

YEAR
1

2019 CINER RESOURCES SUSTAINABILITY REPORT





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MESSAGE FROM THE GLASS AND CHEMICAL GROUP HEAD

Dear Stakeholders:

Thank you for your interest in Ciner Group. I am proud to speak on behalf of our business, which spans many sectors including mining, energy, media and maritime.

In all our facilities we work as a team to create safe, productive and effective manufacturing techniques in order to bring high quality soda ash to our customers around the globe at the lowest possible delivered price.

We count on the multiple talents of our employees. Every person who works at Ciner is critical to our success, we value our employees and treat them as partners. Thanks to active communication and widespread participation, we harness the capability of all our employees to create a vibrant performance culture.

At Ciner Group, we live by our values and strive to improve the communities in which we live to enhance sustainability—culturally, economically and socially. We take great pride in supporting our communities, from the safety of our employees and our impact on the environment to helping our youth by providing the resources and facilities needed to create great lives. We are responsible members of the business community and we act with integrity and a high degree of ethics. We follow the law and our internal code of conduct. We value diversity and reject discrimination in any form.

As a global leader in soda ash production, we look to create value and growth while reinforcing our standing in the community. I want to thank all our employees, customers and stakeholders who help us every day.

Glass and Chemicals Group Head

Gürsel Usta





MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

CINER SUSTAINABILITY REPORT

GRI 102-14;

Our success as a company is built on the efforts of our people. Ciner employees come to work each day and demonstrate their belief in our core values of integrity, leadership, respect and commitment. These are not just words to us; they define who we are and how we act.

Our great performance starts with a focus on safety and the protection of the environment in which we operate. We take great measure to ensure every employee and stakeholder at our facilities stay safe. Our robust programs illustrate our commitment to protecting our environment and minimizing the footprint of our operations.

As I visit our facilities and talk with our employees, it is clear to see that we have the best and brightest employees not only in our business, but in any business. Ciner employees act like owners, they are honest, they communicate their ideas, identify issues quickly and resolve them effectively. They are encouraged to challenge the status quo with the game-changer mindset. Quite simply, they are the key to our current and future success.

Our growth plans are ambitious, we will have challenges along the way however, we have the talent, tools and support needed to achieve our goals. In the coming years, you will see us increase our production capacity, create a new and effective global supply chain and continue to engage our employees and grow our development culture.

We never forget about the communities in which we operate. We are responsible members of the business community, partnering with local and state agencies to provide talent and resources to support local youth and help create educational systems that prepare us for the future.

Thank you for your interest in our first published sustainability report. We look forward to reporting on our progress in the years ahead and achieving growth and success through the collective efforts of our incredible employees.

Ciner Resources CEO
Oguz Erkan

ABOUT THE REPORT

We are publishing our first sustainability report, covering the period between January 1, 2019, and December 31, 2019, which outlines in clear and transparent form the activities and capabilities of Ciner Resources.

This report has been prepared in accordance with the GRI Standards: Core option. All financial data included has been independently audited, verified and certified as such.

For any inquiries or questions please contact sustainability@ciner.us.com

CINER SUSTAINABILITY REPORT

GRI 102-45; 102-46; 102-47; 102-50; 102-51;
102-52; 102-53; 102-54; 102-56

ABOUT CINER RESOURCES





ABOUT CINER RESOURCES

A Global Leader in Natural Soda Ash Production

Founded in 2015, Ciner Resources Corporation is one of the leading low-cost suppliers of natural soda ash. Our facility in Green River, Wyoming has been producing and distributing high-quality, environmentally-friendly soda ash around the world since 1962.

Soda ash, known chemically as sodium carbonate (Na_2CO_3), has been in use for thousands of years. Soda ash occurs in many kinds of mineral waters and in mineral deposits of certain springs and lake brines. The richest and most common source of soda ash is trona, a mix of sodium carbonate, sodium bicarbonate, and water. Although trona can be found in many places, the world's purest, largest, and most accessible deposits are in Wyoming's Green River Basin.

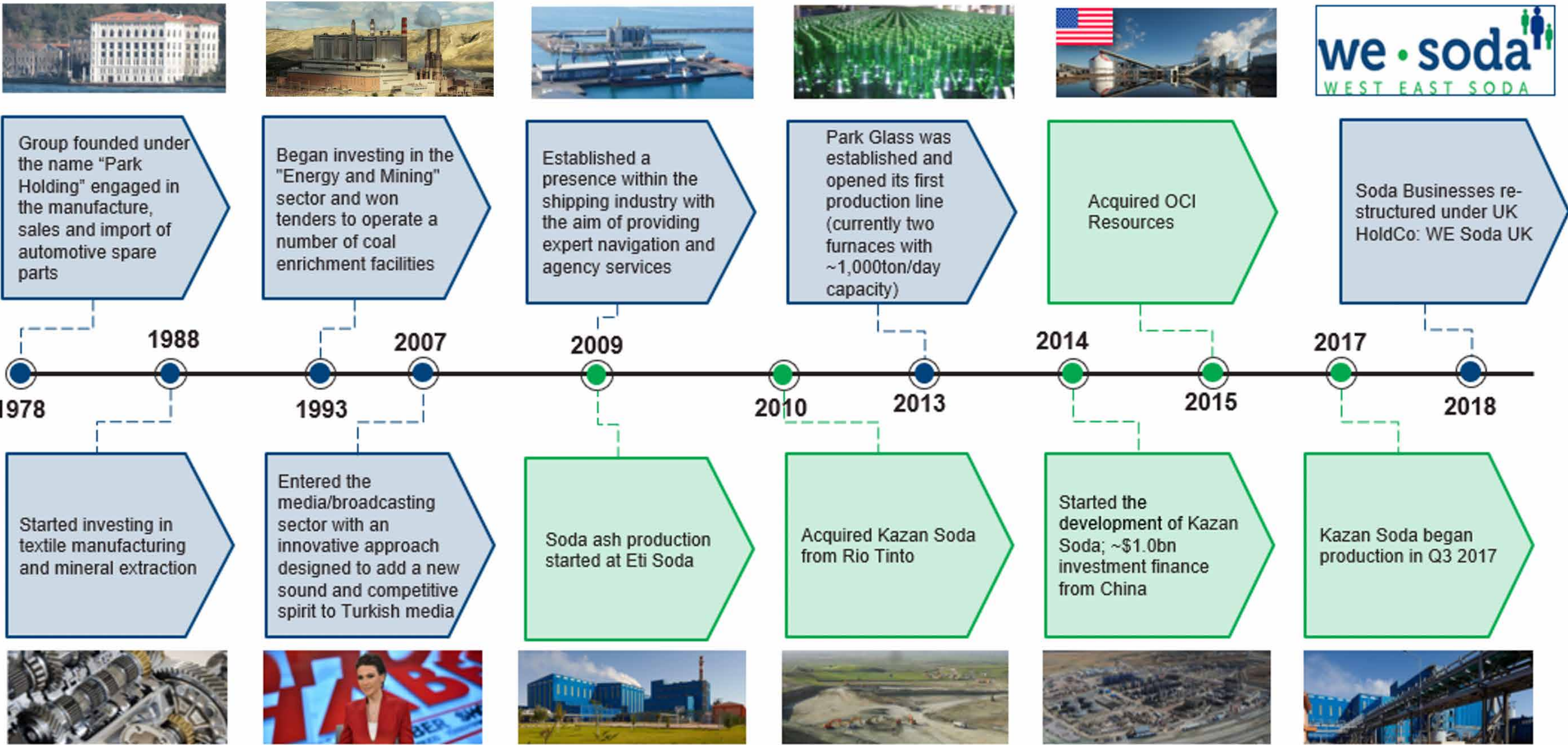
At Ciner Wyoming's facility, trona is mined using the "Room and Pillar Method" and conveyed to the surface to be refined into dense soda ash. Quality control is maintained through detailed instrumentation, laboratory testing, and rigid supervision. Our extensive industry experience, knowledgeable staff, modern laboratories, ISO 9001 certification, and highly efficient processing facilities combine to supply Ciner customers with superior service and support.

Our success as a company is a direct result of our people and the values in which our company has been built. Leadership, Integrity, Respect and Commitment. They are not just words to us; they define who we are as a company and how we operate every day. We are very proud of the fact that not only is our soda ash produced in a world class facility that has the fewest emissions per ton, but our employees take a lot of pride in nurturing a culture where safety is a value, not just a priority. It's how we do business; it's who we are. At Ciner we truly believe the most important thing to come out of the mine are the miners.

Together with our colleagues in Turkey, we are the world's largest producer of low-cost natural soda ash.

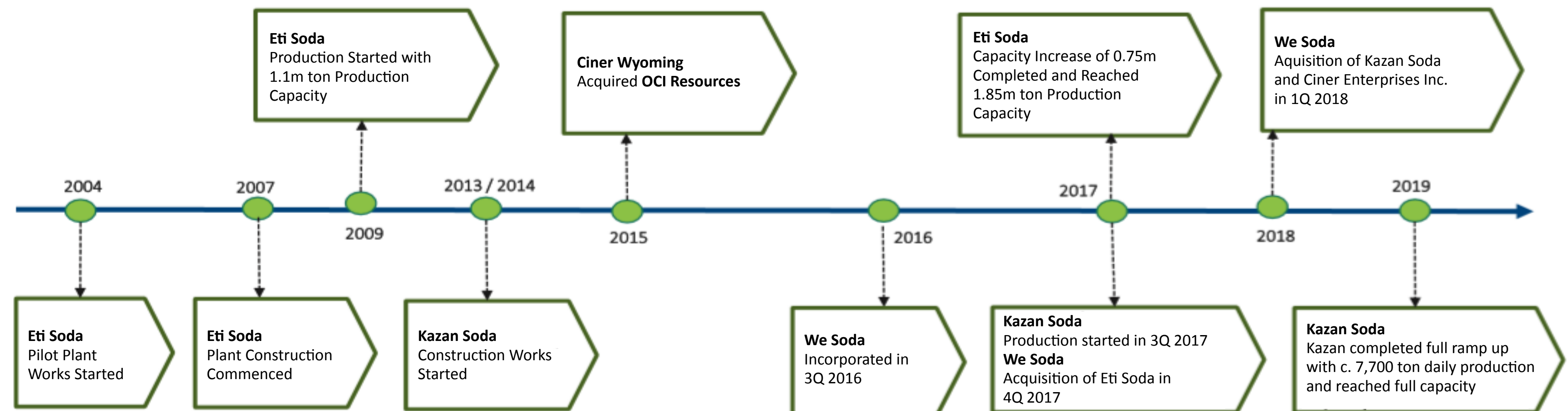
DEVELOPMENT PROCESS

History of Ciner Group



DEVELOPMENT PROCESS

History of Ciner Soda Investments



DEVELOPMENT PROCESS

USA Operations

1962

Stauffer Chemical opens Big Island Mine and Refinery in Green River, Wyoming and produces soda ash from mined trona.

1986

Imperial Chemical Industries (ICI) buys Stauffer Chemical from Chesebrough Ponds, which had been taken over by Unilever.

1998

The first automated unit, Unit 6, began producing close to 1,000,000 tons per year.

2015

Ciner Group's subsidiary, Ciner Enterprises Inc., acquires OCI Chemical corporation (later renamed Ciner Resources Corporation).

1984

Conversion from conventional "drill and blast" mining to continuous mining begins.

1987

ICI sells Stauffer's industrial chemicals section (soda ash business) to Rhone-Poulenc.

2009

Decahydrate (DECA) plant begins recovering soda ash from the tailing ponds, increasing overall plant efficiency.

2016

2,000,000 Safe Man Hours without a Lost Time Accident Award.

1984

Chesebrough Ponds acquires Stauffer Chemical.

1996

Rhone-Poulenc sells its interest in soda ash business to OCI Company, LTD. The new North American subsidiary is named OCI Chemical Corporation.

2013

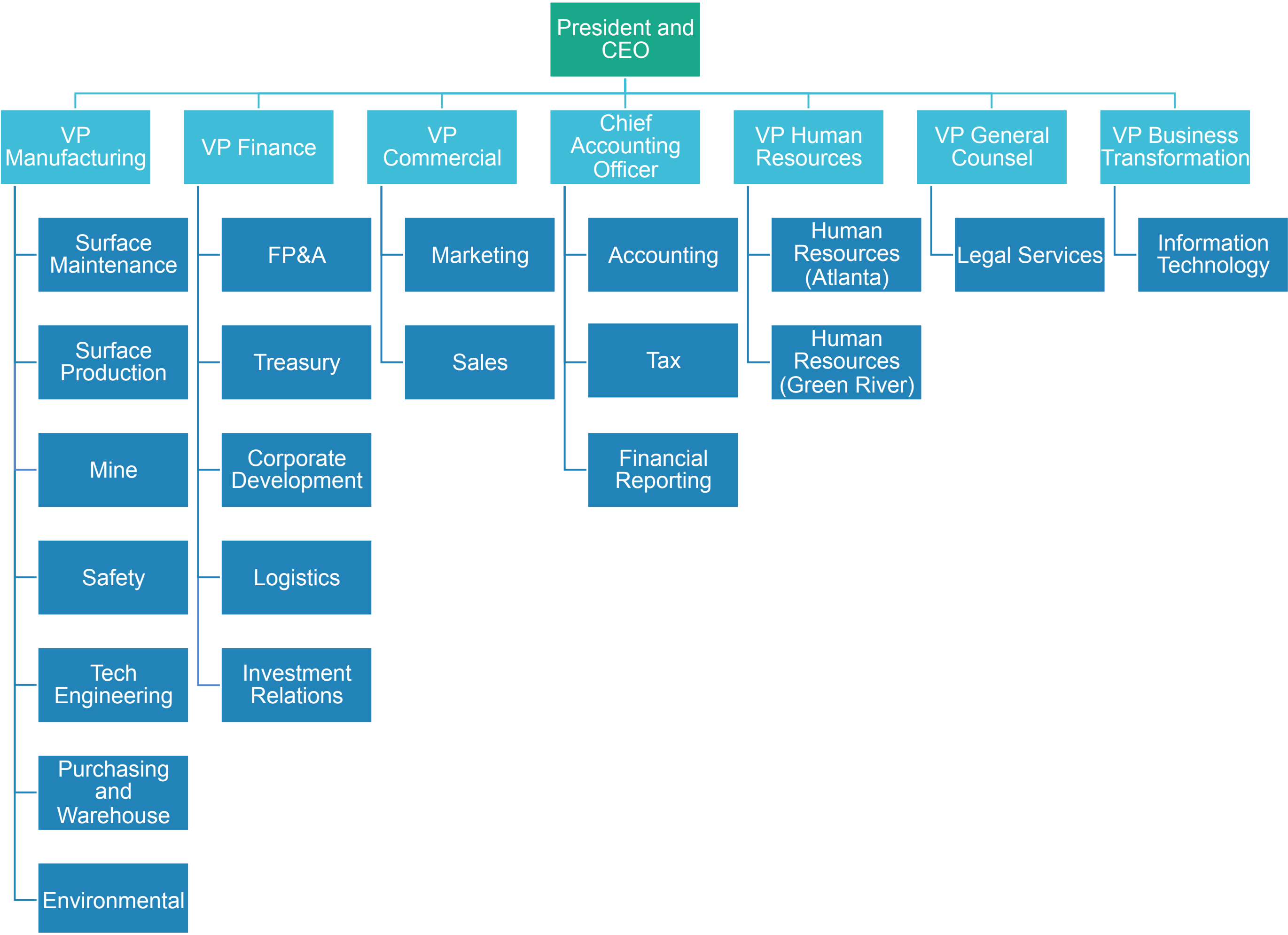
OCI Initial Public Offering of the soda ash business as a Master Limited Partnership on NYSE under ticker symbol OCIR.

2018

East coast port developed in Norfolk, Virginia enhancing Ciner Resources supply chain capabilities by providing access to soda ash produced outside of the US.



CINER RESOURCES ORGANIZATIONAL STRUCTURE



CINER RESOURCES ORGANIZATIONAL STRUCTURE & MANAGEMENT

Oguz Erkan
President & CEO



Ed Freydel
VP Finance & Logistics



Finance, Investor Relations,
Corporate Development & Logistics

Jim Dass
VP Human Resources



Human Resources

Ray Katekovich
VP Commercial



Sales & Marketing

Chris DeBerry
Chief Accounting Officer



Accounting

Guray Eken
VP Manufacturing



Production

Marla Nicholson
VP General Counsel



Legal

Oguz Kucukseyhan
VP Business Transformation



Information Technology



MISSION & STRATEGIES OF CINER RESOURCES

CINER SUSTAINABILITY REPORT
GRI 102-16; 102-26

Our Mission

To achieve our growth plans by challenging the status quo, developing our people and developing a performance culture.

Our Strategy

To maintain and extend our leadership position in the global soda ash industry by:

- Executing our capacity expansion plans on time and on budget
- Creating cost optimization through flawless project execution
- Leveraging technology to automate to the fullest extent as well as leverage big data
- Developing an “ownership culture” amongst our employees – who will act with urgency, creativity and as a family
- Empowering our employees through accountability, engagement and career development
- Raising the benchmark of safety in our industry
- Protecting the environment in which we operate
- Caring for the communities in which we operate

MANAGEMENT SYSTEM

At Ciner Resources, our goal is to be the preferred soda ash supplier in the United States and abroad based on our product and service quality. Aligned with this are certifications in ISO9001, NSF/ANSI 60, Halal Food and Kosher. Our next project is to become ISO14001 certified, building on our commitment to manage environmental impact.

