas in July and had a wonderful time. Bill's experience 30 years ago and his passion for helping people are contagious. Our family members have already met with Santa to plan their next big project at Santa's Hide-A-Way Hollow in 2014!



# Planet

Our family members continue to dedicate their time and expertise to finding ways to reduce our environmental footprint and make a positive impact on the communities in which we operate and live. We are making great strides working across facilities ideating and implementing sustainable solutions that are producing both short- and long-term positive environmental opportunities.

## ENVIRONMENTAL MANAGEMENT

We are diligently working on adopting ISO standards for environmental management at all Fairmount facilities. Over the past year, our Shakopee, Minnesota facility became certified bringing our total to 11 facilities certified ISO 14001. We believe that in order to effectively manage your environmental impacts, having a framework to follow empowers excellence in environmental management. Some of the benefits of following ISO 14001 standards include reduced costs of waste management, savings in energy and materials conservation, improved distribution impacts and improved reputation among stakeholders. These are all things that Fairmount manages closely and will continue to promote as a company standard.

## ENERGY AND CLIMATE CHANGE

Our Quest for Eco-Efficiency (QEE) team focused on continuing to reduce Fairmount's carbon footprint by completing projects that eliminate greenhouse gas emissions (GHGs). One significant step taken was performing



Family members giving a site tour to a group of local students.

energy audits across several facilities. The audits included looking at lighting, motors operating during off times and much more. As a result, the QEE team identified a number of opportunities to reduce or eliminate carbon emissions resulting in more than \$200,000 in potential savings. Best Sand in Chardon, Ohio diverted 340,000 lbs. of carbon dioxide by reducing water pump hours. The Roff facility in Roff, Oklahoma eliminated more than one million pounds





#### ABSOLUTE ENERGY USE (GIGAJOULES)

	2009-2010	2010-2011	2011-2012	2012-2013
<b>DIRECT ENERGY</b>	1,427,347	1,709,263	1,902,936	2,280,277
<b>INDIRECT ENERGY</b>	338,707	377,315	403,565	434,523
<b>TOTAL ENERGY</b>	1,766,054	2,086,578	2,306,501	2,714,800

#### FUEL USE BY TYPE

1% BIO DIESEL (GAL)	5% BIO DIESEL (GAL)	10% BIO DIESEL (GAL)	DIESEL #2 (GAL)	ELECTRICITY (KW-HR)	FUEL #400 (GAL)	GASOLINE (GAL)	LIQUID PROPANE (GAL)	NATURAL GAS (MCF)
133,134	112,512	45,590	635,590	120,676,960	180,972	40,441	397,588	1,971,135

#### NORMALIZED GREENHOUSE GAS EMISSIONS (LBS. OF CO<sub>2</sub>/TON SHIPPED)

2009-2010	2010-2011	2011-2012	2012-2013
51.61	49.04	47.79	53.39

of carbon dioxide through work order revisions and training our family members to turn off equipment when not in use. These instructions have been added to the documented work procedures that every family member is trained on so they know it is part of their everyday job responsibilities. The Wedron facility in Wedron, Illinois reduced nearly 240,000 lbs. of carbon by retrofitting their lights and installing LED lighting. We will continue to expand these audits in 2014 and will be developing an energy policy as well as identifying potential certifications to achieve.

In 2013, we also piloted a Maxsys Fuel System which is a more efficient use of natural gas. A Maxsys Fuel System realigns molecules to create a higher energy efficiency system. This system is typically installed in dryers, but can be implemented anywhere that natural gas is used. We installed the system at our Menomonie facility in Menomonie, WI and saved 7.9% in fuel consumption. Based on the pilot results, we hope to expand this system to other facilities as another means of reducing carbon emissions.

In our continued Quest for Eco-Efficiency, we also invest in sequestering carbon. In 2013, we planted more than 62,000 trees or grasses and 500 of these trees were planted at the Flight 93 Memorial, which we have supported for the past three years. These investments offset 100% of our Scope 1 and Scope 2 emissions—emissions produced by our facilities and as a result of the power we purchase.

