



APPENDICES



» APPENDICES

GRI Index

Appendix B

Appendix C



APPENDICES

- » 1 GRI Index
- » 2 Appendix B
- » 3 Appendix C

What is the Global Reporting Initiative (GRI)? »

- » The GRI is a non-profit organization that promotes sustainability topics and produces standards for sustainability reporting. It is a recognized leader in this area.
- » The GRI reporting framework enables all organizations to measure, understand and communicate sustainability information with a globally recognized standard reporting methodology.

KEY »

External Assurance



Coverage

-  Complete
-  Partial
-  Incomplete



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-1	Message from CEO		2014 Sustainability Report pages 5-7	
G4-2	Description of key impacts, risks and opportunities		2014 Sustainability Report page 27	
G4-3	Name of organization			Compass Minerals International, Inc.
G4-4	Primary brands and products		2014 Sustainability Report page 27	
G4-5	Location of HQ			Overland Park, Kansas
G4-6	Number of countries operating in			2015 10-K
G4-7	Nature of ownership and legal form			2015 10-K
G4-8	Markets served		2014 Sustainability Report page 18	
G4-9	Scale of the reporting organization (employees, operations, net sales, capitalization, quantity of products/services)			2015 10-K
G4-10	Total number of employees by region, type, gender			As of December 31, 2014, we had 1,984 employees, of which 1,003 are employed in the U.S., 806 in Canada and 175 in the U.K. [Ref. 2015 10k]



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-11	Percentage of employees covered by collective bargaining			Approximately 30% of our U.S. workforce and approximately 48% of our global workforce is represented by labor unions. Of our 12 collective bargaining agreements (CBAs), four expire in 2016, four will expire in 2017 and one will expire in 2019. [Ref. 2015 10k]
G4-12	Describe the organization's supply chain		12	
G4-13	Report if precautionary approach is taken		2014 Sustainability Report page 81	
G4-16	List of membership of associations		2014 Sustainability Report pages 78-80	
G4-17	Entities in consolidated financial statement		2015: Annual Report	
G4-18	Process for defining the report content and Aspect Boundaries		2014 Sustainability Report page 74	
G4-19	Material Aspects		2014 Sustainability Report page 75	
G4-20	Aspect boundary within the organization			Operational procedures, economic performance, environmental safeguards and all labor-related issues, including health and safety, apply to activities within our control and across our organization.
G4-21	Aspect boundary outside the organization			Initiatives related to community outreach, the environment and educational activities expand beyond the realms of our organization to include external stakeholders.



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-22	Effect of restatement of information			There has been no restatement.
G4-23	Report significant changes in the Scope and Aspect Boundaries			There have been no changes.
G4-24	List of stakeholders engaged		2014 Sustainability Report page 74	
G4-25	Basis for stakeholder identification		2014 Sustainability Report page 74	
G4-26	Approach to stakeholder engagement		2014 Sustainability Report page 65	
G4-27	Key topics of concern raised by stakeholders		2014 Sustainability Report page 75	
G4-28	Reporting period			2015
G4-29	Date of most previous report			July 2015
G4-30	Reporting cycle			Annual
G4-31	Contact point for questions			Sustainability@compassminerals.com
G4-32	In accordance with option			GRI G4 "Core" In Accordance
G4-33	External assurance for report		3	iCompli assurance letter
G4-34	Governance structure		2014 Sustainability Report page 24	



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-35	Delegation of authority for economic, environmental and social topics		2014 Sustainability Report page 24	
G4-37	Process for communicating stakeholder concerns to board		2014 Sustainability Report page 26	
G4-49	Process for communicating critical concerns to board		2014 Sustainability Report page 26	
G4-56	Organization's values, principles and standards		2014 Sustainability Report page 22	
Economic	Discussion of Management Approach		2014 Sustainability Report pages 19, 20, 84	
G4-EC1	Direct economic value generated and distributed			Employee wage spending is not currently disclosed for competitive reasons. With regard to Community Giving, we contributed nearly \$200,000 in the form of direct giving and employee matching in 2015.
G4-EC3	Coverage of benefits plan obligations			All employees, including some union employees, are eligible for benefits. Part-time employees receive fewer benefits.
G4-EC7	Development and impact of infrastructure investments and services supported			While we do not have any material investments in infrastructure that support external constituents, our deicing products do serve economic continuity in regions of North America and the U.K. that experience extreme winter conditions.
G4-EC8	Significant indirect economic impacts, including the extent of impacts			