While determining our sustainability priorities, we embrace strategic approaches that consider stakeholder expectations. As such, we have developed and adopted customized solutions, stemming from our ethical values, to ensure product quality, brand reliability and protect our natural soda production technique.

By means of this strategic approach we have embraced an Environmentally-Friendly Sustainable Production mindset being deployed across the entire field of operations.





GOVERNANCE

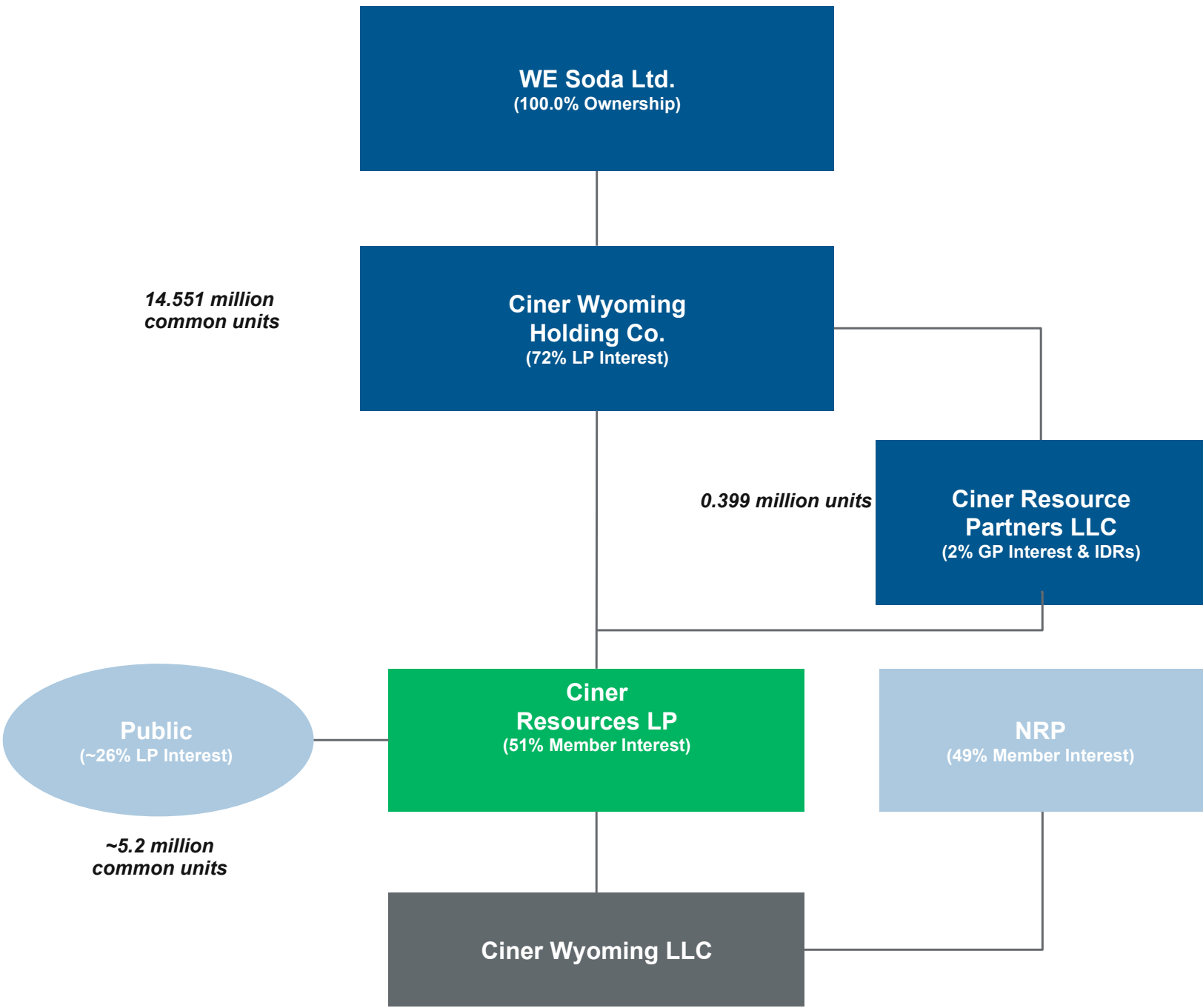
Ciner Resources maintains its relationship with all its stakeholders pursuant to the principles of equality, transparency, accountability and responsibility.

Executive Board

- Oguz Erkan – Chairman & CEO
- Atilla Ciner
- Gürsel Usta
- Ahmet Tohma
- Michael E. Ducey
- Thomas W. Jasper
- Alec G. Dreyer
- [Former Governor] Matthew H. Mead

Shareholder structure:

Ciner Wyoming LLC is a joint venture, controlled and owned 51% by Ciner Resources LP (NYSE:CINR) and 49% by Natural Resource Partners LP (NYSE:NRP). Ciner Resources, as a publicly traded partnership, is governed by its general partner, Ciner Resource Partners LLC. The remaining limited partner interest is held by public unitholders and holding companies ultimately owned 100% by WE Soda Ltd., the UK holdco that also owns and controls Eti Soda and Kazan Soda.



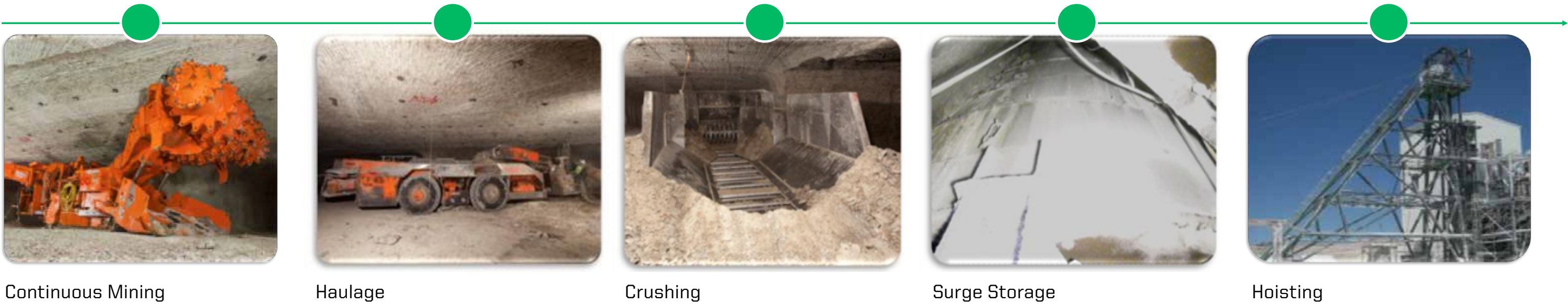
Ciner Wyoming Ownership Breakdown			
Shareholder	Interest Type	Ownership in Wyoming	Full Control of Wyoming
Ciner Resources LP	Controlling	51%	
Ciner Resource Partners	General Partner	1%	√
Ciner Wyoming HoldCo	Limited Partner	37%	
Public	Limited Partner	13%	
Natural Resource Partners LP	Minority	49%	



NATURAL SODA PRODUCTION

MINING AND PRODUCTION AT CINER WYOMING

Mining Process Flow

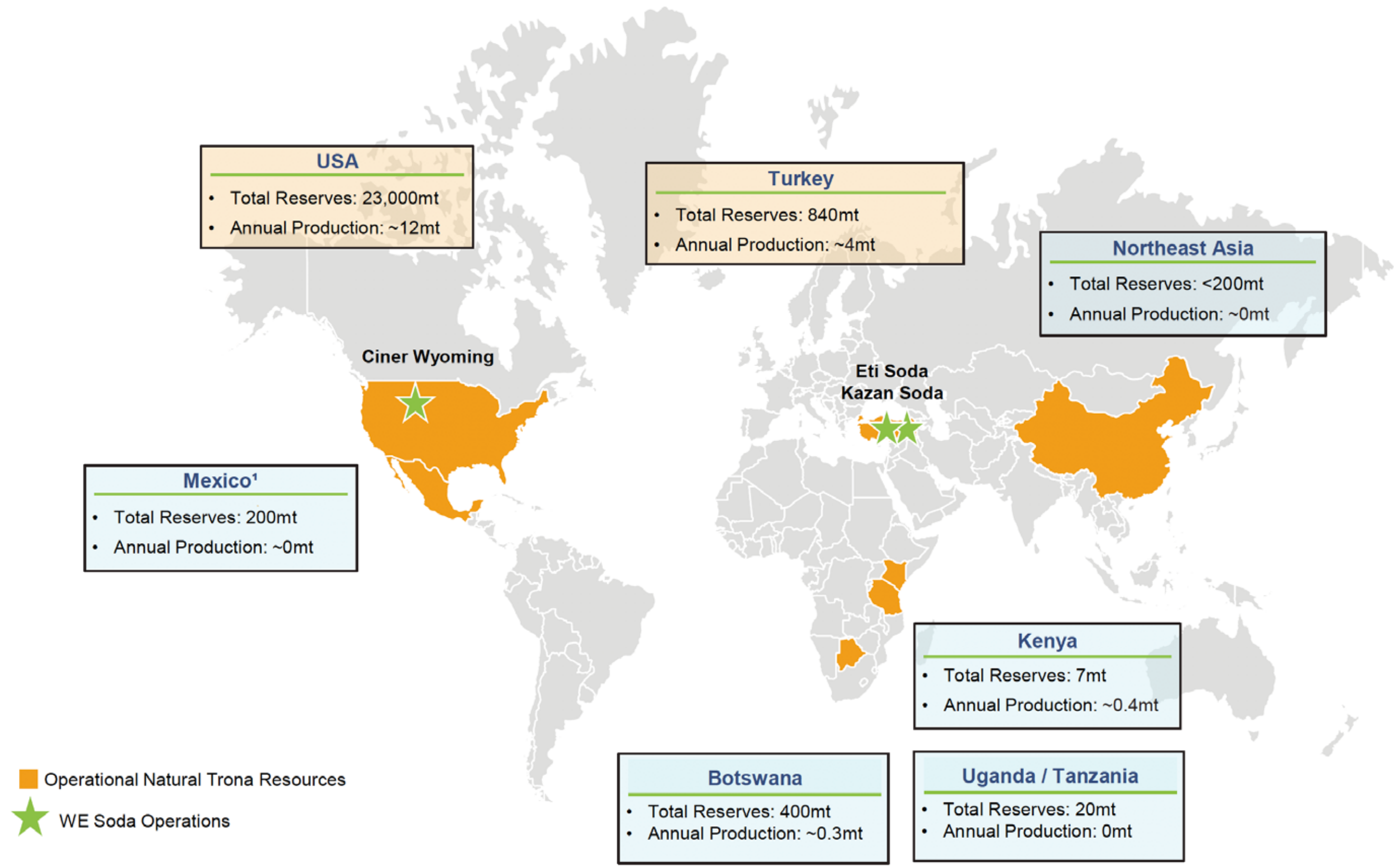


Refining Process Flow



WORLD TRONA RESERVE

The world's largest trona deposit is in the Green River basin in Southwest Wyoming in the USA, which represents 95% of the world reserve. The second largest trona deposit is located in Kazan/Ankara, and the third largest supply is located in Beypazari/Ankara.



Source: 2019 IHS Soda Ash Report, US Geological Survey (February 2019)
Note: Reserves figures are soda ash equivalent reserves; ~1.8 tonnes of trona yield 1 tonne of soda ash.
¹ Main production stopped in 1994 due to environmental concerns (Industria del Alkali only remaining producer).

CINER GROUP TRONA RESERVES

Ciner Group performs natural soda manufacturing at three different locations in the world – Eti Soda in Ankara, Kazan Soda in Ankara, and Ciner Resources located in Wyoming, USA.

TURKEY ANKARA



USA





PRODUCTS & AREAS OF USE

SODIUM CARBONATE

Also called Disodium Carbonate, Sodium Carbonate is a white basic salt with the chemical formula Na_2CO_3 . The main branch of industry where Dense Soda Ash is used is the glass industry. Soda ash is the second main raw material after silica. The Chemical industry takes second place in soda consumption, and it is used in many sectors such as detergent, paper and aluminum manufacturing. We send more than 50% of Sodium Carbonate we derive from trona ore to glass manufacturing industries.

- Glass
- Chemical industry
- Soap and detergent industry
- Textile industry
- Water softening
- Flue gas desulphurization
- Cellulose and paper industry
- Water and wastewater treatment

AREAS OF USE





SALES, MARKETING, EXPORT AND CUSTOMER RELATIONS

SALES & MARKETING

At Ciner Resources, we manage every step of our sales and marketing processes based on the customer-oriented approach. Understanding and defining customer needs and expectations better, and taking suitable actions are among our priorities.

The sales and marketing strategy created in this direction is based on the following:

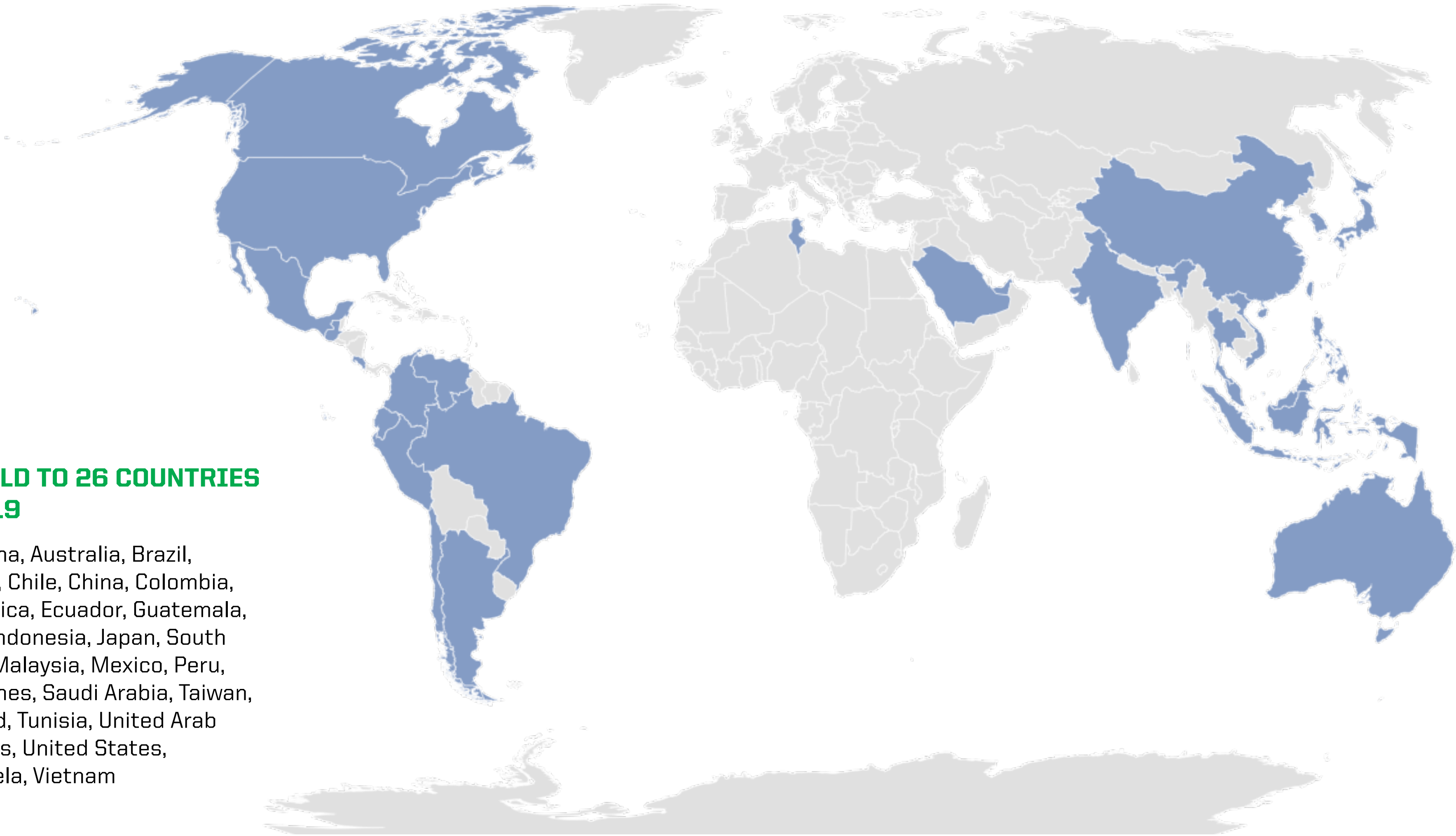
- Maintain sales at the right time and under the right conditions for current and potential customer requests.
- Generate pricing strategies to obtain maximum revenue and profitability.
- Identify the elements that may pose a problem regarding customer satisfaction and ensure taking required precautions.
- Build coordination between units before and after the orders.
- Identify profitable markets, and take action to penetrate these markets.
- Participate in the growth and success of our customers, while building mutually beneficial long-term relationships.





