



ENVIRONMENTAL, HEALTH, SAFETY AND SECURITY POLICY

Compass Minerals is committed to excellence in environmental, health, safety and security stewardship. All personnel will strive to improve environmental, health, safety and site security performance. We will meet or exceed all environmental, health, safety and security laws and regulations, and apply industry/trade association best practices and standards where laws and regulations do not exist.

This policy is based on the following principles:

- Educate company personnel, contractors, stakeholders, and visitors to ensure that environmental, health, safety and security standards and procedures are understood and implemented;
- Integrate environment, health, safety and security into all business decisions;
- Design, operate and manage facilities to protect the environment, health, safety and security of all personnel;
- Allocate sufficient human and financial resources to implement and sustain this policy;
- Verify compliance to this policy through self-assessment measures and key performance indicators;
- Cooperate with government agencies in the development and implementation of sound environmental, health, safety and security practices;
- Produce and deliver products and services to our customers that protect the safety of the end user;
- Ensure accountability for compliance and continuous improvement with this policy.

A handwritten signature in blue ink, appearing to read "Angelo C. Brisimitzakis".

Angelo C. Brisimitzakis
President & Chief Executive Officer
Compass Minerals