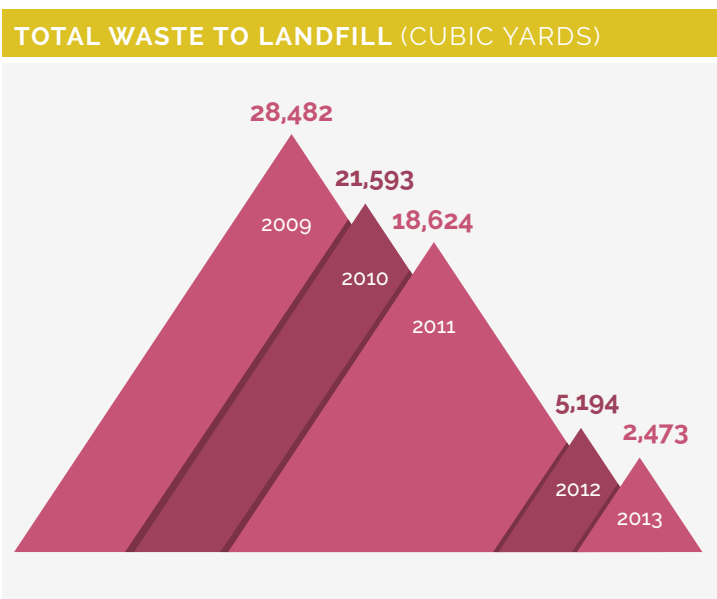
#### CLEAN WATER

In 2013, we set a goal to measure our water usage and develop five-year water management and reduction plans for all Fairmount Minerals locations in North America. In 2013, 29 facilities began measuring and recording their water usage. This is a critical step in determining water reduction goals and measuring our progress. The Clean Water team completed water management plans for 23 of our facilities. The remaining facilities were not included because they were either newly acquired late in the year or going through significant changes. We intend to work with these facilities to develop water management plans in 2014.

To create water management plans, the team interviewed facility family members to discuss water projects already underway and brainstorm new opportunities. Some opportunities identified included reducing water used in mining, cleaning sand, dust control, cooling towers, and cleaning processes. In the case of dust control, a significant amount of water is applied to sand in order to keep it from blowing around. The team is exploring other ways, such as tarps, to keep sand from blowing instead of consuming water. Another example is in our drying process. We take the moisture in sand and evaporate it off as steam. We are investigating ways to capture that steam and use it for electricity or reuse the water.

The team estimates that if we implemented the opportunities identified, Fairmount could potentially reduce water usage by 500 million gallons a year—saving \$219,000 annually. Much of the savings will come from reducing the electricity required to pump water. While this estimate does not include the investment to implement the changes, we are confident it will pay dividends in the long run.

In addition to working to reduce the amount of water consumed in our facilities and processes, Fairmount Minerals continues to support Aqua Clara International, an organization that develops, installs and monitors water filtration systems in developing countries. In 2013, we contributed \$125,000 to enable Aqua Clara to continue doing their good work. In Kenya, Aqua Clara works with local villagers teaching them how to build water filters. They then sell the locally-made filters to the people living there; this provides ongoing revenue supporting Aqua Clara's work. Further funding is derived from carbon credits. This is due to the fact that water filtration has reduced the amount of wood burned to boil and clean water, thereby reducing carbon dioxide emissions.



**RECOVER, RECYCLE, REUSE (3R)**

10 Fairmount facilities have reached zero waste to landfill. Of the remaining 22 facilities, most are down to just a few cubic yards of waste.

Using a cross-functional approach, the 3R team worked with the Sustainable Value Chain team to create and implement a database to record all facilities' waste and recycling activities. This allows us to track the amount we recycle and is a tool that helps all facilities move toward zero waste to landfill. Plant managers can scroll the database by waste type (for example, alkaline and lithium batteries) and find out where other facilities are recycling their waste. All facilities have been trained to use the database—and facility and regional SD Coordinators are responsible for ensuring the database is accurate and up-to-date.

**SHAKOPEE FACILITY HITS ZERO WASTE IN LESS THAN SIX MONTHS**

In June of 2013, the Shakopee, MN facility joined Fairmount Minerals. This facility was under construction when we purchased it; was operational around Labor Day and accomplished zero waste by year-end. We started by locating the recycling, waste-to-energy and composting facilities nearby. We selected the recycling company that could accommodate the most items in our waste stream, including several hard-to-dispose items. We asked our vendors to start taking back their own products to reuse or recycle. One of our suppliers did not have a "take back" program. Our request prompted the organization to start taking back their urethane panels and they now offer this program to other customers. We changed the style and size of dumpsters to make recycling cardboard easy for everyone, and we implemented composting drums. The 26 family members at Shakopee were united and empowered to reach the zero waste goal—and they did it in record time.

We find a variety of ways to recover, recycle and reuse. We send resin-coated scrap sand to facilities that use it in their cement process. We send old conveyor belts to be used in the creation of indoor tracks or as paths for skaters in ice hockey rinks. To continue our zero waste efforts, we plan to partner with our Purchasing Department and the Sustainable Value Chain team to focus on buying a greater amount of reusable materials.





Family members from our Bridgman, MI facility planting dune grass at Fedder's Alley in Michigan City, IN.

## LAND RESTORATION

Fairmount family members remain committed to preserving and restoring the land of our local communities. Several projects were accomplished this year. In Hager City/Bay City, WI, we collaborated with Trout Unlimited on their Parker Creek Stream restoration project. In Michigan City, IN, volunteers from our Michigan Region facilities harvested 60,000 dune grasses and transplanted 15,000 more for the Fedder's Alley Beach restoration project. At Best Sand, we established a productive honey bee colony and several of our facilities were successfully audited to maintain our Wildlife Habitat Council certification.

