



SOCIAL MEDIA POLICY **(Adopted as of May 31, 2019)**

Introduction

The Board of Directors of Hi-Crush Inc. and its subsidiaries (the “Company”) has adopted this Social Media Policy (this “Policy”) to create a set of guidelines for all Company employees and contractors who wish to engage in online social media, whether at work or on their own time. All posts private or public regarding the company or company activities should follow the below guidelines

The goal of this Policy is to provide helpful, practical guidelines to protect the Company and its employees from misuse of social media or any other form of online publishing or discussion. The Policy may continue to be updated as new technologies and social networking tools evolve and become available.

The Company respects the rights of its employees to use social media tools not only as a form of self-expression, but also as a means to further the Company’s business. It is important that all employees are aware of the implications of engaging in forms of social media and online conversations that reference the Company and/or the employee’s relationship with the Company and that employees recognize when the Company might be held responsible for their behavior. Any violation of the Policy may result in disciplinary action up to and including termination. If you are writing about business pertaining to the Company, on behalf of the Company and in your role as an employee, you should check with your supervisor to make sure that the writing does not violate any laws or contractual obligations of the Company.

Summary and Scope

The Policy applies to employees who use blogs, wikis (including but not limited to Wikipedia), message boards, multimedia and social networking websites (including but not limited to Facebook, LinkedIn, Twitter, Instagram, Pinterest, Tumblr, Open Door, Reddit and YouTube) and any other site where text or content can be posted.

The Policy’s guidelines are divided into five subcategories:

Guidelines 1–2:	Professionalism
Guidelines 3–6:	Respecting Confidentiality and Applicable Laws
Guidelines 7–9:	Privacy
Guideline 10:	News Media
Guidelines 11–12:	Non-liability of the Company

Beyond these guidelines, use common sense. When sharing company content, please share verbatim. Individual employees are encouraged to like and engage with content or share company posts to personal accounts as they feel relevant. However, if you choose to discuss the Company through any online means with a public or private profile, do so with respect, stick to the facts, identify your affiliation with the Company accurately and appropriately, and review the guidelines if you have any doubts about your compliance with this Policy.

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This Policy does not restrict or prohibit your right to discuss or communicate the terms and conditions of your employment or wages as protected under Section 7 of the National Labor Relations Act.

Guidelines Constituting the Social Media Policy

Guidelines 1–2: Professionalism

1. Know and follow the Company’s Code of Business Conduct and Ethics. It is your responsibility to adhere to Company policies first and foremost.
2. Be aware of your association with the Company in online social networks. If you identify yourself as a Company employee, ensure your profile and related content are consistent with how you wish to present yourself and the Company to colleagues and customers.

Guidelines 3–6: Respecting Confidentiality and Applicable Laws

3. Respect confidentiality and all applicable laws, including antifraud, intellectual property, securities, disclosure, anti-harassment, anti-discrimination, anti-defamation and non-disparagement laws. (See Guidelines 4–6.)
4. Be truthful and transparent while keeping privacy and confidentiality considerations in mind. (See Guidelines 7–8.) When discussing the Company or Company-related matters with third parties on behalf of the Company and in your role as an employee of the Company:
 - a. Use your real name and identify yourself as a Company employee from the first encounter.
 - b. Be clear about your role in the Company.
 - c. Write in the first person. Make it clear that you are speaking for yourself and not on the Company’s behalf. You should neither claim nor imply that you are speaking on the Company’s behalf unless you are authorized in writing by a designated spokesperson in accordance with the Hi-Crush Inc. Fair Disclosure Policy.
 - d. Do not make any false, misleading or unsubstantiated claims that are malicious in nature to third parties on behalf of the Company and in your role as an employee of the Company, and do not ask anyone to make such claims for you.
 - e. Use a disclaimer such as, “These views are my own and do not necessarily represent the Company’s positions, strategies or opinions.” Note such a disclaimer does not by itself exempt employees from responsibility when using social media. By virtue of your position, you must consider whether personal thoughts you publish could be misunderstood as expressing Company positions.
5. Respect confidentiality and intellectual property, securities and financial disclosure laws.
 - a. Do not include the Company’s logos or other trademarks—or those of customers, business partners, suppliers or other third parties—in your postings. Respect trademark, copyright, patent, fair use and trade secret laws. However, to the extent that such use is incidental, non-commercial, and made in connection with protected activities under Section 7 of the National Labor Relations Act, you will not face disciplinary action.