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
Environment	Discussion of Management Approach		2014 Sustainability Report pages 27, 28, 30	
G4-EN1	Materials used by weight and volume			Materials used, aside from packaging materials, are not disclosed for competitive reasons.
G4-EN3	Energy consumption within the organization		16	
G4-EN4 ●	Energy consumption outside the organization			Adequate tracking mechanisms are not currently in place, but Compass Minerals has begun to investigate methods in order to quantify this information in the future.
G4-EN5	Energy intensity		16	
G4-EN6	Energy saved due to conservation and efficiency improvements			Several energy efficiency enhancements are underway, which we expect to produce meaningful savings. As we complete these projects, we will have the opportunity to increase our reporting in this area.
G4-EN8 ●	Total water withdrawal by source		17	
G4-EN9	Water sources significantly affected by withdrawal of water		2014 Sustainability Report page 37	
G4-EN10	Percentage and total volume of water recycled and reused		17	
G4-EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		2014 Sustainability Report page 42	



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-EN13	Habitats protected or restored			Compass Minerals is currently working with its partners to implement a restoration plan in the Bear River Bay region of the Great Salt Lake.
G4-EN15 ● (Scope 1)	Direct GHG emissions		16	
G4-EN16 ● (Scope 2)	Energy indirect GHG emissions		16	
G4-EN17 (Scope 3)	Other indirect GHG emissions			No data is currently available for this item. In the future, we plan to implement tracking mechanisms to capture up/down stream transport-related data.
G4-EN18	GHG intensity		16	
G4-EN21	NOx, SOx, and other significant air emissions by type		17	
G4-EN22	Total water discharged by quality and destination			
G4-EN23	Total weight of waste by type and disposal method			We have minimal waste generation in our production processes; we generate virtually no hazardous waste and our solid waste is minimal. The majority of the tonnage we sell is shipped bulk and unpackaged. Thus, our packaging materials are minimal relative to our total tonnage.
G4-EN29	Fines for non-compliance with environmental regulation			None in 2015



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce			We do not currently track workforce transportation metrics.
Labor	Discussion of Management Approach		2014 Sustainability Report pages 46, 51-59	
G4-LA1	Employee turnover by age group, gender and region		20	
G4-LA2	Benefits provided to full-time employees		2014 Sustainability Report page 62	
G4-LA3	Return to work and retention after parental leave			Parental leave is a component of our medical benefits.
G4-LA4	Minimum notice periods regarding operational changes			At present, we have no formal corporate policy dictating a minimum notice period to employees of operational changes. Also, other than in the CBA for Kenosha, there is no minimum notice periods required before any operational changes can be made. Nevertheless, in the case of a major operational change, the company attempts to give as much notice as is practical to any affected employee. In keeping with our Core Values, we act openly, honestly and transparently to inform employees of impending major operational changes.
G4-LA5	Percentage of workers represented by management-worker health and safety committees			Compass Minerals has established management-worker health and safety committees at all of its production sites, packaging locations and its DeepStore operations in the U.K. We estimate that approximately 85 percent of our workforce is represented by these committees.