On Earth Day, our Wedron facility hosted several educational experiences and projects at local schools. Our Santrol Yixing facility went to the Niansanwan Scenic Zone on Zhuomu Mountain to clean up waste from the area, which is heavily visited by tourists. Most of the waste was water bottles, plastic bags and aluminum cans, so our family members were able to recycle the waste they picked up from the mountain. They even left behind recycling containers so future visitors could do their part to keep the area clean. We are proud that our family members are united in their passion for preserving the environment and we greatly value that passion.

## LAND RESTORATION CHART\*

FAIRMOUNT FACILITY	TOTAL ACREAGE	TOTAL UNDISTURBED	TOTAL DISTURBED	PERMANENTLY RESTORED	PERCENT DISTURBED
BEST SAND	474	108.8	284	81.2	68%
BEST SAND SOUTHERN	307	262.8	44.2	0	14%
SHAKOPEE	265.8	225.8	40	0	15%
WEDRON SILICA	1,911	877	39.6	165	28%
WEXFORD SAND	346	48.3	172.2	125.5	50%
WISCONSIN—BAY CITY	10.2	9.2	1	0	10%
WISCONSIN—MAIDEN ROCK	1,047	1,034.9	6.5	15.6	1%
WISCONSIN—MENOMONIE	365	2,41.7	113.2	11	31%
VOCA	1,947	1,621	326	0	17%
<b>TOTAL</b>	<b>6,673</b>	<b>4,429.5</b>	<b>1,026.7</b>	<b>398.3</b>	<b>15%</b>

\*Historically we have reported land data for all of our operations. Because only a portion of our operations are mining, in which land may potentially be disturbed and/or restored, we chose to only report those operations this year and will do so going forward.



# Prosperity



## ECONOMIC IMPACTS

Throughout our proud history we have come to know that economic impacts are not just direct and indirect, they are tangible and intangible. Beyond sales, revenue, charitable donations, taxes and overhead, there is the impact we have on local communities, our competitors, our customers, our suppliers, our industry and the world. Our commitment to People, Planet and Prosperity influences those around us. And with Sustainable Development (SD) as a foundation for how we operate and measure value, we are able to determine some of the impacts of our SD investments. Each of our SD teams is allotted an annual budget to assist them in achieving their goals. Further, their individual goals are quantifiable, so we are able to calculate how our SD Pays.

### CALCULATING SD PAYS

2013 SD INVESTMENT	
EXPENSES	\$(5,100,000)
2013 SD SAVINGS	
FACILITY	\$1,200,000
TEAM	\$10,300,000
TOTAL	\$11,600,000
NET SD PAYS	\$6,500,000



Landscape of our Wexford Sand facility.

## SUSTAINABLE VALUE CHAIN

Our Sustainable Value Chain team worked hard in 2013 to tackle two ambitious goals. The first goal was to research all supplier packaging and containers delivered to our domestic manufacturing facilities, including finding ways to reduce disposal, handling and landfill costs by 10% from the previous year. The second goal was to deliver a Sustainability 101 presentation to 72 organizations.

For the first goal, the team identified incoming raw materials and where they ended up in our resin-coating facilities. We found that most of the packaging and containers were already being properly discarded — whether reuse or recycling.



In collaboration with the 3R team, we have partnered with several of our suppliers to have them pick up their packaging after we have unloaded the raw materials so they can use it again.

Nearly seven years later, we are still recycling our bulk bag containers, with nearly 125,000 lbs. of bulk bags being diverted from landfill in 2013. To date, Fairmount Minerals has diverted more than 1.2 million lbs. of bulk bags from landfill—with a savings of more than \$6 million. We look forward to continuing this great work in the coming year.

To date, Fairmount Minerals has diverted more than 1.2 million lbs. of bulk bags from landfill—with a savings of more than \$6 million.

Our second goal was to deliver the Sustainability 101 presentations via webinar to a minimum of 72 family members, customers, suppliers and other valued stakeholders. We also encouraged our newly acquired family members to participate as a way to get introduced to our SD culture and learn about sustainability in general. We gave in-person presentations at industry association meetings and conferences, as well as to potential customers and suppliers. We utilized the presentation as an educational vehicle to encourage our stakeholders to become more involved in our SD efforts and to start the journey at their own companies. We exceeded our goal and reached 80 organizations!