SALES NETWORK

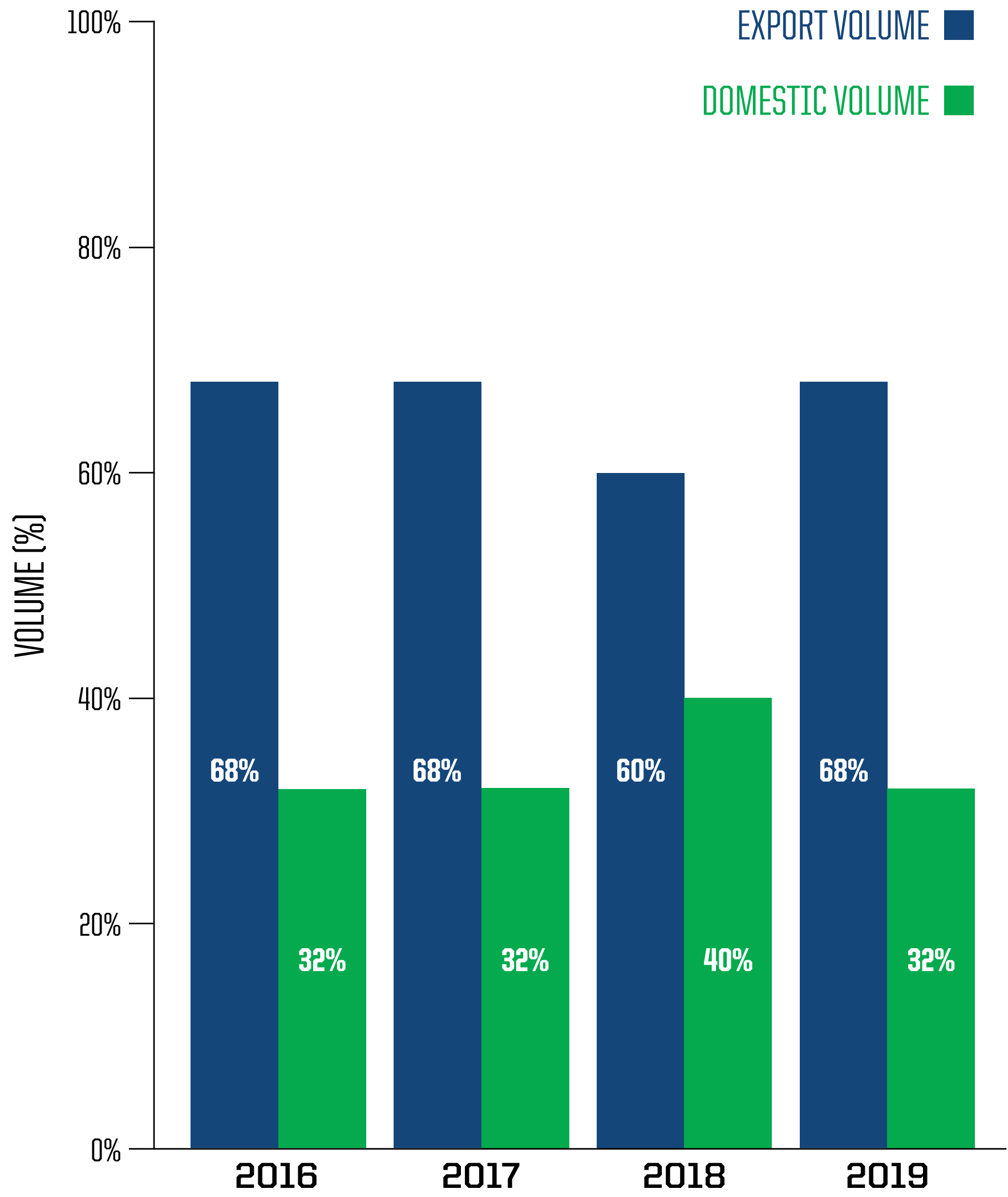
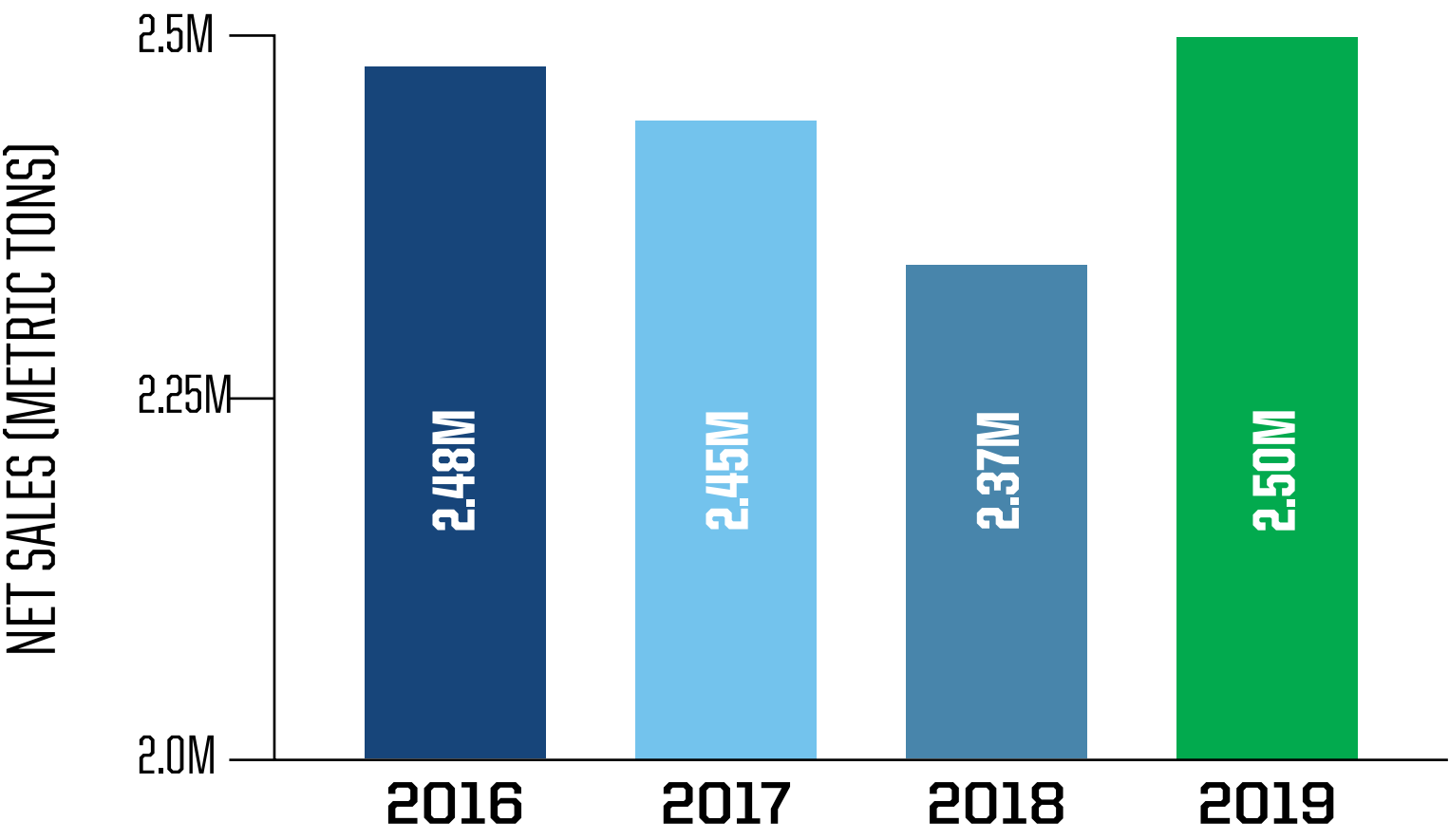
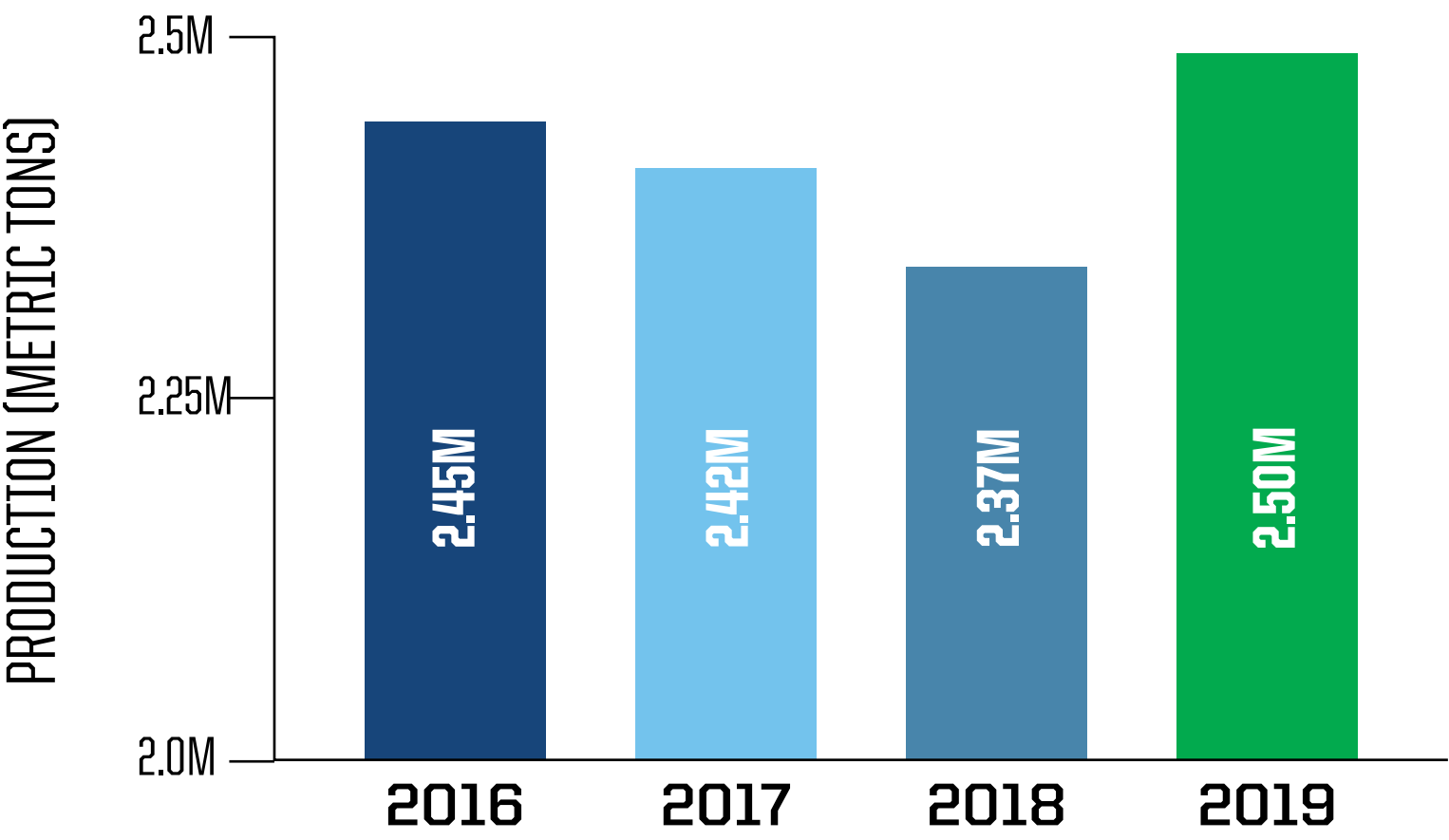
CINER SUSTAINABILITY REPORT
GRI 102-4; 102-6;



**WE SOLD TO 26 COUNTRIES
IN 2019**

Argentina, Australia, Brazil,
Canada, Chile, China, Colombia,
Costa Rica, Ecuador, Guatemala,
India, Indonesia, Japan, South
Korea, Malaysia, Mexico, Peru,
Philippines, Saudi Arabia, Taiwan,
Thailand, Tunisia, United Arab
Emirates, United States,
Venezuela, Vietnam

SALES & EXPORT DATA





CUSTOMER RELATIONS

Ciner Resources has adopted the policy that customer satisfaction and customer-oriented working principles is embraced by all employees. To ensure this, we have developed relevant, action-driven business processes.

Sustainable customer satisfaction is maintained by means of effective, transparent and two-way communication with customers. Our Customer Relationship Management strategy focuses on before- and after-sales touch points—identifying customer needs and expectations, defining customer conditions, reviewing customer recommendations, and swiftly addressing concerns. The success of our program is closely related to top ratings in customer satisfaction, factors which have positively impacted our sustainability.

Both current and potential customers are offered the opportunity of plant tours, where they can observe our process and ask questions about production management, product quality and quality management systems. In 2019, there were 70 visits to our facility.

Our commercial, logistics and customer service teams also visit our customers at their facilities to better understand their needs, expectations, recommendations and issues.

Visits to Customer Facilities		
2017	2018	2019
127	143	152

We respond to customer requests via phone and email, using an effective process management approach. Each request is reviewed by our team not only to provide better service to our customers, but also to enhance our internal processes.

Requests* Received from Customers		
2017	2018	2019
110	108	113

*Feedback and complaints

CUSTOMER RELATIONS

Ciner engages in positive, face-to-face interaction with customers and manufacturers on a day-to-day basis. Our sales, marketing, and customer service teams work closely with logistics and production to develop a holistic strategy for each client to ensure a seamless supply chain operation. If, and when issues arise, our team of solution experts respond quickly to isolate and remedy the situation.

In an era where the customer experience is critical to sustainability, we are serious in our commitment to ensure customer satisfaction. We listen to what clients say and act on it. That's why we have a solid, repeat customer base.

CINER SUSTAINABILITY REPORT

GRI 102-43; 102-44; 103-1; 103-2; 103-3;
418-1





SUSTAINABILITY INSIGHT



SUSTAINABILITY MANAGEMENT

CINER SUSTAINABILITY REPORT
GRI 102-30; 102-32;

Ciner WY has consistently been the most efficient (Tons produced/employee) and least environmentally impactful soda ash producer in the Green River basin*.

We have continuously upgraded plant equipment and in doing so have opened ourselves up to strenuous air permitting regulations that have helped us remain as the lowest emitter. While most of our peers still use coal, we are using 100% natural gas for our soda ash production in Wyoming.

Our EHS (Environmental Health and Safety) committee consists of a Board Member, site Safety Manager, site Environmental Superintendent, the Director of Public Relations/Community Affairs, the Vice President of Manufacturing/Operations Excellence, and the Vice President/General Legal Counsel from our corporate office. The group meets quarterly to provide updates on current and ongoing EHS issues.

Our goal is to maintain compliance in all areas including air, water and land quality regulations with all concerned entities and regulatory bodies (local, state and federal).

(*) Based on the number of publicly available notice of violations (NOV) that producers in Green River basin have received as well as the publicly available annual emissions inventory data that is submitted to the WY state.

SUSTAINABILITY MANAGEMENT

Because we acknowledge the value of sustainable corporate behavior, we strategize and devote resources towards corporate sustainability in line with our mission and vision. We infuse environmental values and practices throughout the organization to shape and promote sustainable activities pulling on internal talent, sector experts and academicians on subjects of climate change, effective resource use and water management.

At Ciner Resources, we are actively involved in local, regional and global environmental issues and take action to mitigate risks.

CINER SUSTAINABILITY REPORT

GRI 102-30; 102-32;



SUSTAINABILITY MANAGEMENT

**FOR A SUSTAINABLE FUTURE, IT IS NECESSARY TO
TAKE ACTION NOW...**

Trends supporting the development of low emission technologies are rapidly growing around the world and the expectations of our stakeholders are accordingly progressing in this direction. With the awareness of global warming and climate change being increased, companies embracing low emission technologies are being preferred.

Through Ciner Wyoming’s continued permitting efforts, we strive for the cleanest production in the basin

Through constant efforts we also ensure that the majority of our equipment meets State and Federal regulations such as BACT (Best Available Control Technology) requirements.

Our natural mining process requires far less processing and produces less waste than synthetic soda ash production methods.

STAKEHOLDERS



STAKEHOLDERS

As Ciner Resources, we value the social license to operate, understanding public perception and inclusive stakeholder concern are necessary for businesses to function. We are respectful and aware of the importance of all our stakeholders being valued, heard and included. We are honest in our dealings with each other and all our stakeholders, and we embrace a common sense approach to management. We base all our decisions on our values and do not deviate.

Our candor and constant dialogue with each stakeholder contributes to our strong relationships. We value the voice of every stakeholder and ensure we have the right communication plans in place to capture all ideas.

We establish systems and processes such as surveys, focus groups, open door policies and formal meetings in order to ensure we are communicating and listening effectively. Thus, our stakeholders may easily reach out to various committees formed within Ciner, and express their opinions through any preferred channel, including in-person meetings.

