

Oil-Dri Corporation of America

Human Rights Policy

Statement of Purpose

The purpose of this document is to affirm Oil-Dri's commitment to the principles addressed in the United Nations policy on Human Rights, as they apply to our Company.

Scope

This policy applies to all Oil-Dri teammates and locations worldwide.

- I. **Respect for Human Rights:** We are committed to maintaining a corporate culture that promotes, protects and supports human rights, and avoids complicity in human rights abuses. The Company's commitment to respect human rights in the workplace is manifested in our Code of Ethics and Business Conduct. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our teammates and business partners. We use due diligence and risk analysis to identify and mitigate human rights risks to people in our business and value chain. If we were to identify adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation.
- II. **Community and Stakeholder Engagement:** We are proud to be a part of the communities in which we operate. Through our teammates we also engage with people in those communities. We demonstrate our commitment in a variety of ways, including strict adherence to local and international laws, participation in community activities, and support of local groups in need.
- III. **Diversity, Equity and Inclusion:** We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We strive to maintain workplaces that are free from discrimination or harassment based on race, sex, color, national or social origin, religion, age, disability, ethnicity, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at Oil-Dri is qualifications, performance, skill and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.
- IV. **Freedom of Association and Collective Bargaining:** We respect our teammates' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where teammates are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. Oil-Dri is committed to bargaining in good faith with such representatives.

- V. Safe and Healthy Workplace: The safety and health of our teammates is of foremost importance at Oil-Dri. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our teammates, by addressing and remediating identified risks of accidents, injury and health impacts.
- VI. Workplace Security: We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for teammates are provided, as needed, and are maintained with respect for teammate privacy and dignity.
- VII. Forced Labor and Human Trafficking: We prohibit the use of all labor that results from human trafficking.
- VIII. Child Labor: We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.
- IX. Work Hours, Wages and Benefits: We compensate teammates competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.
- X. Environmental Impact: Environmental management and a commitment to environmentally responsible and sustainable practices are key corporate priorities for Oil-Dri. We are committed to constantly improving and optimizing efficiencies in our manufacturing operations. We will continue to ensure compliance with the applicable federal, state, and local environmental regulations. We recognize that climate change is a real threat, and we understand the need for sustainable practices that will ultimately protect our society and planet. We are proud of our recognized history of land reclamation.
- XI. Indigenous Peoples: We respect the rights of indigenous and/or native peoples, insofar as they are affected by our business activities.
- XII. Anti-Corruption: We strictly prohibit participation in or tolerance of corruption in all its forms, including extortion and bribery.
- XIII. Policy Adherence: Adherence to this policy is mandatory. Non-compliance may result in disciplinary action, up to and including termination. A violation, or suspected violation, of this policy should be reported to Human Resources, Compliance, Legal or the Ethics Hotline.