#### INNOVATION AND BEST PRACTICES

While we have a dedicated Business Innovation team we know that to truly innovate, we depend on all of our family members' involvement. Nearly 70% of our facilities were expected to submit at least one innovative idea in the areas of People, Planet and Prosperity, with one of these ideas resulting in SD Pays. Several of our facilities went above and beyond to submit double the expected amount of ideas, as well as double the amount of ideas resulting in SD Pays. All of these ideas came in response to "Corporate Challenges"

we posed to family members. The concept is similar to crowdsourcing in that a handful of projects are posed and everyone is encouraged to design a solution. Because this was an open forum, ideas were coming from all different job functions and facilities—allowing the Business Innovation team to vet solutions from diverse perspectives. This innovation process truly empowers our family members to voice their opinions, share their ideas and participate in the planning and implementation of their idea.

There was also a sub-team of the Business Innovation team that was responsible for identifying aspirational peers with regard to SD, and set up meetings with these companies to learn more



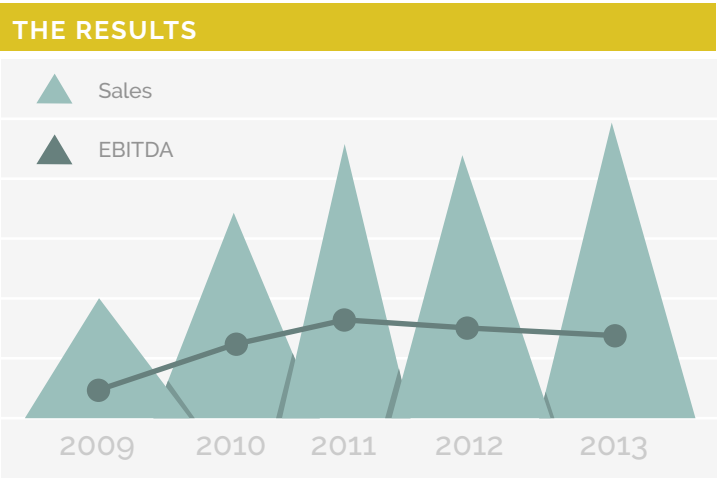


Family members from our Maiden Rock, WI facility clean up our stretch of the Mississippi River as part of our Adopt-A-River Mile program through the Living Lands & Waters organization.

about their SD initiatives and successes. The sub-team met with seven different companies and exchanged ideas and best practices around SD. Further, the Business Innovation team received the Master Innovator Award from Cleveland’s Smart Business Magazine for their collective efforts.

Our Best Practices team is tasked with identifying potential best practices from all facilities to implement across our footprint, where feasible. This team works closely with our Business Innovation team to exchange ideas and ways to make all of our facilities or departments more efficient. The Best Practice team prides itself on diversity—there are family members from all levels and functions of the organization to ensure that we are united in our thinking and approach to efficiency, across our facilities and administrative offices. Much of the team’s time is spent at facilities to identify opportunities for improvement. For example, at several facilities we noticed that it was difficult for family members to walk around their respective facilities in bad weather because their work boots did not have the proper traction. This can cause potential

injury. We came up with the idea of ‘yak tracks’—rubber cleats that go over your work boots that enable you to walk carefully on ice and snow. They can also be worn on dry surfaces to ensure the utmost safety at our facilities. We look forward to implementing many more best practices like this in 2014.





# Conclusion

In 2013, Fairmount Minerals was truly united and empowered in our efforts to grow our company and move further along our Sustainable Development journey. We challenged ourselves by undertaking ambitious goals, and we will continue to do so going forward. We are extremely proud of our family members for their continued hard work and dedication to our organization, our culture, our communities and each other, and we look forward to seeing the potential of our growing family in the coming year.