Stakeholders	Related Issues
Employees	Code of conduct Training and development Health and safety Regular communication
Customers	Product quality, meeting specification Customer Complaints Customer expectations and recommendations Service
Suppliers	Supplier encouragement Supplier agreements
Investors	Transparency in reporting & communication Access to current data Fiduciary responsibility to all stakeholders
Community	Public health and safety Environmental stewardship Support and donations to civic, youth and non-profit organizations Employee volunteer involvement Constant outreach, active partnership, commitment to health and safety
Environmental Groups	Environmental stewardship Efficient usage of energy and water Develop more energy efficient and environmental-friendly processes Minimize footprint, adherence to all laws



COMMUNICATION WITH STAKEHOLDERS

EMPLOYEES

- Employee surveys
- Daily interaction with frontline supervisors
- Feedback sessions with senior leaders
- Monthly newsletter
- Website
- Ciner TV

CUSTOMER

- Customer satisfaction
- Focus on building relationships at all levels of the organization (corporate and plant level)
- Dedicated customer service reps for each account
- Automated updates for shipping and billing information
- Website-continuous
- World Soda Ash Conference –once a year

INVESTORS

- Investor relations website
- Investor presentation updated quarterly
- Industry conferences
- Direct communication with current and prospective investors
- Strong operational relationship with NRP (Natural Resource Partners LP)
- Publicly reported financials
- Press releases / key news

ENVIRONMENTAL GROUPS

- Daily, weekly, monthly, yearly reporting to various environmental regulators
- Site inspections by environmental regulators
- Membership in conservation organizations with site participation

SUPPLIERS

- Supplier surveys
- Meetings at certain intervals
- Inspections and visits
- Maintain partnership & alliances with key suppliers
- Attend Supplier events & workshops

PUBLIC RELATIONS

- Regular updates to civic organizations
- Membership in local and state civic organizations with regular updates
- Career fairs with local high schools and area Universities
- Strong partnership with Western Wyoming Community College for career development
- Employee involvement in conferences and committees

LOCALS

- Employee involvement in local volunteer organizations – Fire Department, EMS
- Ciner Rescue teams provide demonstrations at local events
- Employee participation in United Way Helping Hands Day
- Support for local non-profit organizations by providing radio airtime for advertisements
- Donations and participation to social events

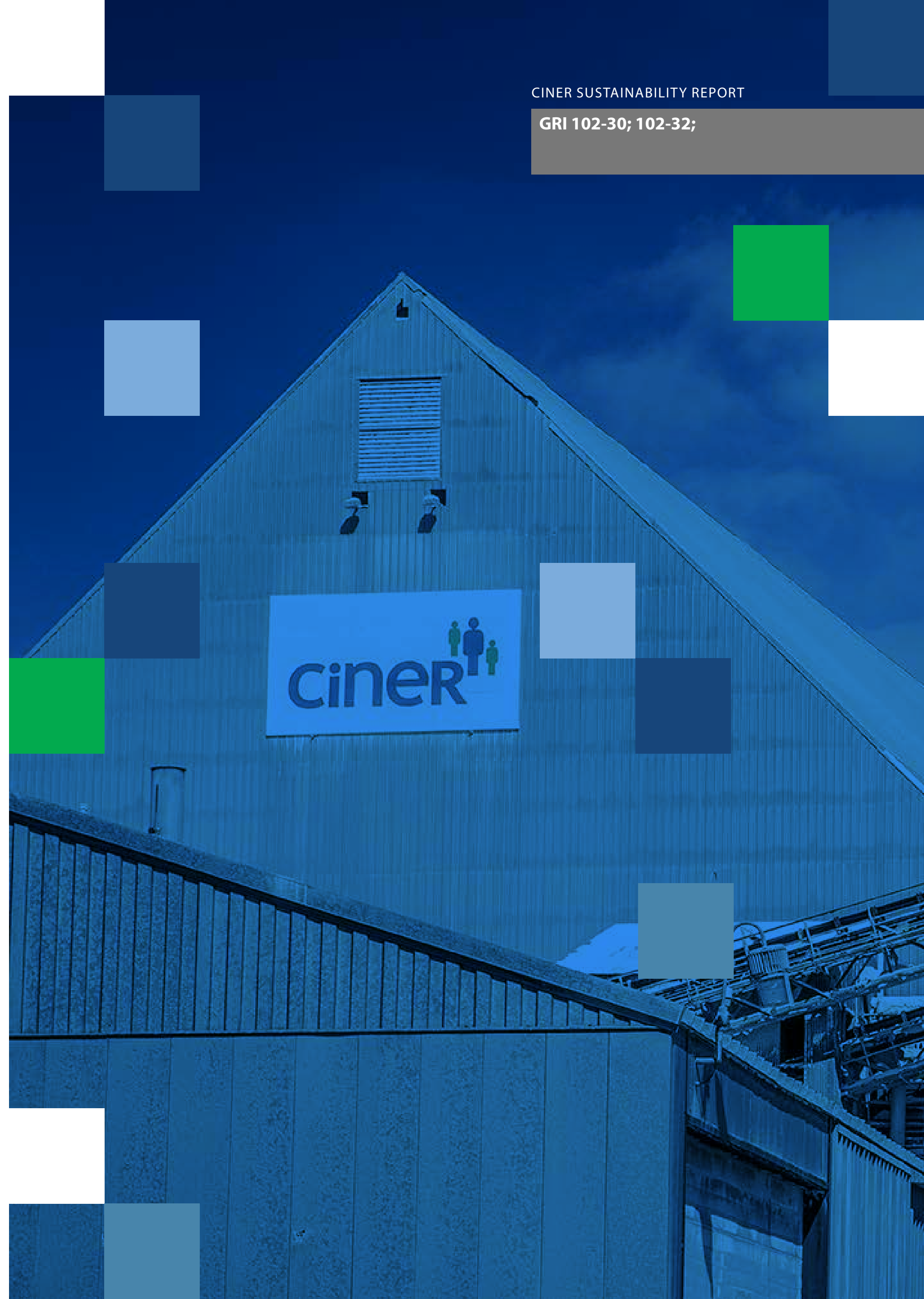
SUSTAINABILITY PRIORITIES

We have adopted a transparent, accountable method of determining environmental and social sustainability priorities which reinforces corporate trust.

The Environmental Committee, together with management, leads the evaluation and determination of all subjects which may have considerable impact on strategic initiatives as well as economic, social and environmental performance of the company. We seek out internal stakeholders and process owners to evaluate identified subjects because their involvement is critical to our success rate in achieving long-term strategic targets.

Our goal is focused on the safe and economical production of a quality product that's compliant with applicable standards with minimal environmental impact. We take pride in the fact that all our products are made from naturally occurring ingredients. It is pure and safe enough to be added to consumable food products. Overall, Ciner soda ash is more environmentally friendly than other products that could be used in its place.

We are committed to producing innovative, reliable and safe products for today and tomorrow.



SUSTAINABILITY PRIORITIES

Based on our continuous interaction with our stakeholders, we identified some critical topics to consider as we set our priorities:

From our stakeholders:

- Customer Focus
- Emission
- Climate Change
- Sustainability
- Energy Efficiency
- Environmental Protection

From our employees:

- Health and Safety
- Employee Rights and Development
- Economic Performance
- Energy Efficiency
- Water Use



SUSTAINABILITY TARGETS

ENERGY EFFICIENCY	
Energy Consumption (mmBtu / metric ton)	< 4.4
Water Used (metric tons / metric ton soda ash)	< 2

HEALTH AND SAFETY	
Zero harm	To our teammates, family members, employees To our environment To our equipment
RAIR (Recordable Accident Rate)	< 1.0
LDIR (Lost Day Incident)	< 0.5
VPID (Violations per Inspection Day)	< 1.0

ECONOMICAL	
Ciner Wyoming EBIDTA (2025)	\$222Million USD
Soda Ash Production (2025)	3.52 Million metric tons

CONTINUOUS IMPROVEMENT	
Training	Add 20 new blue belts to Green River /year
Cost Savings	\$500k /year

QUALITY AND ENVIRONMENT	
Soda ash product conformance	99.9%
Customer satisfaction (scale 1-5)	Averages 4 or higher for Quality across all categories surveyed
Customer complaints each year	< 20
Process aid shipments rejected per year, due to certificate of analysis (COA) issues	< 5
Certification	ISO 14001
Salt Load to the River (per day)	< 1000 lbs

SUPPLY CHAIN

We embrace ethically sound supply chain management and regularly review our strategies, standards, processes and performance to ensure long-term business relationships at every stage of the operation.

Meeting the expectations of our customers is at the forefront of our value chain. With our fleet of more than 2200 railcars combined with a highly experienced and dedicated logistics team, we can reach even the most remote locations in North America. Through our export terminals and partners,, we can ship around the world in a very efficient manner, allowing our customers the opportunity to streamline their working capital.

More than 95% of our products are shipped by rail. We have made continuous improvements to how we manage our distribution and the type of cars added to our fleet. Within the last couple of years, we enhanced our fleet with cars that can hold 8% more volume and now we are planning to add cars with even larger capacity. All these improvements enabled us to transport more tonnage with fewer trips and less fuel consumption, reducing environmental impact in terms of greenhouse gas emissions overall.





INITIATIVES AND MEMBERSHIPS

Wyoming Business Alliance	Board Membership
Wyoming Taxpayers Association	Membership
Wyoming Economic Development Association	Membership
Sweetwater County Economic Development Association	Membership
Wyoming Mining Association (WMA)	Membership & Chairman of their Safety Committee
Industrial Minerals Association of North America (IMA-NA)	Membership
Southwest Wyoming Mutual Aid Association (SWMA)	Safety Membership
National Safety Council (NSC)	Safety Membership
American Society of Safety Engineers (ASSE)	Safety Membership
Board of Certified Safety Professionals (BCSP)	Safety Membership/Professional Certifications
Wyoming Mining Natural Resource Foundation (WMNRF)	Board Membership, Treasurer

RISK MANAGEMENT

We take a holistic approach when addressing risk management, considering stakeholder interests and expectations, the overall business environment, legal and regulatory requirements as well as other pertinent factors that may affect our business. Risk management is front of mind and intentionally embedded in our daily processes and championed at both the management and board of directors levels. As part of the Enterprise Risk Management (ERM) process, the ERM committee, led by Ciner Resources CEO, meets quarterly to review the progress of each identified risk topic and updates risk levels accordingly. Likewise, ERM documents are reviewed quarterly with the board of directors to discuss action items to mitigate the risks.

Management routinely analyzes and assesses potential impediments to the company reaching its strategic objectives. They identify material risks that could impact our business, create and execute on a roadmap to mitigate and eliminate those risks.

Being that safety is a value and not just an organizational priority, it is an integral aspect of our ongoing risk management program and at the forefront in everything we do.



Some of the key components of our program are as follows:

- **Production/Growth:** Having a vested interest in maintaining its status as being the global leader in natural soda ash, the company is continuously looking for ways to not only sustain but grow its market share.
- **People/Human Capital:** Recognizing that people are our greatest asset, the company operates in a fashion that fosters employee retention and satisfaction.
- **Pricing:** Focusing on mitigating negative financial impact due to product pricing is a central component of the company's strategy and risk management program.
- **Innovation/Continuous Improvement:** Looking for ways to refine and improve our processes and business is an essential part of our strategy to maintain market share and favorable financial performance.



ETHICAL VALUES & EMPLOYEE DEVELOPMENT



ETHICAL VALUES

CINER SUSTAINABILITY REPORT

GRI 102-16; 102-17; 103-1; 103-2; 103-3;
406-1;

Code of Conduct

Our success as a company is a direct result of our people and the values on which our company has been built. Leadership, Integrity, Respect and Commitment are not just words to us, they define who we are and how we act every day.

Great performance does not matter if it is achieved by making decisions that are inconsistent with our values. It is critical that nothing gets in the way of our mission to maintain the highest level of conduct. As we look forward to even higher levels of performance, we recognize that this performance can only come if we conduct ourselves consistently with our values and at the highest level of integrity. Working together, Ciner will remain a well-respected company and a great place to work.

All employees take a Code of Conduct training course within their first month at Ciner. This course details the ethics and values that we support and live. As well, every employee participates in annual Code of Conduct retraining. We also encourage our employees to report any concerns of possible Code violations anonymously to our ethics violations hotline or website. These ensure we remain aligned in our values and our ethics as we lead our world-renowned business.

Ciner Resources provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Ciner Resources complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities.

WAGE POLICY

Pay equality is one of the foundation principles of our commitment to building an inclusive and high-performance culture at Ciner. As we advance our efforts, we strive to embrace practices designed to ensure our workforce receives equal pay for equal work.

To support this commitment, each year we examine our pay practices with the support of third-party independent analysis. We:

- Review and benchmark every role
- Compare our position pay vs the external marketplace
- Ensure compliance with Federal, State and local laws
- Disparate impact analysis

Through Total Rewards initiatives, we strive to enrich our employees experience through a mix of fixed and variable pay that includes base pay, overtime pay, annual bonus rewards and long-term financial retirement investments. Our compensation program is designed to support our strategic growth objectives and to attract, motivate and retain a highly skilled workforce.

Our Total Rewards philosophy goals are:

- Align long-term interests/growth with our Stockholder interests
- Ensure market-competitive pay
- Design and implement pay packages that encourage both short-and long-term performance
- Provide employees attractive and generous additional benefits including Health, Vision, Dental and Supplemental insurances.

OUR VALUES

Leadership

- Setting direction and inspiring others to get there
- Empowering others to get the most from themselves
- Showing humility and vulnerability

Integrity

- Doing the right thing, even if it's not easy
- Saying what we mean
- Inspiring trust
- Being honest

Respect

- Treating others as we would want to be treated
- Being genuine and courteous
- Valuing each other's thoughts and contributions
- Listening to others openly

Commitment

- Keeping our promises
- Being passionate about our work
- Holding ourselves accountable
- Challenging ourselves past our comfort zones

EMPLOYEE DEVELOPMENT AND COMMUNICATION

The success of our company is a direct result of our people, our values, and our culture. We believe in the potential of each individual, and we grow our potential into results through training and development.

Ciner's Learning, Training, and Development strategy is founded upon the pillars of Safety, Leadership, and Skills Development. Each of these pillars has its own objectives, strategy, and measurements for success.

Safety:

"Safety is a value, not just a priority. It's how we do business, it's who we are." We believe this, we live it, and our culture of safety training is founded on it. Every new employee participates in safety training that is specific to their work environment. Wyoming employees also participate in annual safety refresher training. Training is the vehicle we use to align our safety expectations and practices with our vision for a Zero Incident Mindset.

Leadership:

Our leaders play a critical role in building our culture. Our commitment to employee development raises employee engagement, buy-in and advances our performance. Leadership is not an assignment, a job, or a title. Leadership is a choice and we equip our leaders with tools and skills to effectively lead our employees and grow our business. These skills and tools are taught and practiced in a series of formal leadership courses that address the unique needs and challenges of our business.

Skills Development:

Skills development has 3 subcategories:

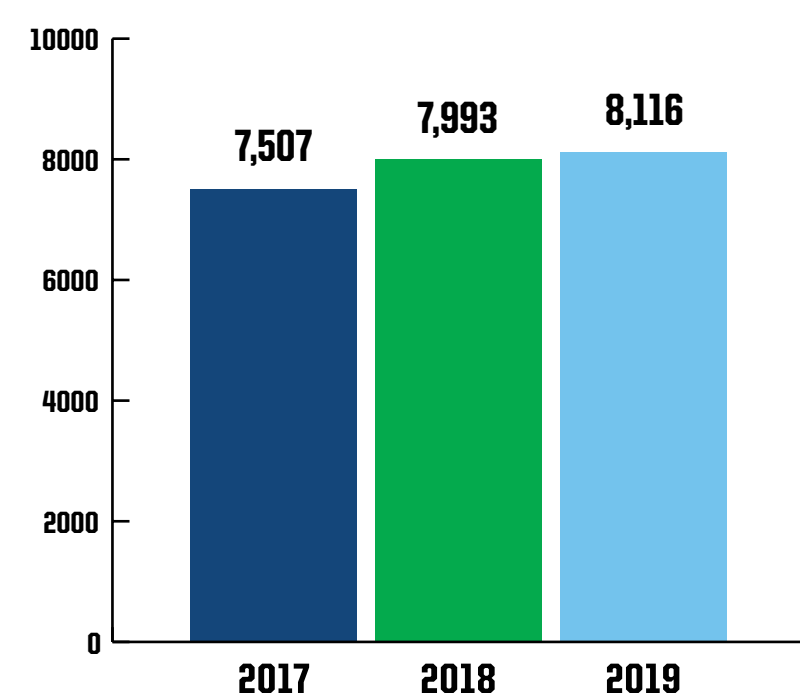
- Career Progression
- Maintenance Apprenticeships
- Education Assistance

EMPLOYEE DEVELOPMENT AND COMMUNICATION

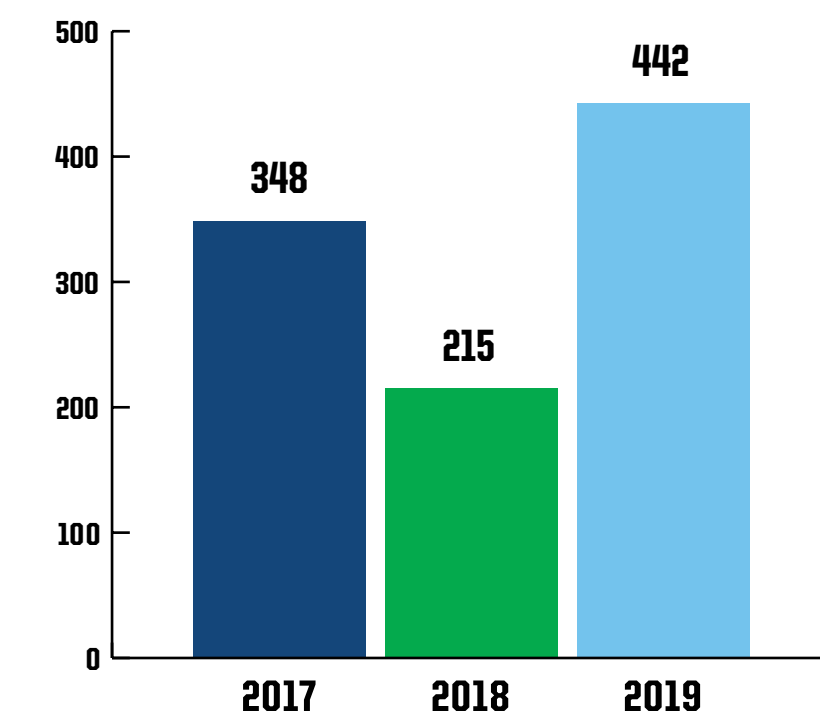
Career Progression matches each hourly employee with a Training Coordinator who guides the employee training and skills acquisition process. Employees regularly meet with their Training Coordinator to establish career goals, set training plans, and review progress toward goal completion.

