



OUR ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY COMMITMENT

Compass Minerals is committed to the safety and health of our employees. We're also dedicated to minimizing any adverse environmental impacts related to our operations. These commitments are valued at the highest level of our organization, with board oversight and governance, and serve as the foundation on which all priorities are developed to ensure the sustainability of our company.

- Our company makes it a top priority to ensure that each of our employees has a safe, healthy, secure and inclusive work environment that supports an optimal quality of life.
- We're committed to always making business decisions reflecting that our employees are our most valued asset.
- We strive to go beyond compliance with all applicable safety, health and environmental requirements and expect every site to achieve continuous improvements in those areas.
- Site management aims to provide every person at their site with the right training and knowledge to eliminate at-risk behaviors and conditions, and to emphasize that each employee shares responsibility for their own safety as well as the safety of others at the site.
- Each employee is empowered to stop any work process if they believe it's unsafe or unhealthy.
- Employees will carry out tasks in an environmentally responsible manner to prevent pollution, reduce waste and minimize consumption of resources.
- We will continually evaluate risks and opportunities related to our climate and broader environment to responsibly transform our natural resources while mitigating impacts and protecting our environment for future generations.
- We will operate in a manner that supports, enhances and protects our communities and ensures decisions are consistent with a long-term view of sustainability and environmental stewardship.

Endorsed on Jan. 30, 2024:

Edward C. Dowling Jr.
President and CEO