



ENVIRONMENTAL, HEALTH, SAFETY AND SECURITY POLICY

Compass Minerals is committed to excellence in environmental, health, safety and security (EHS&S) stewardship. All personnel will strive to improve EHS&S performance. We will meet or exceed EHS&S 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 and communicate with stakeholders (company personnel, contractors, supply chain, business partners, visitors, etc.) to ensure that EHS&S standards and procedures are understood and implemented;
- Obtain, evaluate and respond to input from stakeholders;
- 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 EHS&S practices;
- Produce and deliver products and services to our customers that protect the safety of the end user; and,
- Ensure accountability for compliance and continuous improvement with this policy.

A handwritten signature in black ink, appearing to read "Fran Malecha".

Fran Malecha
President & Chief Executive Officer
Compass Minerals