The Maintenance Apprentice program enrolls new hourly maintenance employees in certificate earning courses through Western Wyoming Community College. The maintenance certificate programs are designed to teach new maintenance employees the skills and knowledge that are required to be successful early within their career. Classes are loaded with lecture and labs to ensure effective learning and application. Ciner pays the enrollment, course, and book fees for qualified employees. Employee work schedules are adjusted to accommodate class and coursework requirements.

Safety Training (man-hours)



Environmental Training (man-hours)



Education Assistance is aligned with Ciner’s talent strategy to build and maintain a culture of development. Assistance is specifically provided for the purpose of driving development actions that match individual performance and potential, providing assignments that enhance skill sets, and create succession planning. Employees who request Education Assistance for a bachelor’s degree must gain approval from their direct manager, the site Human Resources Manager, and Learning and Development. Individuals who request a master’s degree must gain approval from the Vice President of Human Resources and the Chief Executive Officer. We are also currently working on sponsoring an international student exchange program between University of Wyoming and METU & ITU in Turkey to provide an opportunity for younger generations to gain global experience and knowledge sharing.

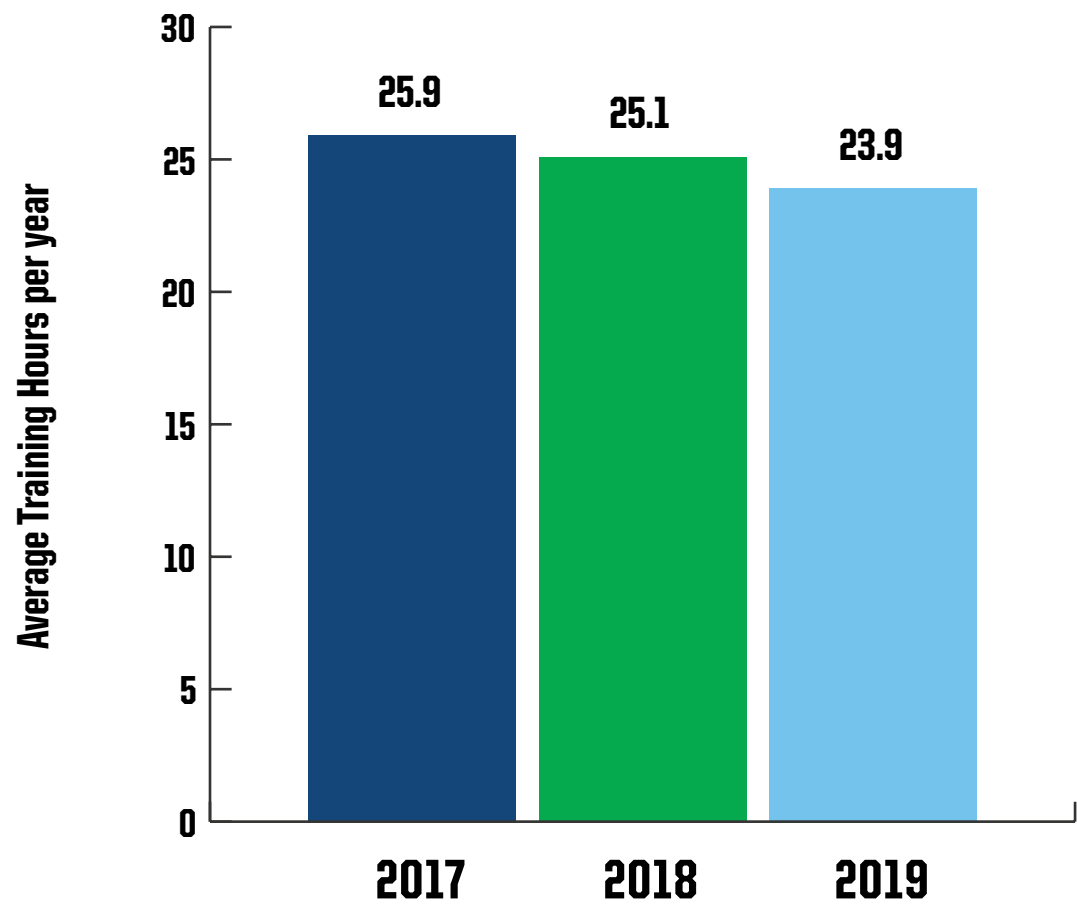
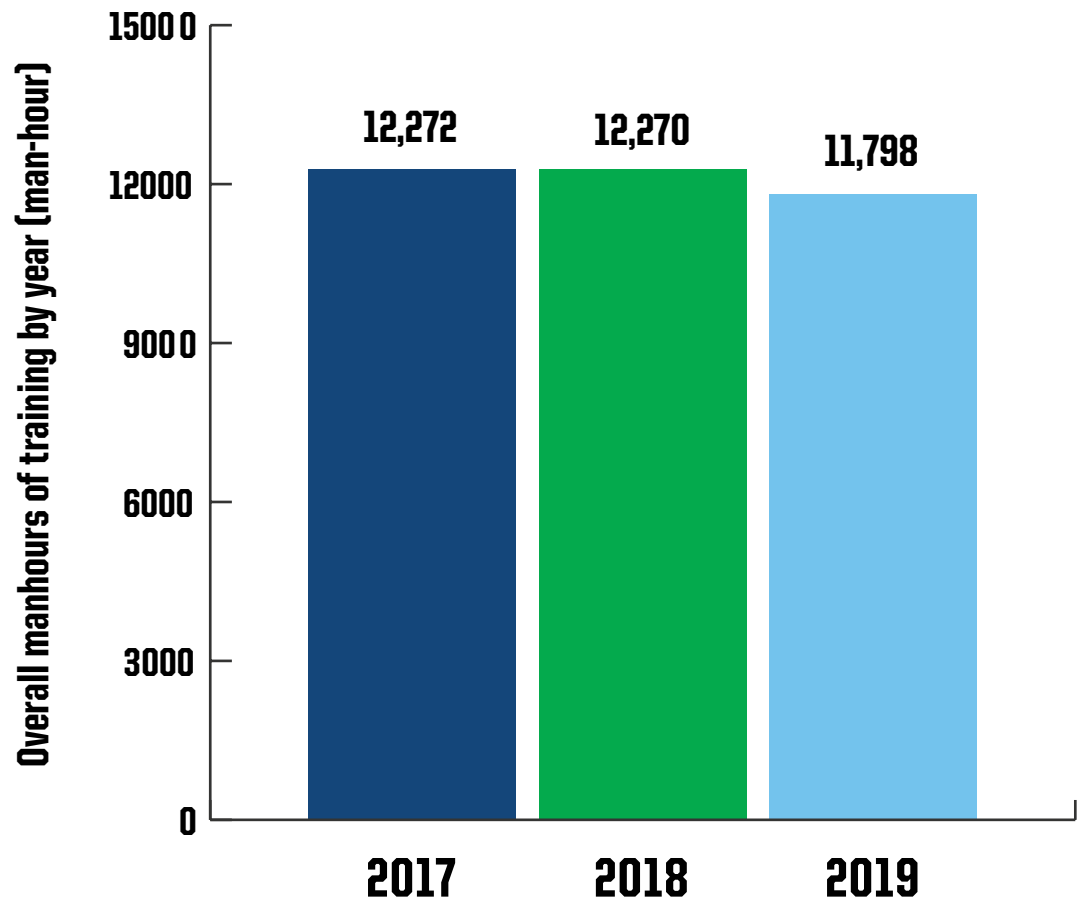


EMPLOYEE DEVELOPMENT AND COMMUNICATION

Ciner University

Ciner University is an online collection of over 14,000 training courses. These courses range in topics that include safety, customer service, compliance, personal finance, and leadership. Content is provided by Ciner and by vendors who specialize in online learning. All Ciner employees are assigned quarterly compliance training courses through Ciner University. Assigned topics can include Safety, Code of Conduct, Workplace Harassment, and Discrimination/Diversity. These courses align our actions with our responsibility to our customers, our investors, and each other.

Ciner's success is based on a culture of engagement and development. We have a holistic employee development process called Collaborative Development Process (CDP) which includes goal setting, capturing results, ongoing performance discussions, evaluation and development planning. We also conduct annual talent reviews and succession planning exercises that span the organization. Through this process, we have been able to maintain retention rates about 90% as well as internal promotion rates for all open roles higher than 50%. We constantly refine our CDP process to make it simpler, easy to use and ensure that it is an organic part of our day-to-day work.



EMPLOYEE DEVELOPMENT AND COMMUNICATION

At Ciner, employee recognition, community involvement, and special events have become major drivers that help every employee with their development, communication and engagement.

Here are a couple of examples of employee programs in place:

- Each year Ciner organizes a 5-year Service Anniversary Banquet to recognize employees' years of service. Employees who have 5 to 40 years of service are invited to attend the banquet, where we have a dinner, recognize each employee, offer some form of entertainment and raffle prizes.
- Every year Ciner conducts an Internal United Way Campaign drive. Ciner matches employee contributions up to \$30,000. United Way aims to advance the common good by focusing on children, families, independence and safety benefiting our great community.
- Ciner hosts an annual Summer Picnic for employees, their families and retirees. This is a great opportunity for employees to get acquainted with their co-workers in a relaxed atmosphere.
- Ciner Santa Team delivers toys to employees' homes the second week of December for children ages 0-10. Ciner employees volunteer to be on the Santa Teams.

- Ciner organizes Winter Celebration in January for all employees, retirees and a guest. The event includes dinner, photo booth, casino gaming, raffle prizes and a DJ Service for dancing.
- Ciner recognizes employees who help driving the Safety culture through a Safe Year Program. One of the recognitions is based on the number of Safe Years employee worked at Ciner. For each Safe Year, a sticker representing that number of years is given to the employee. Employees can display these stickers on their hard hats, lunch boxes or some save them. The second recognition is around number of consecutive safe years employee worked. At 25 consecutive safe years, employees are awarded with a silver hard hat, at 35 consecutive years with a gold one and finally at 40 years, employee can choose their own hat. Colored hard hats are worn proudly by these employees as they are recognized by all teammates throughout the facility.





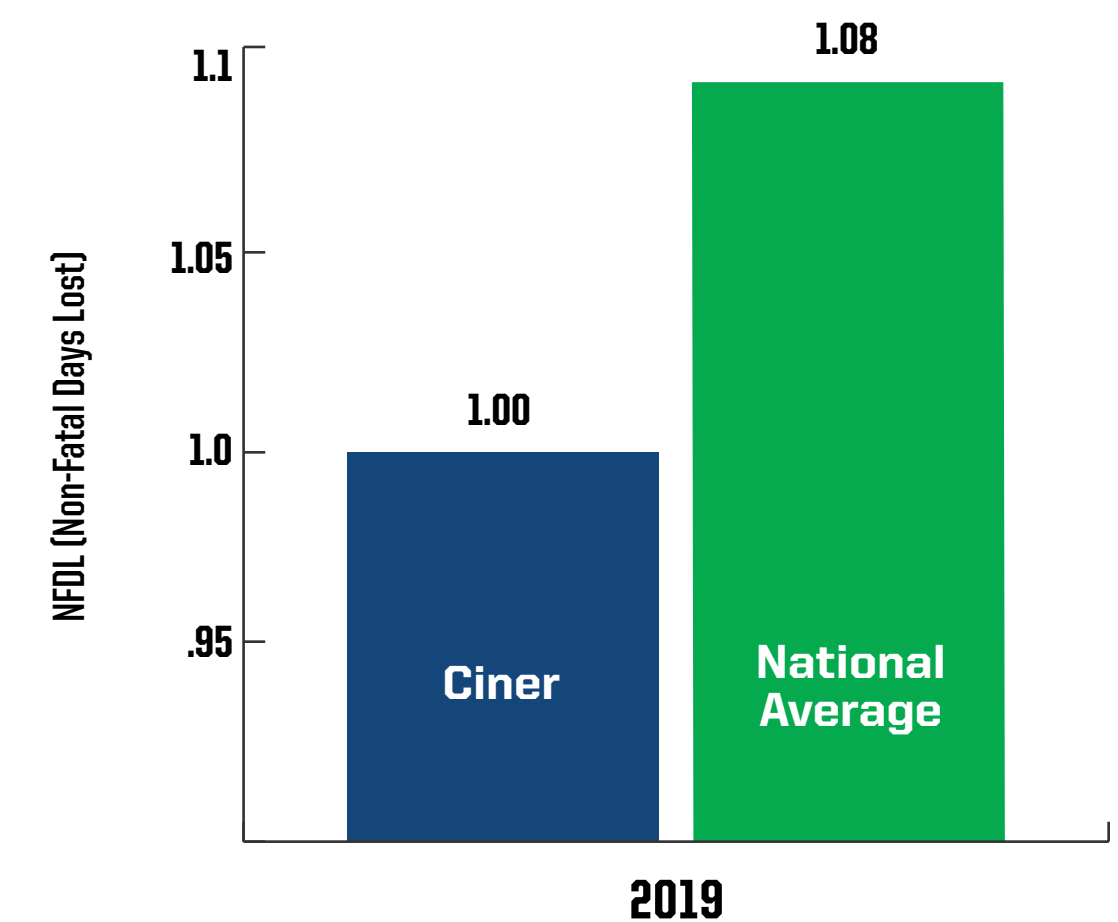
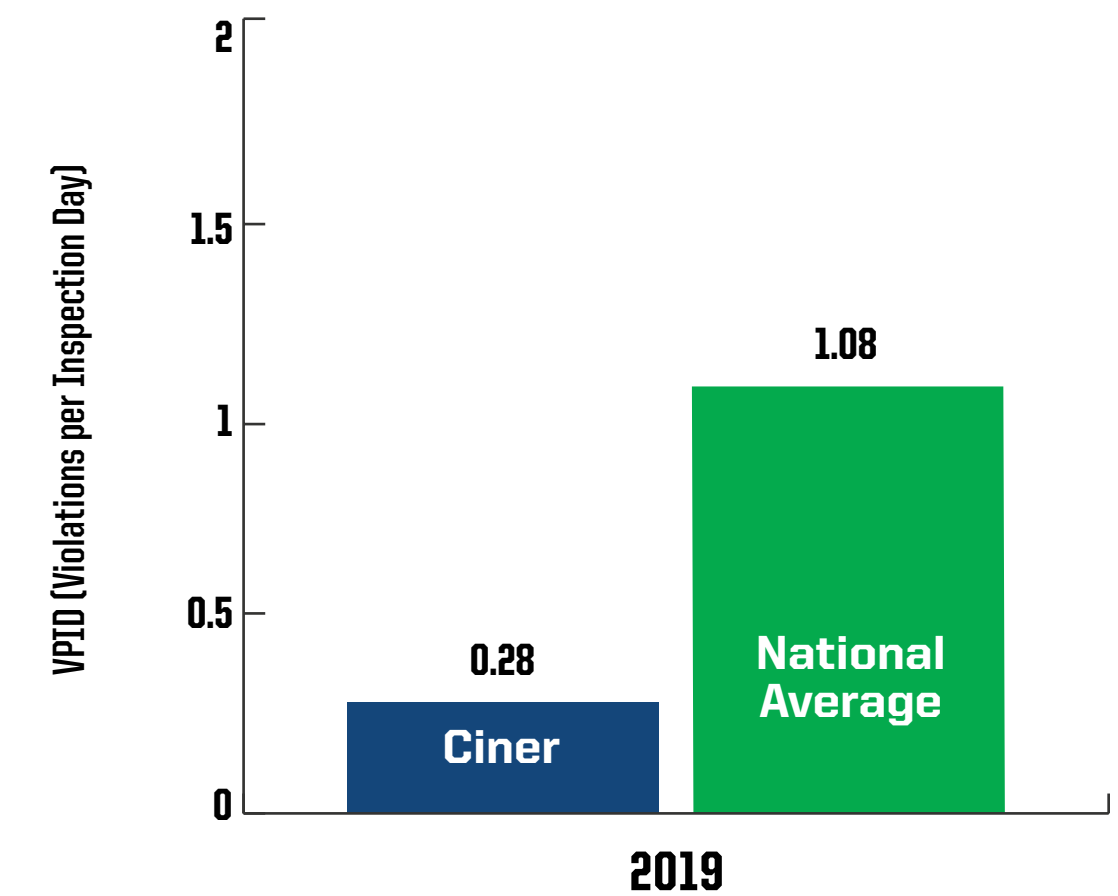
HEALTH AND SAFETY POLICY (MSHA)

We maintain a safe and healthy work environment for our employees using work safety precautions that address general and specific risks for ensuring work safety of the employees and minimizing the accidents. We ensure that work safety rules are exercised by all employees of Ciner Resources, including its employers, employer representatives, contractors and interns, regardless of their areas of activities. Work performed on mine properties is governed by the Mine Safety and Health Administration (MSHA).

For the purpose of determining required MSHA measures and monitoring the implementation thereof preventing work accidents and occupational diseases, of conducting first aid and emergency treatment as well as preventive health and safety services, a Safety and Health Department has been established. The department consists of 5 individuals (A Safety Manager, two Safety Specialists, an Industrial Hygienist, and a Nurse)

Ciner Wyoming also has a Safety Committee comprised of 25 employees from all areas of the facility including both hourly and salaried. The committee is chaired and co-chaired by hourly employees. There is an ambulance on site to be used for transporting to local emergency care if needed. In case Advanced Life Support (ALS) is required, life flight and local ambulance services can also be called. 35 Employees have been trained to Emergency Responder Level (EMR) and they are distributed throughout shifts and crews so that there are always trained employees available to aid in case of any injury.

Ciner Wyoming has Two Mine Rescue Teams trained in Mine Exploration, Mine Fire, ventilation, wearing of a BG-4 apparatus, EMR and evaluation of mine atmosphere in case of an emergency underground. In addition, there is a Surface Rescue Team who are trained in Fire, High Angle rescue, confined space rescue, wearing of an SCBA, EMR and mass trauma to aid on the surface for any emergency incidents.



