



ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY

Compass Minerals' employees must embrace a commitment to safety and health, and for the safety and health of their co-workers. Additionally, we're dedicated to minimizing any adverse environmental impacts related to our activities, products and services. These commitments are valued at every level of the organization and serve as the foundation on which all priorities are developed.

- It's a top priority for Compass Minerals that each of our employees have a safe and healthy work environment, including optimal quality of life.
- We are committed to making business decisions to ensure that our people are always our most valued asset.
- We expect every operation to achieve year-over-year improvements in safety, health and environmental performance.
- Site managers must make a continued effort to equip every person at their site with the right training and knowledge to eliminate at-risk behaviors and conditions in order to protect themselves and their co-workers.
- Site management has the overall responsibility for the safety and health of everyone at the site. However, every person is responsible for his or her own safety, as well as looking out for the safety of others on site.
- Each employee is empowered to stop any work process if they believe it's unsafe or unhealthy.
- The benefits of a safe, healthy and environmentally responsible workplace are shared by employees, their families and the entire community.
- We will design, operate and manage facilities to protect the environment, as well as the health, safety and security of all personnel.
- Personnel will receive training to carry out tasks in an environmentally responsible manner, ensuring pollution prevention, reduction of waste and minimizing the consumption of resources.
- We will operate in a manner that protects the health and safety of our workforce and our communities and ensure decisions are consistent with a long-term view of sustainability and stewardship.

ENDORSED ON JULY 23, 2020, BY:

A handwritten signature in blue ink, appearing to read "K. Crutchfield".

Kevin Crutchfield, President and CEO