**10**

FACILITIES  
ZERO WASTE  
TO LANDFILL

**\$6.5M**

IN NET SD PAYS

**9,000**

PAID VOLUNTEER  
HOURS DONATED

**62,471**

TREES PLANTED  
OR DONATED

REDUCED  
CARBON  
FOOTPRINT  
BY OVER

**1.6M**

LBS OF CO<sub>2</sub>



## GRI CONTENT INDEX\*

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PROFILE DISCLOSURE	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
<b>STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES</b>			
<b>1. STRATEGY AND ANALYSIS</b>			
1.1	Statement from the most senior decision-maker of the organization.	●	From Our CEO
1.2	Description of key impacts, risks, and opportunities.	●	Sustainability Strategy
<b>2. ORGANIZATIONAL PROFILE</b>			
2.1	Name of the organization.	●	Organization Profile - Who We Are
2.2	Primary brands, products, and/or services.	●	Organization Profile - Who We Are
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.
2.4	Location of organization's headquarters.	●	Chesterland, Ohio, U.S.A.
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	Organization Profile - Who We Are
2.6	Nature of ownership and legal form.	●	Organization Profile - Who We Are
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	Organization Profile - Who We Are
2.8	Scale of the reporting organization.	●	Organization Profile - Who We Are; Prosperity
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	Organization Profile - Who We Are; Sustainability Strategy - Key Impacts, Risks and Opportunities
2.10	Awards received in the reporting period.	●	Awards and Recognition
<b>3. REPORT PARAMETERS</b>			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	●	About Our Report
3.2	Date of most recent previous report (if any).	●	May 2013
3.3	Reporting cycle (annual, biennial, etc.)	●	Annual
3.4	Contact point for questions regarding the report or its contents.	●	sustainability@fmsand.com
3.5	Process for defining report content.	●	The following topics have been deemed material by our stakeholders for this reporting period: Employment; Training and Education; Occupational Health and Safety; Local Communities; Materials Stewardship; Economic Performance; Energy; Water; Biodiversity; Value Chain; Communications; Social Responsibility; Product/Process Innovation; Emissions, Effluents and Waste. These topics are discussed at length throughout the report, and carry equal weight of importance. Our process for identifying and engaging with stakeholders can be found in the Stakeholder Engagement section of the report.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	●	This report covers Fairmount Minerals' global operations and all its subsidiaries in the United States, Mexico, Canada, Denmark and China.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	●	There are no specific limitations on the scope or boundary of our report.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●	There is no basis for reporting that can significantly affect comparability between reporting periods and/or organizations
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	●	There are no re-statements of information from earlier reports.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	There are no re-statements of information from earlier reports.

\*Our full GRI Content Index is available online at [www.fairmountminerals.com/2013GRIContentIndex](http://www.fairmountminerals.com/2013GRIContentIndex)

PROFILE DISCLOSURE	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	⊙	Organization Profile - Who We Are; Sustainability Strategy - Key Impacts, Risks and Opportunities
3.12	Table identifying the location of the Standard Disclosures in the report.	⊙	GRI Content Index
3.13	Policy and current practice with regard to seeking external assurance for the report.	⊙	We choose to review our report content internally as opposed to engaging an external auditor.
<b>4. GOVERNANCE, COMMITMENTS, AND ENGAGEMENT</b>			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	⊙	Organization Profile - Governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	⊙	The Chair of the highest governance body is not an executive officer. Matt LeBaron, Managing Director at American Securities, serves as Fairmount Minerals' Board Chairman.
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	⊙	Organization Profile - Governance; There are seven individuals that comprise the board of directors: six male, one female (President and CEO Jenniffer Deckard)
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	⊙	Sustainability Strategy - Stakeholder Engagement
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	⊙	All Fairmount Minerals non-union employees, including senior managers and executives, may be eligible for bonus compensation based on business metrics and the completion of annual Bold Goals for Sustainable Development.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	⊙	Organization Profile - Governance
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	⊙	Organization Profile - Governance
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.	⊙	Organization Profile - Mission and Principles
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	⊙	Sustainability Strategy
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	⊙	2013 Performance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	⊙	Sustainability Strategy - Key Impacts, Risks and Opportunities
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	⊙	Global Reporting Initiative and United Nations Global Compact
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: ' Has positions in governance bodies; ' Participates in projects or committees; ' Provides substantive funding beyond routine membership dues; or ' Views membership as strategic.	⊙	Organization Profile - Partners and Collaboration
4.14	List of stakeholder groups engaged by the organization.	⊙	Sustainability Strategy - Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders with whom to engage.	⊙	Sustainability Strategy - Stakeholder Engagement
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	⊙	Sustainability Strategy - Stakeholder Engagement
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	⊙	Sustainability Strategy - Stakeholder Engagement

G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
<b>STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (DMAS)</b>			
<b>DMA EC DISCLOSURE ON MANAGEMENT APPROACH EC</b>			
ASPECTS	Economic performance	⊙	People - Social Responsibility; Prosperity - Economic Impacts
ASPECTS	Market presence	⊙	People - Exceptional Workforce; Prosperity - Economic Impacts
ASPECTS	Indirect economic impacts	⊙	Sustainability Strategy; People; Prosperity - Economic Impacts
<b>DMA EN DISCLOSURE ON MANAGEMENT APPROACH EN</b>			
ASPECTS	Materials	⊙	Planet - Recover, Recycle, Reuse
ASPECTS	Energy	⊙	Planet - Energy and Climate Change, Clean Water
ASPECTS	Water	⊙	Clean Water
ASPECTS	Biodiversity	⊙	Land Restoration
ASPECTS	Emissions, effluents and waste	⊙	Planet - Energy and Climate Change; Recover, Recycle, Reuse