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- b. Do not disclose the Company's or another's confidential or other proprietary information to third parties or other entities outside the Company or anyone within the Company, unless that individual has a need to know such information for business purposes.
 - c. Externally, never identify a customer, partner or supplier by name without permission and never discuss confidential details regarding the Company's customers, business partners, suppliers or others.
 - d. Do not post or distribute photography (including photographic prints and transparencies, video, film and digital imaging) a) of proprietary processes or technology in use, b) that is protected by copyright, or c) that depicts behaviors not in accordance with Company policies regarding safety.
 - e. Do not comment on anything related to litigation or other legal matters, or on any parties the Company is involved in litigation with, without the appropriate approval, except for any litigation or legal matters to which you are a party or that concern labor disputes.
 - f. Do not comment on confidential Company projections or financial information such as the Company's future business performance, business plans or prospects anywhere in the world. Similarly, you should not discuss the Company's stock or stock price. Do not deny or confirm rumors, even in subtle ways.
 - g. Nothing in this section prohibits employees from discussing the terms and conditions of their employment or otherwise engaging in conduct that is protected under the National Labor Relations Act.
6. Respect your audience, co-workers and the competition by respecting anti-harassment, anti-discrimination, anti-defamation and non-disparagement laws.
- a. Do not use ethnic slurs, personal insults or obscenity.
 - b. Show proper consideration for others' privacy and for topics that might be considered objectionable or inflammatory, such as politics and religion.
 - c. Correct your own errors, omissions and mistakes when discovered.
 - d. If you modify an earlier post, make it clear that you have done so.
 - e. If you write about the Company's competitors, make sure that what you say is factual, based on publicly available information, and that it is not disparaging.

Guidelines 7–9: Privacy

7. Protect your privacy. Be mindful that what you publish will be widely accessible for a long period of time.
8. Do not cite or reference customers, partners or suppliers without their approval. When possible, link back to the source when you make a reference.
9. All contents of Company's IT resources and communication systems are property of the Company. Therefore, employees should have no expectation of privacy whatsoever in any message, files, data, document, facsimile, telephone conversation, social media post, conversation or message or any other kind of information or communications transmitted to, received or printed from, or stored on Company's electronic information and communications system.

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- a. You are expressly advised that in order to prevent misuse, Company reserves the right to monitor, intercept, and review, without further notice, every employee's activities using the Company's IT resources and communications systems, including but not limited to social media postings and activities, and you consent to such monitoring by your acknowledgment of this policy and your use of such resources and systems. This might include, without limitation, the monitoring, interception, accessing, recording, disclosing, inspecting, reviewing, retrieving, and printing of transactions, messages, communications, postings, log-ins, recordings, and other uses of the systems, as well as keystroke capturing and other network monitoring technologies.
- b. Do not use Company's IT resources and communication systems for any matter that you desire to be kept private or confidential from Company.
- c. Company also may store copies of such data or communications for a period of time after they are created, and may delete such copies from time to time without notice.

Guideline 10: News Media

10. You should not speak to the news media or a blogger on the Company's behalf; instead, please refer that person to the Company's Marketing and Corporate Communications Department at (marketing@hicrush.com).

Guidelines 11–12: Non-liability of the Company

11. The Company shall not be liable, under any circumstances, for any errors, omissions, losses or damages claimed or incurred due to any of your online postings. In the event that any third-party claims are brought against Company as a result of your unlawful social media activity, you will be held responsible for any costs or damages it incurs as a result.
12. The Company may request that you avoid certain subjects or withdraw certain posts if it believes that doing so will help ensure compliance with applicable laws.

The Company reserves the right to suspend, modify or withdraw this Policy, and you are responsible for regularly reviewing the terms of this Policy. If you have any questions about this policy, its purpose, or need to file a complaint, please contact legal@hicrush.com.