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-LA6	Type of injury and rates of injury, etc.		23	
G4-LA7	Workers with high incidence or high risk of diseases related to their work		23	
G4-LA8	Health and safety topics in formal agreements			Health and safety topics are addressed in all CBAs (excluding Goderich mine and plant), and PPE-safety shoes and glasses are provided to all employees. Further, joint management-worker health and safety committees address additional safety measures at the site level, as needed.
G4-LA9	Average hours of training per employee			Aside from required hours for compliance training and financial contributions made for employee training company-wide, a specific breakdown of training types and hours by workforce category has not been captured.
G4-LA11	Percentage of employees receiving regular performance reviews			Quantitative measures are not currently in place to convey this level of detail. Nevertheless, Compass Minerals reviews full-time, non-union employees, including senior management, annually in a formalized manner.
G4-LA12	Composition of governance bodies by category for diversity indicators		21	
G4-LA13	Remuneration of men to women by employee category			



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
Human Rights	Discussion of Management Approach		2014 Sustainability Report pages 46, 48, 54	
G4-HR2	Total hours of employee training on human rights policies/procedures			Anti-discrimination training offered in 2015 totaled 669 hours.
G4-HR3	Total number of incidents of discrimination and corrective action			One incident reported in 2015
G4-HR5	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor			We do not currently have operations in countries at risk for child labor.
G4-HR8	Indigenous rights violations			None of our operations border First Nations land. The only potential exception is the Chippewa claim to Lake Huron, which is under dispute. Adhering to local laws and renewing or receiving the required permits and approvals from third parties and governmental authorities is absolutely essential to maintain our local license to operate.
Society	Discussion of Management Approach		2014 Sustainability Report page 64	
G4-SO3	Percentage of operations assessed for risks related to corruption			Though we've encountered no incidents of corruption, we have made significant progress over the last few years to include anti-corruption training and procedures for regular monitoring across the company.



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
G4-SO4	Communications and training of anti-corruption policies		2014 Sustainability Report page 59	The company's Code of Ethics and Business Conduct outlines the company's approach to eradicating bribery and corruption. All salaried Compass Minerals employees receive information on bribery and corruption laws as part of the annual compliance training program. In addition, targeted groups of employees receive additional training on bribery and corruption laws.
G4-SO5	Confirmed incidents of corruption and actions taken			The company is not aware of any incidents of corruption in 2015.
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes			The company is not aware of any legal actions for any anti-competitive behavior, anti-trust or monopoly practices in 2015.
Product Responsibility (via Case Studies)	Discussion of Management Approach		2014 Sustainability Report pages 39, 67-70	
PR1	Percentage of significant product and service categories assessed for improvement		2014 Sustainability Report pages 67-70	Fines incurred over the last five years for non-compliance of any nature, were financially immaterial.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their lifecycle, plus outcomes			Cases are presented in our 2014 report depicting how Compass Minerals considers impacts of its products across the lifecycle. As a whole, fines incurred over the last five years for non-compliance of any nature, were immaterial.



APPENDICES

- » 1 GRI Index
- 2 Appendix B
- 3 Appendix C

Indicator	Description	Coverage	Page/Reference	Notes/Omissions
Mining & Metals Sector Supplement	Discussion of Management Approach		2014 Sustainability Report pages 39, 67-70	
G4-MM4	Number of strikes and lock-outs exceeding one week's duration, by country			None
G4-MM5	Total number of operations taking place in or adjacent to IPs' territories, and number and percentage of operations or sites where there are formal agreements with IPs' communities			None of our operations border First Nations land. The only potential exception is the Chippewa claim to Lake Huron, which is under dispute. Adhering to local laws and renewing or receiving the required permits and approvals from third parties and governmental authorities is absolutely essential to maintain our local license to operate.



APPENDICES

- 1 GRI Index
- » 2 Appendix B
- 3 Appendix C

Management Assertions & Measurement Techniques »

Compass Minerals International, Inc. and its consolidated subsidiaries (“Compass Minerals”) is responsible for the completeness, accuracy and validity of the sustainability metrics contained in the 2015 Environmental and Social Responsibility Update for the year ending December 31, 2015. Data was collected where the company maintains operational control and had the authority to implement operating policies with respect to energy usage, water usage and waste disposal.

