



Human Rights Policy

Policy Number: CORP-HR-POL-110

Policy Owner: Human Resources

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Policy Contact(s): Manager, Human Resources

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Purpose

This Human Rights Policy (this "Policy") outlines our commitment to human rights and the foundational steps we take to ensure human rights are respected when we do business.

Scope

This Policy applies to Compass Minerals International, Inc. and its subsidiaries and affiliates ("Compass Minerals" or "Company" or "we"), and all employees, officers and directors working for or on behalf of such entities.

Policy Statement

General

Compass Minerals promotes and supports human rights consistent with our Core Values and is guided by the Universal Declaration of Human Rights, the United Nations Global Compact and the Guiding Principles for Business and Human Rights. We respect the rights of individuals belonging to groups or populations who may be particularly vulnerable including, but not limited to (in alphabetical order): children, ethnic or racial minorities and people of color; indigenous peoples; LGBTQ+ people; migrant workers and their families; national, linguistic and religious minorities; people with disabilities; and women.

At Compass Minerals we are committed to creating a diverse, safe and inclusive organization where all are treated with dignity. We believe everyone has a voice and every voice matters, that each individual has worth and that discrimination in all forms must end. We also believe our employees, customers, shareholders, partners and community members should be treated fairly. We are committed to ensuring that our company's actions are in line with these beliefs.

We are committed to complying with all applicable local, state or provincial, and national laws regarding human rights and worker rights where we do business. We also seek out suppliers, vendors and other business partners who share our respect for human rights and conduct their business accordingly.

This commitment comes from the top, and is reflected throughout all levels of our organization. Our Board of Directors oversees management's decision-making for economic, environmental and social impacts (including human rights) of our company's operations.

Modern slavery and child labor

Modern slavery and child labor, which involves the employment of children below the legal minimum age of work pursuant to applicable law, are crimes and a violation of fundamental human rights. They take various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Compass Minerals has zero-tolerance for modern slavery and child labor. Compass Minerals is also committed to acting ethically and with integrity in all of our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and child labor is not taking place anywhere in our own business or in any of our supply chains.

We will only hire persons under the age of 18 if such hire complies with applicable law and is part of a work experience, internship, apprenticeship or educational program.

Freedom of Association

We respect our employees' right to join, or refrain from joining, labor unions or other legally authorized associations without fear of intimidation, harassment or retaliation. Where employees are represented by a legally recognized union or workers' association, we are committed to bargaining in good faith.

Equal Opportunity

We value diversity and inclusion in the workplace and are committed to promoting and maintaining a culture of equal opportunity. We prohibit discrimination or harassment of employees due to race, ancestry, ethnicity, color, religious creed or belief, national origin, sex (including sexual orientation, gender identity, and pregnancy and breastfeeding), age, military or veteran status, status as a qualified individual with a disability, genetic information, and any other characteristic protected by law.

Compensation and Benefits

We believe in providing fair and equitable wages and, at a minimum, are committed to adhering to all applicable wage, work hours, overtime and benefits laws and to the terms of applicable collective bargaining agreements.

Workplace Safety and Security

We are committed to excellence in environment, health, safety and security (EHS&S) and strive for continuous improvement in each of these areas, including:

- meeting or exceeding EHS&S laws and regulations,
- applying industry best practices,
- allocating resources as needed to promote health and safety for all, and
- providing a secure workplace that is free from violence and harassment.

Community Relationships and Indigenous People

Consistent with our Core Values, we engage with the people in the communities where we operate, and we respect and work to understand their cultures, customs and values.

Training

The Company is committed to providing training to all employees annually on our Core Values, Code of Ethics and Business Conduct, anti-discrimination and anti-harassment.

Violations

Subject to applicable law in each Compass Minerals location, any employee who breaches this policy will subject to disciplinary action, up to and including dismissal.

Reporting Concerns and Seeking Guidance

All employees are required to report any known or suspected violations of our Code of Ethics and Business Conduct (our “Code”), any Compass Minerals’ policy or applicable law to a manager, supervisor, HR representative, the Compass Minerals Ethics Hotline or another Company Resource. Reports made through the Ethics Hotline may be anonymous as permitted by local law. Compass Minerals prohibits any retaliation (such as termination) against anyone who in good faith reports activity or behavior that he or she reasonably believes is unlawful, unethical or in violation of our policies.

Our Code can be found on Compass Connect, on our company’s website (compassminerals.com), or by contacting Human Resources. A full list of Company Resources is located at the end of our Code. Employees are encouraged to use Company Resources if they have questions about this or any other company policy.

Copies and Modifications

Edits and modifications to this policy must be approved pursuant to Compass Minerals’ Policy Charter. Copies of this policy, either in digital or printed form, are for reference purposes only. Employees should refer to the applicable corporate policy display resource (Compass Connect for English and Canadian French policy versions, and Compass Minerals South America policy repository for Portuguese policy versions) in order to view the official current version of this policy.

Related Policies/References

- Policy Against Discrimination and Harassment
- EEO Policy

Review History

The below information is for informational purposes only and does not constitute a material portion of this policy.

Date Revised	Version #	Brief Summary of Key Revisions
March 28, 2022	2	Reformatted onto corporate policy template