



Environmental, Health and Safety Committee Charter

of Compass Minerals International, Inc.

This Environmental, Health and Safety Committee Charter (the “Charter”) was adopted by the Board of Directors (the “Board”) of Compass Minerals International, Inc. (the “Company” or “Compass Minerals”) on August 15, 2007.

Compass Minerals is committed to excellence in environmental, health and safety stewardship. All personnel strive to improve environmental, health and safety performance. Compass Minerals endeavors to meet or exceed all environmental, health and safety laws and regulations and applies responsible practices where laws and regulations do not exist.

I. PURPOSE

The Board has established the Environmental, Health and Safety Committee (the “Committee”) to ensure compliance with the following initiatives for the organization:

- education of Company personnel, contractors and visitors to ensure that environmental, health and safety standards and procedures are understood and implemented;
- integration of environmental, health and safety stewardship into all business decisions;
- the design, operation and management of facilities to protect the environment and the health and safety of all personnel;
- allocation of sufficient human and financial resources to implement and sustain the environmental, health and safety program;
- verification of compliance through self-assessment measures, statistical measures and key performance indicators;
- production and delivery of products and services to customers that protect the safety of the end user;
- compliance with the Compass Minerals International, Inc. Environmental, Health and Safety Policy

II. MEMBERSHIP

The Committee will consist of at least three (3) members of the Board. The members, including the Chair of the Committee, shall be appointed by action of the Board. Committee members may be removed from the Committee, with or without cause, by the Board.

III. MEETINGS AND PROCEDURES

The Committee will meet on a regular basis with the relevant executive officers and senior operations managers who are accountable for environment, health and safety. Management will review for the Committee the programs, policies, procedures, compliance audits and the statistical measures used to monitor performance. The Committee may also meet from time to time in executive session with one or more individuals.

Any employee may communicate directly with the chair of the Committee in confidence and without prior management approval. This may be achieved through the use of the Company's third-party Compliance Hotline (1-866-755-1743, available 24 hours/day, 365 days/year). The third-party group that manages this confidential Compliance Hotline is able to arrange direct communication with the chair of the Committee.

IV. DUTIES AND RESPONSIBILITIES

1. The Committee will meet at least quarterly to review the safety and environmental performance of all segments of the Company's operations and work with management to improve programs and ensure corrective actions as needed.
2. The Committee will regularly review Compass Minerals' programs regarding the safety of Company employees and environmental compliance for Company operations.
3. The Committee will report at each quarterly Board meeting on the status and results of the EHS programs.
4. The Committee will, at least annually, review this Charter and submit any recommended changes to the Board for its approval.

V. DELEGATIONS OF DUTIES

In fulfilling its responsibilities, the Committee may, subject to applicable laws and regulations, delegate any or all of its responsibilities to a subcommittee of the Committee.