G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
ASPECTS	Products and services	⊙	Sustainability Strategy; Planet
ASPECTS	Compliance	⊙	Environmental Management; We have no fines to report.
ASPECTS	Transport	⊙	Sustainability Strategy
ASPECTS	Overall	⊙	Prosperity - Economic Impacts
DMA LA	DISCLOSURE ON MANAGEMENT APPROACH LA		
ASPECTS	Employment	⊙	People - Exceptional Workplace, Ethics and Diversity
ASPECTS	Labor/management relations	⊙	People - Ethics and Diversity
ASPECTS	Occupational health and safety	⊙	People - Safety
ASPECTS	Training and education	⊙	People - Training and Education
ASPECTS	Diversity and equal opportunity	⊙	People - Exceptional Workplace, Ethics and Diversity
ASPECTS	Equal remuneration for women and men	⊙	People - Ethics and Diversity; our employees are compensated based on job function, level, skills and experience, not according to gender.
DMA HR	DISCLOSURE ON MANAGEMENT APPROACH HR		
ASPECTS	Investment and procurement practices	⦿	People - Ethics and Diversity
ASPECTS	Non-discrimination	⊙	People - Ethics and Diversity; we do not have any incidents of discrimination.
ASPECTS	Freedom of association and collective bargaining	⊙	People - Ethics and Diversity
ASPECTS	Child labor	⊙	People - Ethics and Diversity; we do not have operations with significant risk of child labor
ASPECTS	Prevention of forced and compulsory labor	⊙	People - Ethics and Diversity; we do not have operations with significant risk of forced and compulsory labor
ASPECTS	Security practices	●	—
ASPECTS	Indigenous rights	●	—
ASPECTS	Assessment	⊙	People - Ethics and Diversity
ASPECTS	Remediation	⊙	People - Ethics and Diversity
DMA SO	DISCLOSURE ON MANAGEMENT APPROACH SO		
ASPECTS	Local unities	⊙	Sustainability Strategy; People - Social Responsibility
ASPECTS	Artisanal and small-scale mining	⊙	We do not have operations where this type of mining takes place.
ASPECTS	Resettlement	⊙	We had no instances of resettlement
ASPECTS	Closure planning	⊙	All of our mining operations have closure plans
ASPECTS	Grievance mechanisms and procedures	⊙	Sustainability Strategy - Stakeholder Engagement
ASPECTS	Emergency Preparedness	⊙	Sustainability Strategy - Key Risks, Impacts and Opportunities
ASPECTS	Corruption	⊙	People - Ethics and Diversity
ASPECTS	Public policy	⊙	Our participation in public policy development occurs through our involvement with trade associations, including the Industrial Minerals Association of North America (IMA-NA).
ASPECTS	Anti-competitive behavior	⊙	We have no legal actions to report.
ASPECTS	Compliance	⊙	We have no fines to report.
DMA PR	DISCLOSURE ON MANAGEMENT APPROACH PR		
ASPECTS	Materials stewardship	⊙	Sustainable Strategy; Planet - Recover, Recycle, Reuse, Sustainable Value Chain
ASPECTS	Customer health and safety	⊙	Prosperity - Innovation and Best Practices
ASPECTS	Product and service labelling	⊙	Sustainability Strategy; we have no incidents of non-compliance to report
ASPECTS	Marketing communications	⊙	Sustainability Strategy; we have no incidents of non-compliance to report
ASPECTS	Customer privacy	⊙	We have no substantiated claims of breaches of customer privacy to report.
ASPECTS	Compliance	⊙	We have no fines to report.
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS			
ECONOMIC			
ECONOMIC PERFORMANCE			
EC1	Direct 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.	⦿	People - Social Responsibility; Prosperity - Economic Impacts
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	⊙	Sustainability Strategy; Planet - Energy and Climate Change
EC3	Coverage of the organization's defined benefit plan obligations.	⊙	People - Exceptional Workplace
EC4	Significant financial assistance received from government.	⊙	We do not receive significant financial assistance from government