HEALTH AND SAFETY POLICY (MSHA)

The safety groups in the area (Basin Safety groups) have a couple of associations and committees where we can come together and discuss issues and share resources and knowledge. The first is the Southwest Wyoming Mutual Aid Association. This association was started in the early 1970's. The association meets monthly with all the mines in the basin represented. In recent years, the association has expanded to include associate members which are comprised of local contractors who work at the various facilities. The main purpose of the association is to provide a resource in the event of a catastrophic emergency. The members share Mine Maps, provide tours of facilities and host annual rescue competitions as well as skill building days. The competitions and skill building days alternate between Mine Rescue and Surface Rescue events. All these events are geared towards familiarity among the groups and working knowledge so they may assist in any emergency.

Ciner is active in the association with members filling roles on the board over the years and currently filling the role of President of the Association. The basin also has a Safety Committee through the Wyoming Mining Council. This was developed to provide the basin Safety Managers an umbrella to meet under and discuss issues and share best practices on a quarterly basis. The Safety committee also expands to a larger group within WMA and puts on an annual Safety Conference and Trade Show. The Safety Committee since its inception has been Chaired by an individual from Ciner.

Ciner Wyoming also runs a Hazard Observation Program which aims to engage employees in a leading indicator for workplace injuries. One area in the Safety Triangle that one can control over is unsafe conditions or hazards. Ciner developed a program where quarterly employees are asked to make three observations. These observations can range from identifying and mitigating hazards, observing a fellow teammate, family member doing something right and giving positive feedback, or stopping an unsafe behavior. Supervisors are tasked with the responsibility of tracking their groups' observations and making sure their teams are engaged around this program. At the end of the quarter, if the employee has completed all three of their observations, they are awarded with a gift certificate.



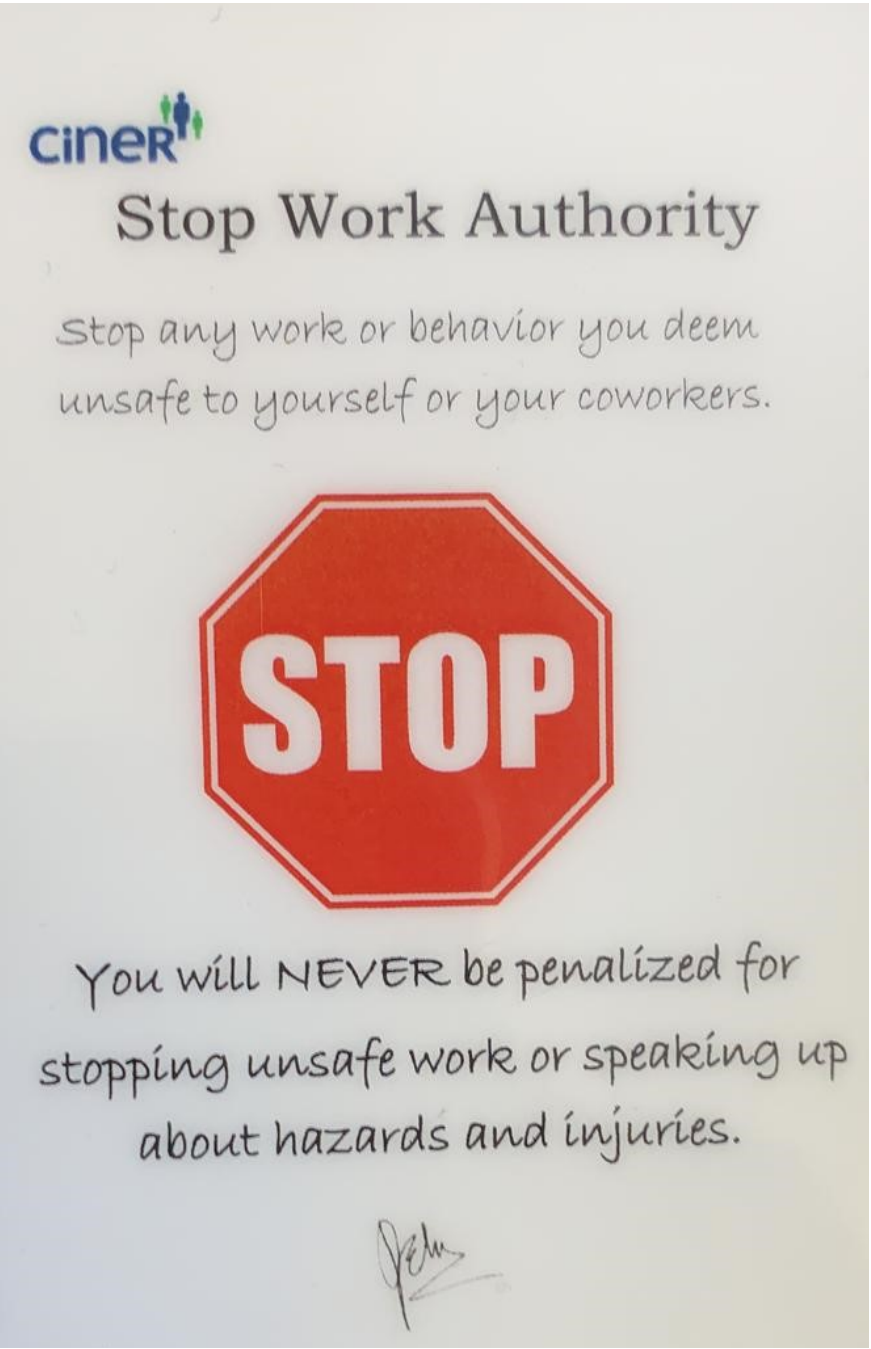


HEALTH AND SAFETY POLICY (MSHA)

At Ciner, safety is central to everything we do. Each of our employees live this message every day.

Every employee at Ciner Wyoming is empowered to use the Work Stop Authority Cards. They have the right and responsibility to stop any behavior or task they deem unsafe to themselves or their fellow teammates. These cards are nothing more than a reminder and tool employees can carry around with them in their pockets. If they view an unsafe condition or act, then they pull the card out and all work activity stops. The issues are then discussed, and proper steps are taken to mitigate the unsafe condition.

Ciner Wyoming also has a program, called 20/20, for an injury free 2020. In this program, employees are asked every 20 minutes to stop the task for at least 20 seconds, look around and see what has changed. Or if the task changes or any variables of the task change then to stop the job and take time to re-evaluate the task. Many incidents occur because an employee loses the situational awareness of the current environment or the task has changed with some variables. The objective is to maintain Situational Awareness.



HEALTH AND SAFETY POLICY (MSHA)

Ciner Wyoming shall uphold its position as an industrial leader by conducting all activities in a manner that is protective of the Safety and Health of its employees, contractors, visitors, and the communities in which it resides. The strong Safety Culture at the Wyoming plant and at Home, is a direct result of what we value.

In fulfillment of this commitment, Ciner shall maintain a continuing effort to:

- Enhance Safety and Health awareness among our employees and associated stakeholders through effective communication, training, and demonstrated performance
- Integrate Safety and Health considerations into all aspects of our business operation and decision making
- Target ZERO HARM by integrating a Zero Incident Mindset (ZIM), following world class standards of Safety and Health Management Systems, process safety systems, good maintenance practices, enhancement, and the identification and mitigation of hazards
- Proactively reduce our risks through periodic Safety and Health audits, the investigation of all workplace and process safety incidents and illnesses, and the maintenance of timely and effective corrective action programs
- Take personal accountability linked with individual performance, and champion Safety and Health responsibilities among our teammates, family members, contractors and suppliers
- Comply with all applicable Safety and Health laws and regulations
- Promote the engagement of our employees, contractors, suppliers, and local communities in achieving Zero Harm – Zero Harm to People, Zero Harm to Environment, and Zero Harm to Assets
- Increase shareholder value through Safety and Health excellence



HEALTH AND SAFETY POLICY (MSHA)

At Ciner Wyoming – Safety is a value. It's who we are.

The most important thing to come out of the mine are the miners.

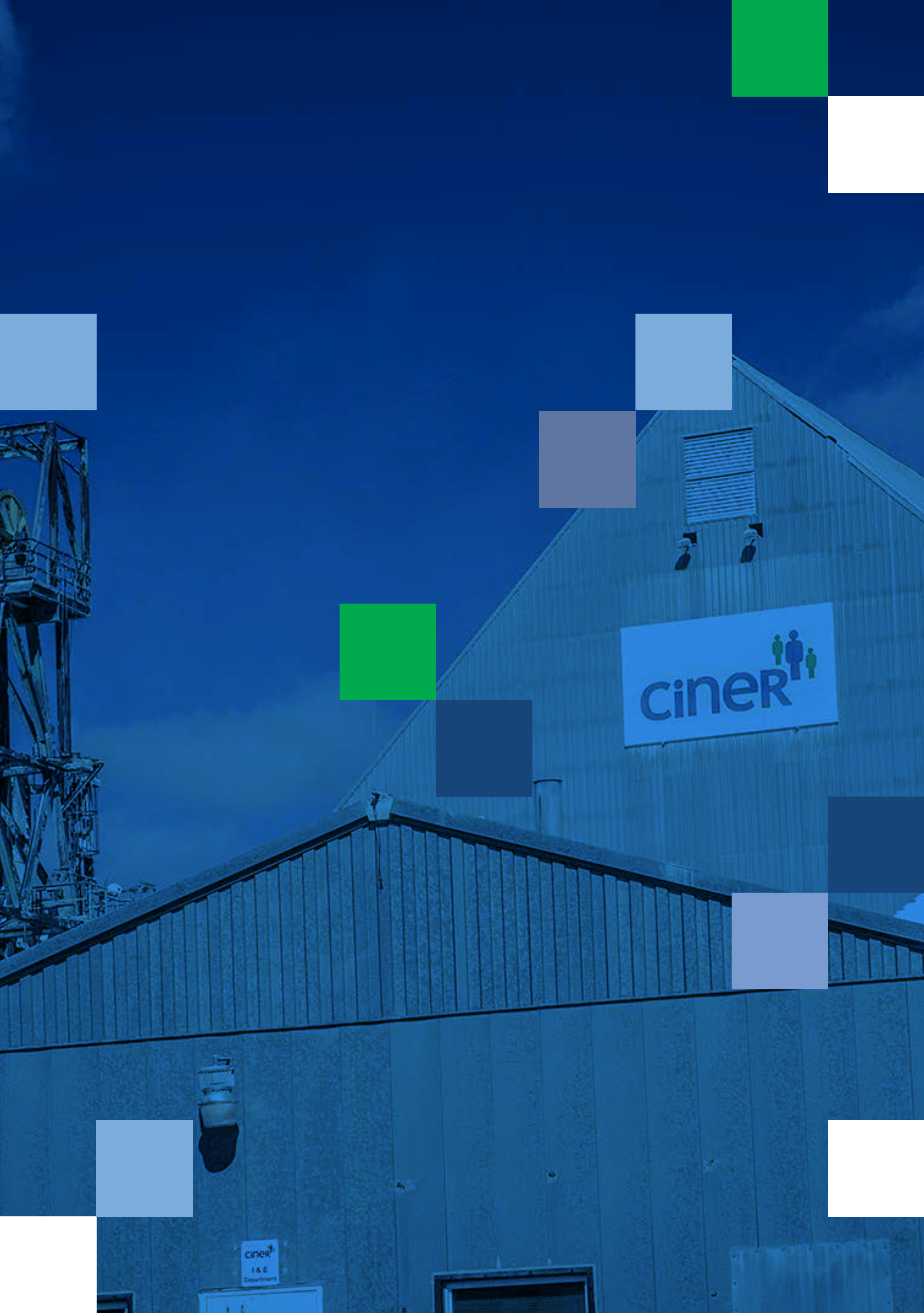
Ciner's stellar safety performance continues to speak for itself. Ciner Wyoming is a four-time winner of the Industrial Minerals Association of North America (IMA-NA) Large Category award for being the country's safest underground mine. Moreover, mine and surface rescue teams are consistently among the best in the country, with eight national mine rescue and three international surface rescue championships.

CINER SUSTAINABILITY REPORT

GRI 103-1; 103-2; 103-3;



ENVIRONMENTAL RESPONSIBILITY



ENVIRONMENTAL MANAGEMENT

CINER SUSTAINABILITY REPORT
GRI 103-1; 103-2; 103-3;

Ciner Wyoming plant has been a fixture of the community in Green River for almost six decades and is keenly aware of its responsibility towards the next generation of employees and their families. We are proud of being the lowest pollution emitter and the most efficient producer in the area due to our unique natural soda ash refining process, which is significantly more environmental-friendly compared to synthetic operations.

All environmental aspects stemming from our operation are continuously assessed, and resources required to minimize the impact are maintained by the plant management. In order to minimize the effect on surrounding areas, targets are set to lower water consumption, minimize waste, improve recycling, and reduce overall emissions. These factors have also been considered in our Quality, Occupational Health, Environment and Food Safety policies.

ENVIRONMENT FRIENDLY PRODUCTION

Ciner Wyoming utilizes room and pillar mining technique to ensure there’s no surface subsidence and disturbance due to our operation. By being the only producer in the Green River area that utilizes two separate beds of trona, Ciner Wyoming’s overall footprint is much smaller than other mines with similar production output.

Our surface impact is minimal which allows for continued surface use and access of approximately 90% of the land that Ciner Wyoming has mining leases on. These uses include public recreation, farming, ranching, grazing and part of the Seedskadee National Wildlife Refuge, all active while underground mining is being conducted.

Currently a portion of our produced tailings are placed underground thus lessening the impact to surface tailings impoundments. We have given away our right to use coal showing our commitment to preserve the environment and set an example for other producers. Low NOx burners, burning only clean natural gas (not coal), and stringent annual emissions testing ensures that we remain the lowest emitter in the Green River basin.

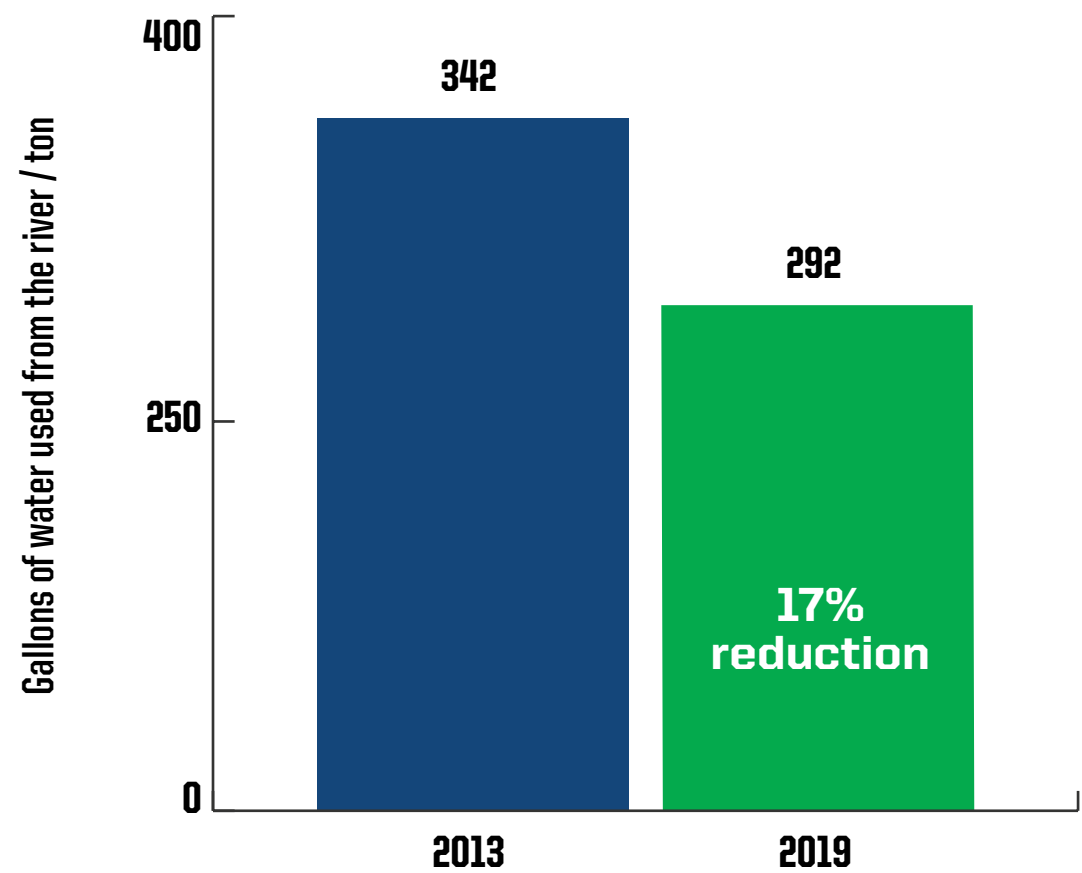
WATER MANAGEMENT

Water is the most important and the most essential source for the continuity of life. According to the report published by United Nations Environment Program, more than half of the world population will have to face water scarcity within 50 years. Therefore, at Ciner Wyoming facility, we consider the water, which we need at every step of our production, as the most important heritage that we should leave to the next generations. We address water related issues through a broader perspective and ensure adaptation to new policies and corporate reforms to adapt our water management strategies to global change. We elevate the level of awareness among our employees via water usage trainings and tutorials.

