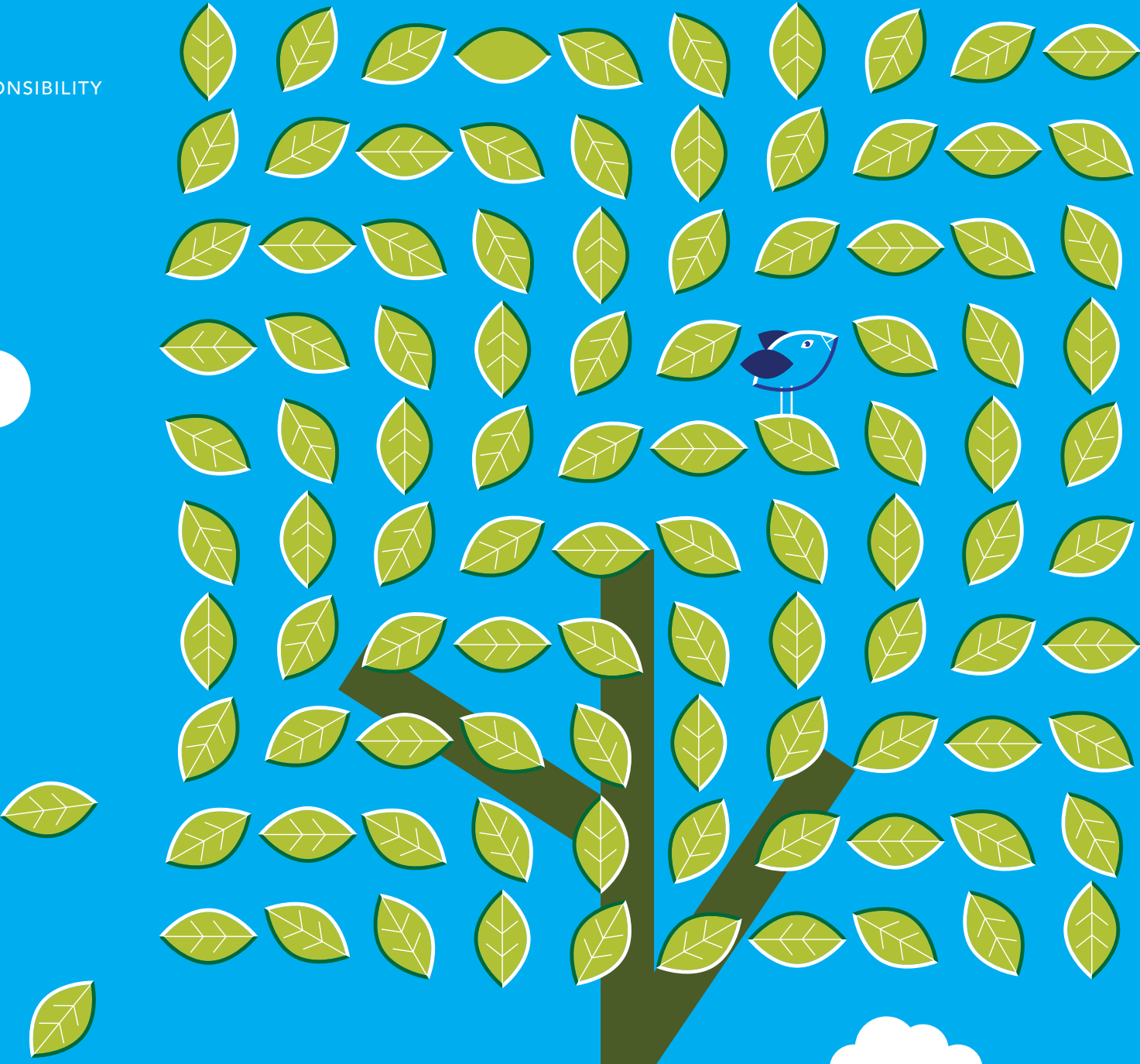


TAKING CARE OF THE ESSENTIALS

ENVIRONMENTAL & SOCIAL RESPONSIBILITY



THE GLOBAL REPORTING INITIATIVE

This report represents the next generation of sustainability reporting for Compass Minerals. Our first report was issued in 2012. In 2013 we began capturing data aligned with performance metrics included in the Global Reporting Initiative™ (GRI) framework. With 2013 set as our base year, we're continuing to progress toward more transparent, data-driven sustainability reporting. Therefore, readers will find that we've included two-years' worth of data, where available. From this point on, we plan to publish performance metrics and detail our progress annually.