With respect to the sustainability metrics in this report identified and denoted by a green dot (●) in the Appendices, Compass Minerals management asserts that such sustainability metrics are presented in conformity with the assessment criteria set forth below.

Organizational boundary

This report covers all Compass Minerals operations in place in 2015. A complete discussion of financial results and risks can be found in the company’s 2015 annual report on form 10-K. Data collection principles used in the report have been informed by the GRI Reporting Guidelines as well as the Green House Gas (GHG) protocol.

For labor-related metrics, Compass Minerals is reporting on persons directly employed by Compass Minerals.

Uncertainty and approximations

As noted in the verification statement of iCompli, the environmental data was found to be accurate. It should be noted that the consumed water and solar energy data from our Ogden facility contains an approximation of water volumes that seep from solar ponds back into the Great Salt Lake. This approximation impacts the water consumed by the Ogden facility and in turn impacts the solar energy calculations. We believe that the water values were calculated using scientific methods however, we recognize that small errors in such large values could significantly impact the total water and energy results for Compass Minerals. For this reason, the Great Salt Lake water values and the solar energy consumed at the Ogden facility are presented separately from the smaller, more precise energy and water data.

GHG emission factors

The GHG emissions associated with the activities noted in this report have been determined on the basis of measured or estimated energy and fuel use, multiplied by relevant carbon emission factors. Published emission factors were used to calculate emissions from operations.



APPENDICES

- 1 GRI Index
- » 2 Appendix B
- 3 Appendix C

Management Assertions & Measurement Techniques (continued) »

EMISSION SOURCE	EMISSION SOURCE TYPE	EMISSION FACTOR EMPLOYED
Scope 1	Natural gas	GHG emissions for natural gas are calculated using EPA Emissions factors for U.S. facilities; Climate Registry Default Emission Factors for Canadian facilities and UK-DEFRA Emission Factor for the U.K. facility.
Scope 1	Diesel, gasoline, liquid propane	GHG emissions for diesel, gasoline and liquid propane are calculated using EPA Emissions factors and Climate Registry Default Emission Factors for U.S. facilities; Climate Registry Default Emission Factors for Canadian facilities; and UK-DEFRA Emission Factor for the U.K. facility.
Scope 2	Electricity	U.S. EPA eGRID sub-regional emission factors are used for electricity purchased for U.S. sites. Canadian sites were calculated using factors provided in the 2015 National Inventor Report. The U.K. facility used factors provided by the electrical provider in 2015.

Base data and metrics

Environmental data for 2013 was accounted and summarized in this report and now serves as the base year for that data. The 2013, 2014 and 2015 environmental metrics included in this report were arrived at through either direct measurement or third party invoices. Compass Minerals estimates are used where measurement data is not readily available.

Tonnage metrics do not include tons handled through packaging facilities. Emissions from packaging facilities are included.

Estimation methodology for direct and indirect energy consumption

Energy estimations for fuel and electricity are based on purchase invoices.

Estimation methodology for water withdrawal

Water withdrawals are not metered due to the rate at which extraction occurs. However, water withdrawal volumes are estimated based on several data points, including pump capacity (pump curves which takes into account water levels in the lake at the time of pumping), run time and energy utilization for individual pumps.



APPENDICES

- 1 GRI Index
- 2 Appendix B
- » 3 Appendix C

iCompli External Assurance Statement »

In an effort to provide transparency and make certain the data we have provided in this report is correct and in keeping with general environmental data standards, we sought independent third party assurance for the following metrics for the years 2013, 2014 and 2015 from iCompli Sustainability.

- » Scope 1 GHG emissions (Global Reporting Initiative Indicator G4-EN15)
- » Scope 2 GHG emissions (Global Reporting Initiative Indicator G4-EN16)
- » Energy consumption (Global Reporting Initiative Indicator G4-EN3)
- » Water withdrawal by source (Global Reporting Initiative Indicator G4-EN8)

Please find their verification statement [here](#).