WATER MANAGEMENT

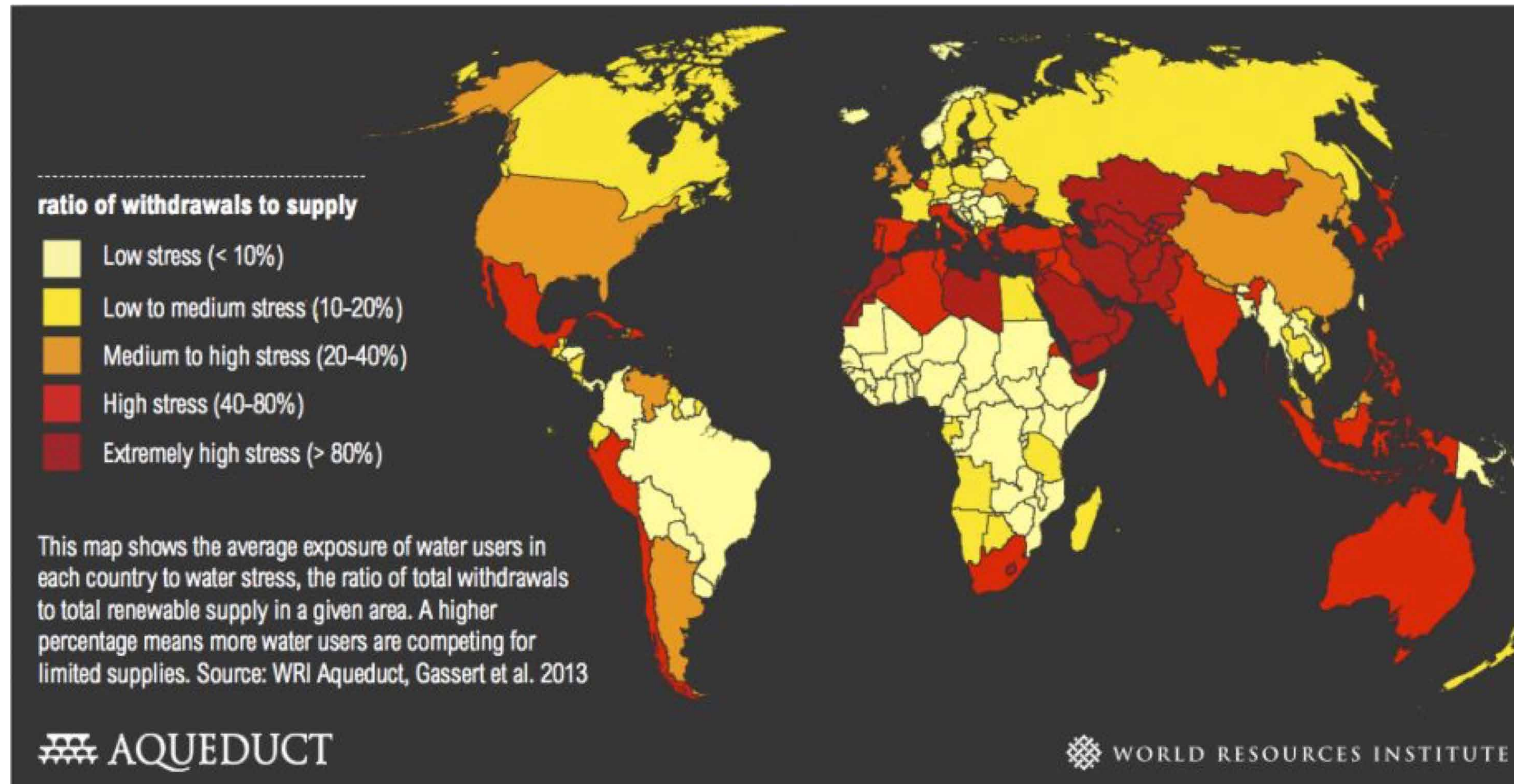
In recent years, Ciner WY has put a significant emphasis on efficient water usage and has identified many projects related to water use reduction. This has greatly reduced our water usage on a gallon/ton of soda ash produced basis.

Ciner Wyoming facility is a non-discharge facility which means no contaminated surface waters are discharged from the site to the nearby Green River. Over the past several years, the facility has invested tens of millions of dollars on cutoff walls and pump back well systems to reduce the interaction of ground water and high total dissolved solids (TDS) water coming from historic ponds. This has in turn helped Ciner control the level of salt released to the river which is regularly monitored through a large system of monitoring wells. In fact, Ciner Wyoming is now operating at a level (of salt load amount) much lower than the regulatory limit of 2000 lbs per day.



In the past 6 years, Ciner Wyoming reduced the amount of water used from the river by more than 17%.

WATER STRESS BY COUNTRY

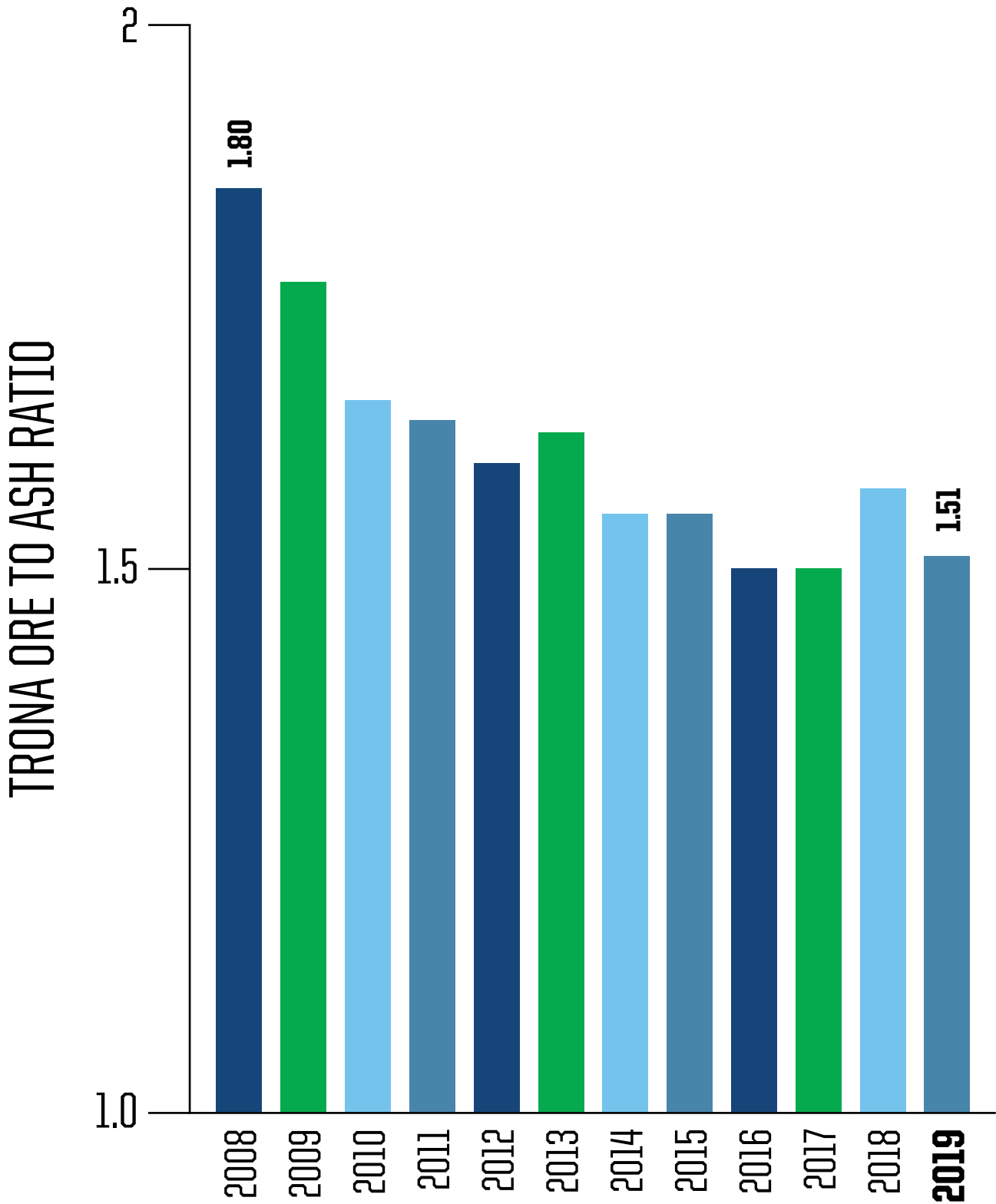


NATURAL RESOURCE MANAGEMENT

As part of our operations, trona ore is mined and processed to derive Sodium Carbonate (Soda Ash). Meanwhile, other production techniques such as Solvay and Hou, require the use of different types of raw materials such as salt (brine), limestone, ammonia and carbon dioxide to be used in the process.

	Ciner Wyoming (US Trona)	Solvay	Hou
Process	Mining and refining trona	Synthetic production	Synthetic production
Raw Materials	Trona	Salt (brine), Limestone, Ammonia	Salt (brine), Ammonia, Carbon Dioxide

Over the past decade, due to application of innovative solutions in the production process, Ciner Wyoming has managed to use less trona ore to produce the same amount of soda ash. Thus, trona ore to ash ratio (amount of trona ore required to produce one ton of soda ash or liquor) has dropped by 16% between 2008 and 2019.



WASTE MANAGEMENT

Ciner Wyoming is continuously working on reducing waste by separating waste streams and recycling all metal from older decommissioned units as well as maintenance and project work. In addition, there is a continuous improvement project in place where used pallets will be collected by an external vendor to be reused afterwards.

Overall, liquid solution as a by-product of the process is collected in the deca ponds. These ponds enable Ciner to recover soda ash via deca rehydration otherwise lost in processing trona.

	Ciner Wyoming (US Trona)	Solvay	Hou
Process	Mining and refining trona	Synthetic production	Synthetic production
By-Products	Deca Ponds (able to feed back into soda ash production process)	Calcium Chloride (waste product)	Ammonium Chloride (co-product)





BIODIVERSITY

For nearly five years, Ciner WY has been partnering with other local producers in the formation of the Wyoming Mining Natural Resources Foundation. <http://www.wmnrf.org/>

The Foundation’s mission statement “Industry Providing for People while Partnering in Conservation and Environmental Stewardship” recognizes the critical role that Wyoming’s mining industry plays in providing for the health and well-being of human and natural environments.

The Foundation has developed an initial conservation strategy which is designed to engage landowners and land managers, agencies, academia and stakeholders to work together with the mining industry to implement durable conservation practices on the ground.

Wyoming Mining Natural Resource Foundation (WMNRF) is developing a voluntary conservation strategy with an objective of achieving durable net conservation benefit for the Greater sage-grouse and the habitat on which it depends in the landscape context of mining and processing operations in Southwestern Wyoming. Implementation of the conservation strategy will be directed by an Agreement between WMNRF, the U.S. Fish and Wildlife Service, and the Bureau of Land Management. The Agreement incorporates a combined Candidate Conservation Agreement with Assurances (CCAA) applicable to non-federal property and an integrated Candidate Conservation Agreement (CCA) applicable to federal property. Partnering with WMNRF, Ciner has been involved in efforts to preserve the wildlife.

In addition, the ponds used across the plant attract birds throughout the year. To minimize the impact to our wildlife, as part of the Migratory Bird Treaty Act, Ciner executed a program and saved 630 birds from the ponds and flushed off 3384 of them in 2019.

CLIMATE CHANGE & ENERGY EFFICIENCY

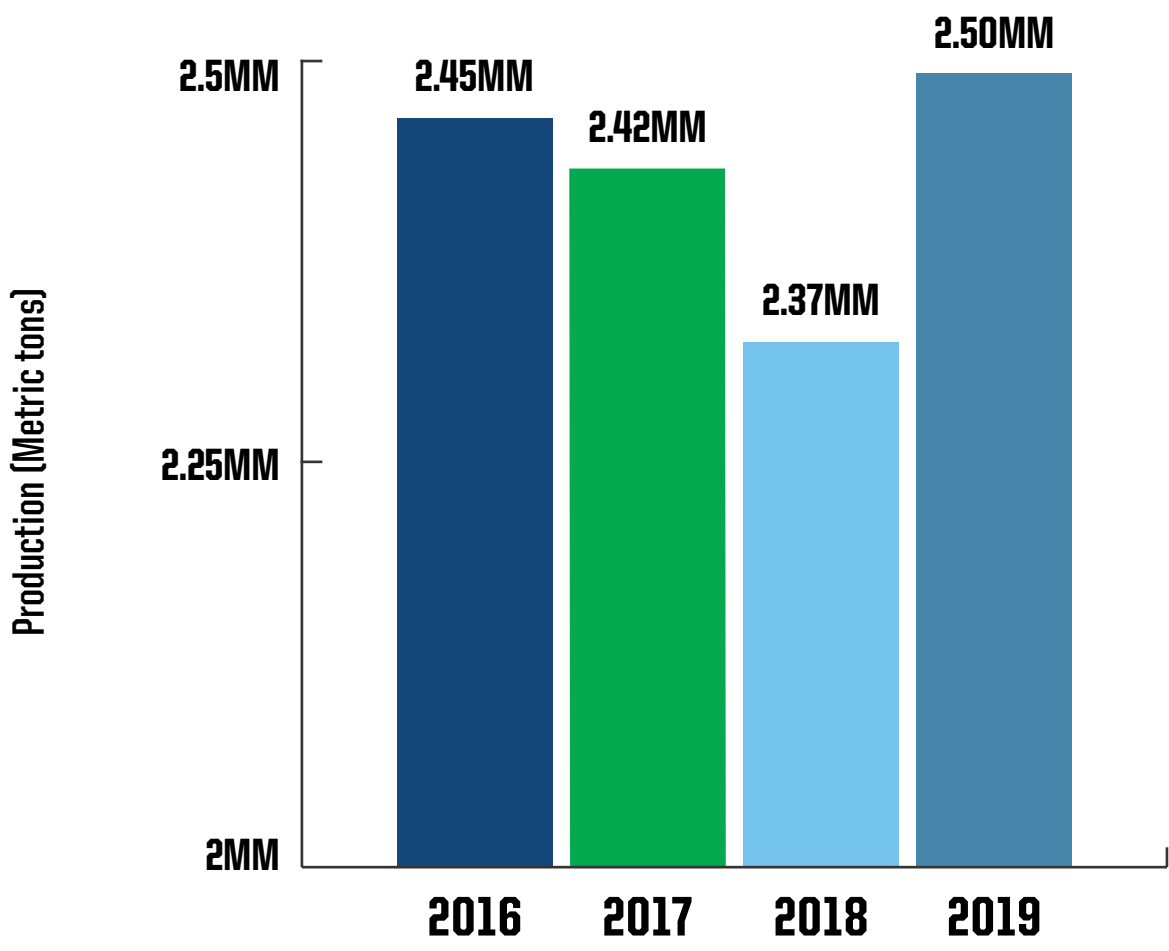
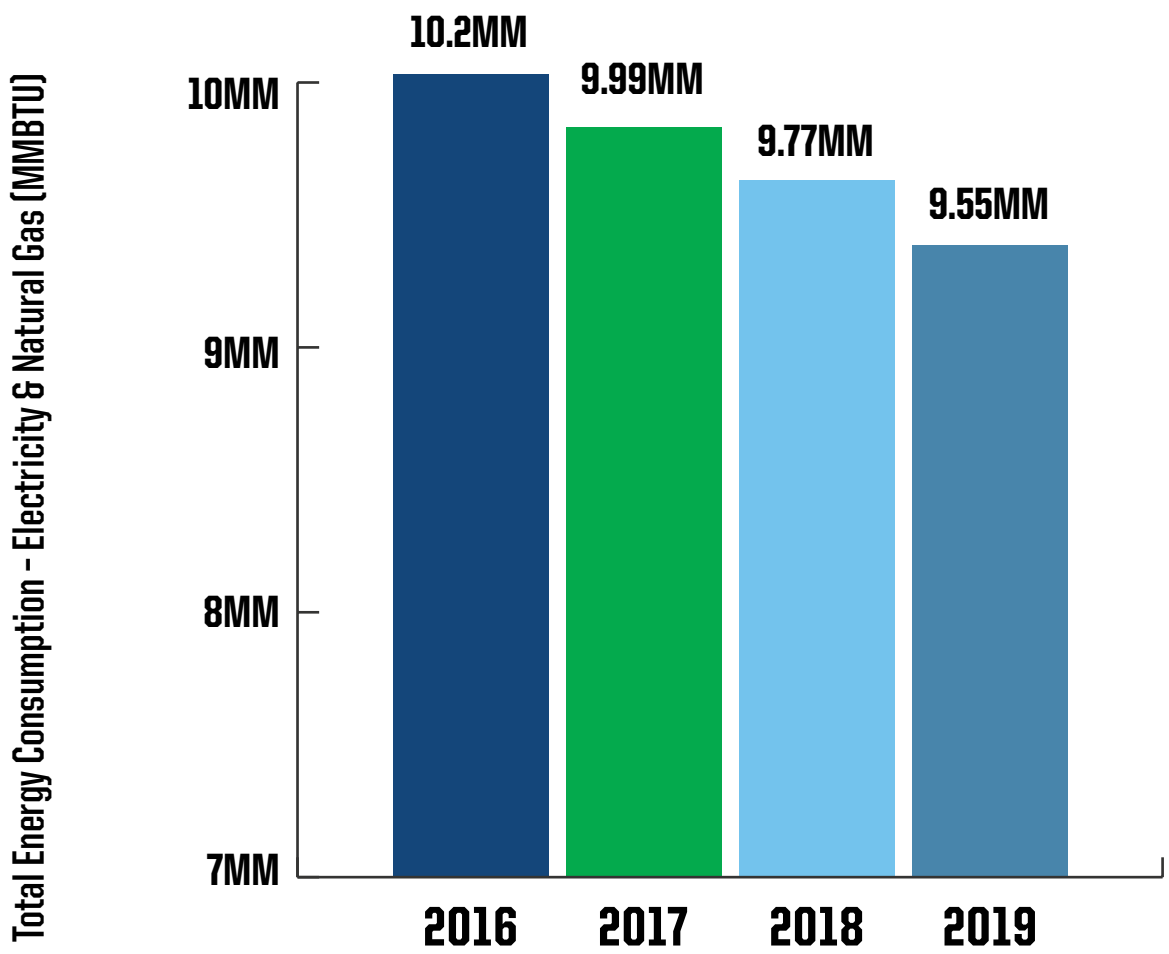
As part of the energy efficiency initiatives, Ciner Wyoming has recently built a new gas turbine and associated Co-generation (electricity and steam) facility, which will replace the older and less efficient unit and provide about 25% of the site’s energy needs.

