

USG Corporation Social Responsibility Statement

About USG

USG has been a leading manufacturer of building products and innovative solutions for more than 115 years. Our wall, ceiling, flooring, sheathing and roofing products provide the solutions that enable customers to build the outstanding spaces where people live and do business. Since 1902, USG has led the manufacturing industry with innovations and products that set new standards for design, productivity and performance for customers all over the globe.

In April 2019, USG joined the Knauf group, the world's largest gypsum manufacturer with a diverse product portfolio and global footprint. As part of Knauf, USG will be even better positioned to meet customers' needs by leveraging two highly complementary businesses, with a goal to be the easiest company to do business with, from sales and delivery through the post-purchase process.

As used in this Social Responsibility Statement, "USG" or the "Company" refers to USG Corporation, its operating subsidiaries, and our employees, all of which have an obligation to comply with this Statement.

Our Values

Our core values are integrity, safety, efficiency, quality, service, innovation, and diversity. These values drive our commitment to be good corporate citizens. We respect our employees, customers, suppliers, investors, and the communities in which we operate, and we endeavor to do the right thing.

Compliance with the Laws

Our commitment to our core values begins with our obligation to obey both the letter and the spirit of the law. We expect our employees to be familiar with the laws that apply to their areas of responsibility, to make good faith efforts to comply with the law, and to ask questions if they are unsure about what to do.

Employee and Product Safety

USG has been a leader in industrial safety for more than 100 years. Keeping our employees safe has always been our top priority, and our philosophy is "no job is so important or task so urgent that it cannot be performed safely." Concern for employee safety runs through every part of the organization.

Our concern for safety extends to our products and our customers. We have a robust program that evaluates our products for environmental and safety effects over time. This due diligence helps to ensure our products are safe to handle in our manufacturing plants and on job sites while having minimal impact on occupant health and indoor and outdoor environments.

Environmental Stewardship

We conduct our worldwide operations in an environmentally responsible manner and in compliance with environmental laws and regulations. Consistent with this commitment, employees are expected to report any environmental concern or violation of environmental law to their management. Managers are expected to take prompt action.

Our Ecoblueprint® is the strategy that guides our environmental sustainability efforts to develop responsible customer solutions, enhance our energy management, and improve how we use resources.

In our manufacturing processes, we work to use water and other resources more efficiently, reduce waste, and transform secondary waste into valuable new resources. We are an industry leader in the design and manufacture of building materials that use more recycled content, consume less energy to make and use, and reduce global warming potential.

Our Workplace

We strive to treat all employees with dignity and respect. As an Equal Opportunity Employer committed to a culturally rich workforce, we are proud of our initiatives to promote diversity and raise the quality of our work environment and employee well-being.

- USG will not discriminate in hiring, promotion, compensation of employees, and other terms and conditions of employment on the basis of race, color, religion, age, nationality, national origin, sexual orientation, gender, pregnancy, disability, or veteran status. USG will create a work environment free of discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.
- USG will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); all employment is voluntary. We will not tolerate the use of corporal punishment, threats of violence, or other forms of physical or psychological coercion or harassment in the workplace.
- USG will not use child labor. The term “child” refers to any employed person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the jurisdiction, whichever is greatest. We support the use of legitimate workplace apprenticeship, internship, and other similar programs that comply with all laws and regulations applicable to such programs.
- USG will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates, nonexempt or exemption classification, and other elements of compensation, and provide legally mandated benefits.
- USG’s human resources and safety directives require that employees will not exceed the maximum hours of work prescribed by law. Our intent is to keep direct labor work hours under 56 hours per week, including overtime, except in unusual business circumstances. For managerial and professional employees, we follow legal and customary work

practices in the regions where we operate. In countries where the maximum work week is shorter, that standard shall apply. Employees should be allowed at least one day off per seven-day week.

- USG respects the legal rights of its employees to join or to refrain from joining worker organizations, including labor organizations or trade unions. USG complies with legal requirements regarding employee and third-party involvement. USG respects the rights of employees to organize. Our long-standing belief is that the interests of both the Company and its employees are best served through a favorable, collaborative work environment with direct communication between employees and management. USG endeavors to promote positive relationships between employees and managers, to facilitate employee communications, and to support employee development.
- USG provides numerous programs for employees to support and encourage community involvement. The USG Foundation provides matching gifts to designated charities and financial support to organizations like the United Way and selected educational institutions. Our employees are encouraged to seek volunteer opportunities that benefit our communities.

Anti-Corruption

USG expects its managers and employees to conduct business in accordance with the highest ethical standards. It is strictly against USG policy to make, offer, or solicit a bribe or a kickback for any purpose. USG is committed to complying with anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act.

Privacy

USG is committed to protecting the privacy and confidentiality of information about its employees. USG will process confidential employee information in accordance with applicable local law (and any designated safeguards provided therein); and with employee consent where required; or where necessary for the establishment, exercise or defense of legal claims.

Enforcement

USG is committed to practicing and enforcing the obligations and responsibilities contained in our Social Responsibility Statement and USG's Code of Business Conduct. We require employees to report any violations of our ethical or legal obligations and provide a hotline to do so. We also require our employees to cooperate in the investigation of any ethical or legal violation. We regularly educate our employees on our obligations and conduct internal audits of compliance. We will not tolerate retaliation against any employee who in good faith reports a violation of the obligations set forth in this Statement.

Our Expectations of Our Suppliers and Our Commitment to Our Customers

We expect our third-party suppliers to comply with the obligations set forth in this Social Responsibility Statement in their work for USG, and we commit to our customers and other stakeholders that we will comply with these obligations as well.