G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
MARKET PRESENCE			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	⊙	Our standard entry level wage meets, or exceeds, local minimum wage requirements at all Fairmount Minerals locations
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	○	Prosperity - Economic Impacts
EC7	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	○	Prosperity - Economic Impacts
INDIRECT ECONOMIC IMPACTS			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	⊙	People - Social Responsibility; Prosperity - Economic Impacts
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	⊙	Sustainability Strategy; Prosperity - Economic Impacts
ENVIRONMENTAL			
MATERIALS			
EN1	Materials used by weight or volume.	○	Planet - Land Restoration
EN2	Percentage of materials used that are recycled input materials.	●	
ENERGY			
EN3	Direct energy consumption by primary energy source.	⊙	Planet - Energy and Climate Change
EN4	Indirect energy consumption by primary source.	⊙	Planet - Energy and Climate Change
EN5	Energy saved due to conservation and efficiency improvements.	⊙	2013 Performance; Planet - Environmental Management; Energy and Climate Change; Recover, Recycle, Reuse
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	⊙	Planet - Environmental Management; Energy and Climate Change; Recover, Recycle, Reuse
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	⊙	Planet - Environmental Management; Energy and Climate Change; Recover, Recycle, Reuse
WATER			
EN8	Total water withdrawal by source.	○	Planet - Clean Water
EN9	Water sources significantly affected by withdrawal of water.	○	Planet - Clean Water
EN10	Percentage and total volume of water recycled and reused.	○	Planet - Clean Water
BIODIVERSITY			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	⊙	Planet - Land Restoration
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	⊙	Sustainability Strategy; Planet - Environmental Management, Land Restoration
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	⊙	Planet - Land Restoration
EN13	Habitats protected or restored.	⊙	Planet - Land Restoration
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	⊙	Sustainability Strategy; Planet - Environmental Management, Land Restoration
MM2	The number and percentage of total facilities identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those facilities with plans in place.	⊙	Planet - Land Restoration; All Fairmount Minerals mining operations have a complete facility restoration plan, which includes invasive species inventories and biodiversity impact assessments. Fairmount is a founding sponsor of the Wildlife Habitat Council Conservation Academy.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	○	Planet - Land Restoration
EMISSIONS, EFFLUENTS AND WASTE			
EN16	Total direct and indirect greenhouse gas emissions by weight.	⊙	Planet - Energy and Climate Change
EN17	Other relevant indirect greenhouse gas emissions by weight.	⊙	Planet - Energy and Climate Change
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	⊙	Sustainability Strategy; Planet - Energy and Climate Change
EN19	Emissions of ozone-depleting substances by weight.	⊙	We had no releases in 2013.
EN20	NOx, SOx, and other significant air emissions by type and weight.	⊙	We do not have any HAP emissions to report.
EN21	Total water discharge by quality and destination.	●	
EN22	Total weight of waste by type and disposal method.	○	Planet - Recover, Recycle, Reuse
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	●	

G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
EN23	Total number and volume of significant spills.	⊙	We do not have any spills to report.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	⊙	We do not deal with hazardous waste in any capacity.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	○	Planet - Clean Water, Land Restoration
PRODUCTS AND SERVICES			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	⊙	Sustainability Strategy
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	○	Planet - Recover, Recycle, Reuse; Prosperity - Sustainable Value Chain
COMPLIANCE			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	⊙	We comply fully with all environmental laws and regulations and have no fines to report.
TRANSPORT			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	⊙	We comply fully with all environmental laws and regulations and have no fines to report.
OVERALL			
EN30	Total environmental protection expenditures and investments by type.	⊙	\$984,519
SOCIAL: LABOR PRACTICES AND DECENT WORK			
EMPLOYMENT			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	○	Organization Profile; People - Ethics and Diversity
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	○	People - Ethics and Diversity
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	⊙	People - Exceptional Workplace
LA15	Return to work and retention rates after parental leave, by gender.	●	
LABOR/MANAGEMENT RELATIONS			
LA4	Percentage of employees covered by collective bargaining agreements.	⊙	People - Ethics and Diversity
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	⊙	We follow the minimum notice periods specified by the WARN Act whenever applicable.
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	⊙	We do not have any strikes or lockouts to report.
OCCUPATIONAL HEALTH AND SAFETY			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	⊙	People - Safety
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	○	People - Safety
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	⊙	People - Training and Education; Safety, Health and Wellness
LA9	Health and safety topics covered in formal agreements with trade unions.	⊙	All formal agreements with trade unions cover health and safety topics.
TRAINING AND EDUCATION			
LA10	Average hours of training per year per employee by gender, and by employee category.	○	People - Training and Education; Safety
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	⊙	Sustainability Strategy; People - Exceptional Workplace, Training and Education
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	●	
DIVERSITY AND EQUAL OPPORTUNITY			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	⊙	Organization Profile - Governance; There are seven individuals that comprise the board of directors: six male, one female (President and CEO Jenniffer Deckard); People - Ethics and Diversity