The Co-Generation facility will burn clean natural gas to produce electricity thus displacing the electricity that is currently sourced primarily from coal fire power plants. In addition, gas turbine exhaust heat will be used to “co-generate” steam for use in surface operations.

Overall, compared to synthetic soda ash producers, Ciner Wyoming uses more than 40% less energy for its operation.

	Ciner Wyoming (US Trona)	Solvay	Hou
Process	Mining and refining trona	Synthetic production	Synthetic production
Energy Usage	3.9 - 4.4 MMBtu / ton	10 - 14 MMBtu / ton	10 - 14 MMBtu / ton

Despite increase in production every year, Ciner Wyoming has reduced the overall energy consumption for electricity and natural gas.



CONTINUOUS IMPROVEMENT & ENERGY EFFICIENCY

At Ciner Wyoming facility, there is a dedicated Continuous Improvement (CI) team who is responsible for working closely with various functions in the plant on projects that will provide productivity and efficiency to the operation. Most of the project ideas stem from employees as a result of the long-standing culture of self-motivation for every individual to step up and look for ways to continuously improve how we manage our operation. Employees are informed about potential CI projects via different channels and are encouraged to provide input and get actively involved to produce the desired outcome.

Every year, selected employees go through blue and green belt trainings where they learn how to effectively use CI processes and tools in managing process improvement projects. From the start of the program, 184 employees have gone through CI trainings, 32 completed in 2019. Many of the projects included in the CI program are focused on reducing energy consumption and raw material addition in our operation. A recent example, for gaining energy efficiency, has been the Carbon Reduction Project where the team recognized a significant opportunity to reduce the amount of carbon (raw material) added to the filter process, further reducing energy consumption. The CI team has also started to work with the Rocky Mountain Power Company to reduce the electricity usage in the plant.





SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY

Substantial Commitments Made to Local Organizations with contributions reaching \$4 million.

Public school improvements

Sweetwater County SD#1 Head Start building being remodeled and expanded.

City of Green River Community Park

Project to expand existing children's waterpark and Ever's Park to a family-friendly recreation complex

Boys & Girls Club

Remodel projects to bring existing building up to code and repair damage from vandalism

Youth Activities in Communities

Donations of uniforms, equipment, travel and membership fees for various youth organizations including Little League Baseball and Football, drama clubs, technology clubs, high school graduation activities.

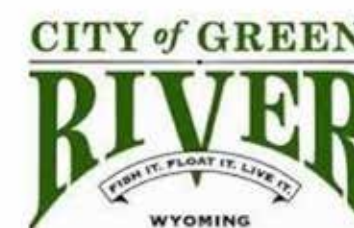
Local Civic Organizations

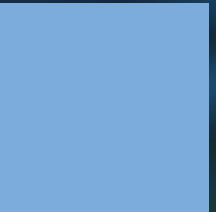
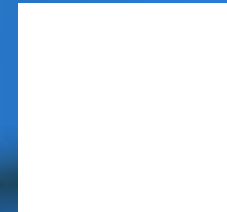
Donations to civic organizations including Sweetwater County Hospital, American Cancer Society, Alzheimer's Association

Wyoming Congressional Awards

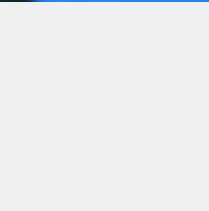
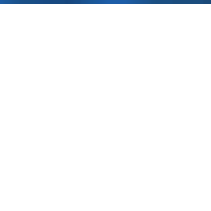
Scholarships for Wyoming's Outstanding College Bound students which is sponsored by Wyoming's Congressional delegation

Major Sponsor of Cheyenne Frontier Days Rodeo





PERFORMANCE DATA



	2016	2017	2018	2019	FINANCIAL DATA CINER SUSTAINABILITY REPORT	\$ millions	2016	2017	2018	2019
Production Volume (Metric Tons)	2,445,150	2,419,363	2,370,809	2,496,623		Profit Before Taxes	86.3	86.4	103.0	101.6
						Total Assets	413.1	453.2	434.6	494.2
						Total Short-Term Liabilities	55.5	56.6	64.6	56.3
Net Product Sale (Metric Tons) (Wyoming Plant)	2,481,764	2,454,264	2,370,615	2,502,998		Total Liabilities	153.9	205.0	174.5	194.4
						Shareholder’s Equity	259.2	248.2	260.1	299.9
						Paid Dividends (Out of WY)	95.0	100.0	95.0	65.0
Export (Metric Tons)	1,675,945	1,658,333	1,411,654	1,709,700		Capital Expenditures	26.2	21.9	52.4	58.1
						Personnel Expenses	63.8	65.0	64.3	68.2
						Taxes Paid (Severance & Production Taxes)	10.0	9.6	9.5	9.8
Domestic (US, Canada) (Metric Tons)	805,819	795,931	958,961	793,298		Energy Investments (COGEN facility)	–	0.3	20.3	29.2
					Total Enterprise Value	1,218.9	1,110.1	936.9	807.6	

Social Data	2016	2017	2018	2019
Employee Distributions According to their Status				
Blue Collar	335	333	348	352
White Collar	136	141	140	141
Total	471	474	488	493
Employee Distribution According to Contract Type				
Permanent	471	474	488	493
Temporary	0	0	0	0
Total	471	474	488	493
Employee Distribution According to Gender				
Men	409	409	424	430
Women	62	65	64	63
Total	471	474	488	493
Employee Distribution According to Age Group				
<30	48	53	58	64
30-50	264	265	276	311
>50	159	156	154	118
Total	471	474	488	493
Distribution of Employees According to being Native or Foreigner				
Native	471	474	488	486
Foreigner	0	0	0	7
Total	471	474	488	493

SOCIAL DATA

CINER
SUSTAINABILITY REPORT



Social Data	2016	2017	2018	2019
Average Age According to Employee Categories				
Senior Executives	47	49	49	46
Mid-Level Executives	48	47	48	47
Specialists & Officials	47	46	46	45
Average Seniority According to Employee Categories				
Senior Executives	7.7	7.2	8.0	3.0
Mid-Level Executives	5.8	4.9	4.5	6.5
Specialists & Officials	15.2	13.8	14.2	11.8
Employee Education				
Total Hours		12,272	12,270	11,798
Distribution of Senior Executives According to being Native or Foreigner				
Native	10	11	9	6
Foreigner	0	0	0	3
Total	10	11	9	9
Distribution of Senior Executives According to Gender (%)				
Female	10.0%	9.1%	11.1%	11.1%
Male	90.0%	90.9%	88.9%	88.9%
Total	100%	100%	100%	100%

2018 Comparison	Ciner	Peer 1	Peer 2	Peer 3	OHS AND ENVIRONMENTAL DATA CINER SUSTAINABILITY REPORT	2019 Comparison	Ciner			Nat'l AVG		
PM (total condensable & non-condensable)	485.5	1,223.0	1,044.4	293.8		VPID (Violations per Inspection Day)	0.28			1.08		
PM10 (emissions < 10 microns)	375.2	1,207.6	990.3	95.8			2015	2016	2017	2018	2019	
PM2.5 (emissions <2.5 microns)	239.4	930.7	943.7	38.3		NFDL (Non-Fatal Days Lost)						
CO	2,339.5	4,848.2	5,681.8	4,817.9		Ciner	0.49	0.98	0.7	0	1	
NOx	291.7	2,193.8	1,958.4	1,393.3		Peer 1	4.08	2.14	0.88	0.54	1.63	
SO2	5.1	2,336.0	3,974.9	73.1		Peer 2	1.42	0.78	1.83	0.89	0.95	
VOC	535.4	688.0	6,345.9	1,961.9		Peer 3	0.78	0.78	1.83	0.93	1.1	
Ammonia	0.0	4.0	0.0	63.2		Nat'l AVG	1.38	1.16	1.07	1.04	1.08	
Total + CO	3,547	11,273	18,951	8,342		RAIR (Reportable Accident Incident Rate)						
Total - CO	1,207	6,425	13,270	3,587		Ciner	1	1.2	1.18	0.46	2	
	2015	2016	2017	2018		Peer 1	7.47	2.15	1.42	1.08	2.53	
Ciner CO2e	741,393	767,553	752,177	737,659		Peer 2	2.23	1.66	1.70	2.22	1.74	
						Peer 3	1.57	1.83	1.19	0.92	0.77	
						Citations						
						Ciner	70	126	132	55	64	
						Peer 1	263	85	122	105	142	
						Peer 2	114	113	129	153	117	
						Peer 3	235	160	137	67	213	
						Reportable Incidents						
						Ciner	3	5	5	2	9	
						Peer 1	44	12	8	6	14	
						Peer 2	11	8	8	10	8	
						Peer 3	14	16	10	8	7	



Empowering Sustainable Decisions

Content Index

Ciner Resources Corporation

Mar 2020

Service

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

GRI CONTENT INDEX		
GRI Standard	Disclosure	Page Numbers and/or direct answers
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 7, About Ciner Resources
	102-2 Activities, brands, products, and services	Page 7, About Ciner Resources Page 21, Products and Areas of Use
	102-3 Location of headquarters	Page 7, About Ciner Resources Page 19, Ciner Group Trona Reserves
	102-4 Location of operations	Page 7, About Ciner Resources Page 19, Ciner Group Trona Reserves Page 24, Sales Network
	102-5 Ownership and legal form	“Page 7, About Ciner Resources Page 15, Governance”
	102-6 Markets served	Page 7, About Ciner Resources Page 24, Sales Network
	102-7 Scale of the organization	Page 25, Sales and Export Data Page 67, Financial Data
	102-8 Information on employees and other workers	Page 68, Social Data
	102-9 Supply chain	Page 38, Supply Chain
	102-10 Significant changes to the organization and its supply chain	First GRI report. There is no significant change.
	102-11 Precautionary principle or approach	Page 36, Sustainability Priorities Page 40, Risk Management
	102-12 External initiatives	Page 39, Initiatives and Memberships
	102-13 Membership of associations	Page 39, Initiatives and Memberships
	102-14 Statement from senior decision-maker	Page 3-4, Messages from Group Head and CEO
	102-15 Key impacts, risks, and opportunities	Page 40, Risk Management

GRI CONTENT INDEX		
	102-16 Values, principles, standards and norms of behaviour	Page 13, Mission and Strategies Page 42-43, Ethical Values and Wage Policy
	102-17 Mechanisms for advice and concerns about ethics	Page 42-43, Ethical Values and Wage Policy
	102-18 Governance structure	Page 11-12, Organizational Structure Page 15, Governance
	102-22 Composition of the highest governance body and its committees	Page 15, Governance
	102-23 Chair of the highest governance body	Page 15, Governance
	102-26 Role of highest governance body in setting purpose, values, and strategies	Page 13, Mission and Strategies Page 37, Sustainability Targets
	102-30 Effectiveness of risk management processes	Page 29-31, Sustainability Management Page 35, Sustainability Priorities
	102-32 Highest governance body's role in sustainability reporting	Page 29-31, Sustainability Management Page 35, Sustainability Priorities
	102-35 Remuneration policies	Page 43, Wage policy
	102-36 Process for determining remuneration	Page 43, Wage policy
	102-40 List of stakeholder groups	Page 33-34, Stakeholders
	102-41 Collective bargaining agreements	No collective bargaining agreements
	102-42 Identifying and selecting stakeholders	Page 33-34, Stakeholders
	102-43 Approach to stakeholder engagement	Page 23, Sales & Marketing Page 26-27, Customer Relations Page 33-34, Stakeholders
	102-44 Key topics and concerns raised	Page 23, Sales & Marketing Page 26-27, Customer Relations Page 33-34, Stakeholders
	102-45 Entities included in the consolidated financial statements	Page 5, About the report Page 7, About Ciner Resources Page 67, Financial Data
	102-46 Defining report content and topic boundaries	Page 5, About the report
	102-47 List of material topics	Page 5, About the report Page 36, Sustainability Priorities
	102-48 Restatements of information	First GRI Report.
	102-49 Changes in reporting	First GRI Report.

GRI CONTENT INDEX		
	102-50 Reporting Period	Page 5, About the report
	102-51 Date of most recent report	Page 5, About the report First GRI Report
	102-52 Reporting cycle	Page 5, About the report
	102-53 Contact point for questions regarding the report	Page 5, About the report
	102-54 Claims of reporting in accordance with the GRI Standards	Page 5, About the report
	102-55 GRI Content Index	Page 70, GRI Content Index
	102-56 External assurance	Page 5, About the report
Material Topic: Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 67, Financial Data
	103-2 The management approach and its components	Page 67, Financial Data
	103-3 Evaluation of the management approach	Page 67, Financial Data
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 67, Financial Data
Material Topic: Ethical Values		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 42-43, Ethical Values and Wage Policy
	103-2 The management approach and its components	Page 42-43, Ethical Values and Wage Policy
	103-3 Evaluation of the management approach	Page 42-43, Ethical Values and Wage Policy
Material Topic: Environment Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 54-55, Environment Management Page 61, Biodiversity
	103-2 The management approach and its components	Page 54-55, Environment Management Page 61, Biodiversity
	103-3 Evaluation of the management approach	Page 54-55, Environment Management Page 61, Biodiversity
Material Topic: Environment Management		

GRI CONTENT INDEX		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 61, Biodiversity Page 62, Climate Change and Energy Efficiency
	103-2 The management approach and its components	Page 61, Biodiversity Page 62, Climate Change and Energy Efficiency
	103-3 Evaluation of the management approach	Page 61, Biodiversity Page 62, Climate Change and Energy Efficiency
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 59, Natural Resource Management Page 60, Waste Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 62, Climate Change and Energy Efficiency
Material Topic: Carbon Footprint and Energy Efficiency		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 56-57, Water Management
	103-2 The management approach and its components	Page 56-57, Water Management
	103-3 Evaluation of the management approach	Page 56-57, Water Management
GRI 303: Water 2016	303-1 Water withdrawal by source	Page 56-57, Water Management
	303-3 Water recycled and reused	Page 56-57, Water Management
Material Topic: Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 54-55, Environment Management Page 62, Climate Change and Energy Efficiency Page 63, Continuous Improvement & Energy Efficiency
	103-2 The management approach and its components	Page 54-55, Environment Management Page 62, Climate Change and Energy Efficiency Page 63, Continuous Improvement & Energy Efficiency
	103-3 Evaluation of the management approach	Page 54-55, Environment Management Page 62, Climate Change and Energy Efficiency Page 63, Continuous Improvement & Energy Efficiency
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 69, OHS & Environmental Data
	305-2 Energy indirect (Scope 2) GHG emissions	Page 69, OHS & Environmental Data

GRI CONTENT INDEX		
Material Topic: Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 48-52, Occupational Health and Safety (MSHA)
	103-2 The management approach and its components	Page 48-52, Occupational Health and Safety (MSHA)
	103-3 Evaluation of the management approach	Page 48-52, Occupational Health and Safety (MSHA)
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management - worker health and safety committees	Page 48, Occupational Health and Safety (MSHA)
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 48, Occupational Health and Safety (MSHA) Page 69, OHS & Environmental Data
Material Topic: Employee Training and Development		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 44-47, Employee Development and Communication
	103-2 The management approach and its components	Page 44-47, Employee Development and Communication
	103-3 Evaluation of the management approach	Page 44-47, Employee Development and Communication
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 44-47, Employee Development and Communication
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 44-47, Employee Development and Communication
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 44-47, Employee Development and Communication
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 42, Ethical Values
Material Topic: Customer Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 26-27, Customer Relations
	103-2 The management approach and its components	Page 26-27, Customer Relations
	103-3 Evaluation of the management approach	Page 26-27, Customer Relations
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 26-27, Customer Relations

THE SUSTAINABLE DEVELOPMENT GOALS INDEX		
	GOAL	Page Numbers
	GOAL 1: NO POVERTY	Page 43, Wage Policy
	GOAL 3: GOOD HEALTH AND WELL-BEING	Page 48-52, Occupational Health and Safety (MSHA)
	GOAL 4: QUALITY EDUCATION	Page 42, Ethical Values Page 44-47, Employee Development and Communication
	GOAL 5: GENDER EQUALITY	Page 42, Ethical Values
	GOAL 6: CLEAN WATER AND SANITATION	Page 56-57, Water Management
	GOAL 8: DECENT WORK AND ECONOMIC GROWTH	Page 25, Sales and Export Data
	GOAL 9: INDUSTRY, INNOVATION, AND INFRA-STRUCTURE	Page 17, Mining and Production at Ciner Wyoming
	GOAL 10: REDUCED INEQUALITIES	Page 42, Ethical Values
	GOAL 13: CLIMATE ACTION	Page 62, Climate Change and Energy Efficiency