



Policy Owner: SVP, General Counsel
Date: June 1, 2018

COMPASS MINERALS INTERNATIONAL, INC. HUMAN RIGHTS POLICY

Policy Statement

Compass Minerals International, Inc. and its subsidiary and affiliated companies (“Compass Minerals” or the “Company”) promotes and supports human rights consistent with its Core Values and guided by the Universal Declaration of Human Rights and the Ten Principles of the United Nations Global Compact.

In addition to our commitment to human rights as outlined below, we will seek out suppliers, vendors and other business partners who share our respect for human rights and conduct their business accordingly.

Forced Labor and Human Trafficking

We have zero tolerance for and prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, modern forms of slavery and any form of human trafficking.

Child Labor

We do not employ children or support the use of child labor.

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. Compass Minerals prohibits discrimination or harassment of employees due to race, ethnicity, color, religion, national origin, sex (including sexual orientation, gender identity and pregnancy), age, military or protected veteran status, status as a qualified individual with a disability, genetic information, and any other characteristic protected by law or unrelated to an individual’s ability to perform work.

Compensation and Benefits

We believe in providing fair and equitable wages and, at a minimum, will adhere 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. We will meet or exceed EHS&S laws and regulations and will apply industry best practices, allocating resources as needed to promote health and safety for all. We are also committed to 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.

Legal Compliance

We will comply with all applicable local, state or provincial, and national laws regarding human rights and worker rights where we do business.