G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
EQUAL REMUNERATION FOR WOMEN AND MEN			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	●	
SOCIAL: HUMAN RIGHTS			
INVESTMENT AND PROCUREMENT PRACTICES			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	⊙	While we do not conduct a specific human rights screening of significant investment agreements, we do factor social risks into our due diligence process. Further, we review our suppliers based on a voluntary sustainable supplier checklist, which includes criteria pertaining to human rights issues.
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	⊙	One hundred percent of our suppliers are invited to complete a voluntary sustainable supplier checklist, which includes criteria pertaining to human rights issues.
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.	⊙	We do not provide specific training on policies and procedures concerning aspects of human rights.
NON-DISCRIMINATION			
HR4	Total number of incidents of discrimination and corrective actions taken.	⊙	We do not have any incidents of discrimination to report.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	⊙	We do not have any operations in which the right to exercise freedom of association and collective bargaining are at significant risk.
CHILD LABOR			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	⊙	We do not have any operations in which child labor presents a significant risk.
PREVENTION OF FORCED AND COMPULSORY LABOR			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	⊙	We do not have any operations in which forced or compulsory labor presents a significant risk.
SECURITY PRACTICES			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	●	We do not employ any security personnel.
INDIGENOUS RIGHTS			
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or facilities where there are formal agreements with Indigenous Peoples' communities.	⊙	We do not operate on or adjacent to indigenous peoples' territories.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	⊙	We do not have any incidents to report.
ASSESSMENT			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	⊙	We do not currently conduct human rights reviews or impact assessments at our facilities.
REMEDATION			
HR11	*Number of grievances related to human rights filed, addressed and resolved through formal	⊙	We did not have any grievances related to human rights.
SOCIAL: SOCIETY			
LOCAL COMMUNITIES			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	⊙	Sustainability Strategy; People - Social Responsibility
SO1 (G3.1)	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	⊙	All of our operations are engaged with their respective local communities, regularly monitor their impact and implement community development activities.
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	⊙	We do not have any disputes related to land use to report.
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	⊙	We do not have any disputes related to land use to report.
ARTISANAL AND SMALL-SCALE MINING			
MM8	Number (and percentage) or company operating facilities where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the facility; the associated risks and the actions taken to manage and mitigate these risks.	⊙	We do not operate on or adjacent to artisanal or small-scale mining.

G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
RESETTLEMENT			
MM9	Facilities where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	●	We do not have any resettlements to report.
CLOSURE PLANNING			
MM10	Number and percentage of operations with closure plans.	○	All of our mining operations have closure plans.
SO9	Operations with significant potential or actual negative impacts on local communities.	○	Each Fairmount operation has a unique set of environmental, social and economic impacts on the local communities that we strive to proactively address through stakeholder engagement, safety and environmental management plans and Sustainable Development programs. Based on our understanding and assessment of facility-specific impacts, we do not identify any significant negative issues. Should local stakeholders raise an issue related to our operations, we welcome the opportunity to co-create solutions that meet our stakeholders' needs and support our broad organizational objectives.
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	○	While we have not identified any operations with significant negative impacts on local communities, we frequently engage with local stakeholders through community meetings, open houses and individual conversations to understand emerging issues and design relevant prevention and mitigation plans.
CORRUPTION			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	○	While we do not conduct business unit analysis related specifically to corruption risks, we do incorporate compliance risk assessment as part of our broad risk management processes.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	○	We do not currently conduct anti-corruption training, but we do provide all Fairmount Minerals family members with a copy of our Code of Ethics, which outlines our expectations relative to ethical behavior. Our suppliers have a separate code of conduct that they must adhere to in order to do business with us.
SO4	Actions taken in response to incidents of corruption.	○	We do not have any incidents to report.
PUBLIC POLICY			
SO5	Public policy positions and participation in public policy development and lobbying.	○	Our participation in public policy development occurs through our involvement with trade associations, including the Industrial Minerals Association of North America (IMA-NA).
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	○	We do not have any political contributions to report.
ANTI-COMPETITIVE BEHAVIOR			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	○	We do not have any legal issues of this nature to report.
COMPLIANCE			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	○	We comply with all relevant laws and regulations and have no fines to report.
SOCIAL: PRODUCT RESPONSIBILITY			
MATERIALS STEWARDSHIP			
MM11	Programs and progress relating to materials stewardship.	○	Our Environmentally Responsible Products and Processes Team focuses their effort on assessing the sustainability and eco-efficiency of our products and processes, both existing and new. Our innovation and technology centers conduct the necessary research to support and verify these efforts.
CUSTOMER HEALTH AND SAFETY			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	○	Our significant products are assessed for improvement, health and safety
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.	○	We comply with all product regulations and voluntary codes.
PRODUCT AND SERVICE LABELLING			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	○	We require and provide Material Safety Data Sheets (MSDS) to ensure employees, customers and emergency personnel have the information and procedures necessary for handling or working with substances in a safe manner.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	○	We comply with all regulations and voluntary codes concerning product and service information and labeling.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	○	Our Customer Service, Sales and Tech Service departments conduct annual customer satisfaction surveys, asking customers to rate Fairmount's customer service, product quality, and responsiveness to concerns. Based on survey results our customers rated us at 97% satisfaction for these three categories. Our overall customer satisfaction index rates us at a 99.9%.

G3.1 DMAS	DISCLOSURE	LEVEL OF REPORTING	LOCATION OF DISCLOSURE
MARKETING COMMUNICATIONS			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	⊙	While we do not have a specific program, we ensure that our marketing communications meet all laws, standards and voluntary codes, especially as it pertains to sustainability claims.
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.	⊙	We comply with all regulations and voluntary codes concerning marketing communications.
CUSTOMER PRIVACY			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	⊙	We do not have any breaches of customer privacy or data to report.
COMPLIANCE			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	⊙	We comply with all laws and regulations concerning the provision and use of products and services, and have no fines to report.





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