Much of the content of this report was selected after we engaged in a process of determining materiality using the GRI Principles for Defining Report Content alongside the AccountAbility's

» For questions regarding this report or its contents, please contact sustainability@compassminerals.com.

AA1000 series, principles-based standards supporting integrated reporting and assurance. Further, we referred to sector guidance provided by the GRI and the Sustainable Accounting Standards Board (SASB).

This report covers impacts and mitigation efforts associated with our global footprint, including our acquisition of Wolf Trax, Inc. in April 2014. Water, energy and emissions data for 2014 was assured following an initial readiness assessment performed by iCompli Sustainability.

We firmly believe this commitment to transparency in our sustainability reporting will benefit all our stakeholders for generations to come.

How Does This Sustainability Report Differ From Our First?

This sustainability report reflects a more robust effort to capture our 2013/2014 performance metrics, officially using the **Global Reporting Initiative (GRI)*** G4 Core "In Accordance" framework for the first time. This framework provides a standardized process for evaluating our business activities. It also allows us to highlight what we're doing well, and identify opportunities for improvement regarding environmental impacts, economic results and social impact, including human resource practices and community relations.

We intend to use the GRI framework for future sustainability reporting due to its data-driven, comprehensive approach and acceptance by key stakeholders, including major investors.



* For more information on Global Reporting Initiative (GRI) refer to the [Content Index](#).

TABLE OF CONTENTS

 **1. Message From Our CEO** 5

 **2. About Compass Minerals** 8

2.1 Company Overview and The Story of Compass Minerals 9

2.2 What We Do 14

2.3 Where We Operate 18

2.4 Financial Highlights 19

2.5 A Vision For Growth 20

 **3. Sustainability at Compass Minerals** 21

3.1 Our Sustainability Origins 22

3.2 Governance and Anti-Corruption 24

3.3 Sustainability Management 26

3.4 Sustainability Impacts, Risks and Opportunities 27

3.5 Value Chain 30

 **4. The Environment** 31

4.1 Our Environmental Impact 32

4.2 Our Approach to Managing Environmental Impacts 33

4.3 Materials Mined, Harvested or Consumed 34

4.4 Energy and Air Emissions 35

4.5 Water Consumption 37

4.6 Transportation 40

4.7 Biodiversity 42

4.8 Environmental Compliance 44

 **5. Social Responsibility** 45

5.1 About Our Workforce 46

5.2 Health and Safety as Top Priority – Our *Getting to Zero* Program 49

5.3 Employment Conditions, Turnover and Engagement 55

5.4 Compensation and Benefits 62

5.5 Community Relations 64

5.6 Stakeholder Engagement 65

Our Sustainability Progress and Goals 71

In The News 72

APPENDICES 73

Appendix A: Stakeholder Inclusiveness and Material Issues 74

Appendix B: Management Assertions and Measurement Techniques 81

Appendix C: External Assurance Statement 83

Appendix D: Non-GAAP Reconciliation 84

CONTENT INDEX 85

1. MESSAGE
FROM OUR CEO

» 1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

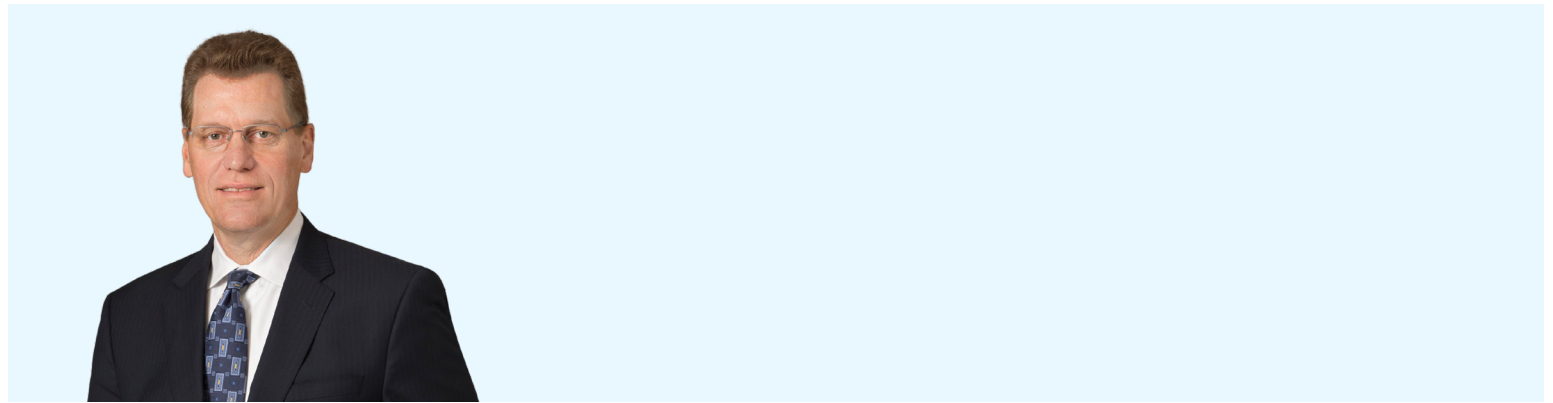
5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX



Francis J. Malecha

President and Chief Executive Officer

Dear Stakeholders,

As Compass Minerals President and Chief Executive Officer, I take pride in the inherent social value of the products we sell and the fact they are largely produced with environmentally friendly processes. When our company's decision makers come together to discuss our goals and growth objectives, we know that we have a unique set of assets from which to drive growth and value. I believe our businesses will remain value generating in part because of our recognition of the role that sustainability plays in our journey.

In 2014, Compass Minerals proved, yet again, its commitment to generating shareholder value from our two core businesses – salt and plant nutrition. What differentiated 2014 from other years was our adoption of a new strategic plan for growth with a clearly articulated goal of surpassing \$500 million in EBITDA.*

*EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) is a non-GAAP measure. Please see Appendix D for any reconciliations of historical non-GAAP measures.

I believe our businesses will remain value generating in part because of our recognition of the role that sustainability plays in our journey.

Our first core business, salt, is a simple mineral that serves diverse markets. It's a low cost to end-users and provides significant value to them. Salt has been a part of human existence for millennia and continues to be of significant value to us.

In many ways, salt answers nature's challenges. It's the most economic method of deicing roadways. It aids in the removal of unwanted minerals from water, thus lengthening the life of appliances. It's instrumental in providing nutrition for animals and for humans, and has many other applications. In almost every case, it has few economic substitutes.

In addition, the markets for salt – rock salt in particular – are regionalized because of the high transportation cost of rock salt due to its weight. So the risk of import competition is limited. There are demand swings for deicing products due to weather, but over the long-term highway deicing has been a very stable and resilient business.

Our second core business, plant nutrition, focuses on providing premium plant nutrients to growers in North



MESSAGE FROM OUR CEO

» 1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

America and abroad. We are the only North American producer of sulfate of potash (SOP), a high-value premium form of potassium, which also provides plant-available sulfur and has virtually no chlorides. Potassium and sulfur are important nutrients for specialty crops and not only support higher yields, but also enhance the quality of the crops. The low chloride index of SOP also reduces the toxic effects of chloride build-up in the soil that can occur with standard potash.

We augmented this business in 2014 with the acquisition of Wolf Trax, Inc., a micronutrient company with unique, patented technologies that reduce the amount of nutrients needed to produce similar or better plant health.

Unlike salt, the specialty fertilizer market is global, and we are convinced that there is untapped growth potential, both domestically and globally. We're growing our team and conducting numerous crop trials to make certain our strong value message to growers is getting heard and building momentum.

We know our strategic objectives must be aligned with much more than our financial metrics. Further, we know that our longevity as a value-generating company requires taking measure of our current sustainability profile and charting a path for improvement where

possible. This report focuses on several of the key areas we believe are critical for success on this journey.

We believe a constant dedication to pursuing and improving the safety of our operations is the only way to achieve truly long-lasting success. This commitment to safety is important to our business, and it's essential for the well-being of our employees and customers. Our people and their ability to "Get to Zero" safety related incidents will not only increase productivity, but deliver on our commitment to meet growing market demands in a safe work environment.

We believe a constant dedication to pursuing and improving the safety of our operations is the only way to achieve truly long-lasting success.

Educating and engaging our employees so that they can help us identify and address health and safety risks, while actively proposing organizational management improvements, will drive excellence. Our determination to recognize our employees for their efforts, provide comprehensive benefits, and stimulate personal growth, demonstrates the importance of our employees to our success. Each and every day they are contributing to the safety, nutrition and enrichment of lives in North America and beyond and are essential to our continued growth and success.

We are also working to facilitate greater engagement outside the workplace: to connect with the communities we call home and demonstrate what we stand for



1. MESSAGE FROM OUR CEO

» 1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

as good neighbors. With that, our annual United Way Campaign has exceeded previous years' efforts and our relationships with external organizations, like FRIENDS of the Great Salt Lake have flourished for the greater good.

In terms of the environment, we're diligently assessing our footprint and identifying ways to improve. From continuously improving the energy efficiency of extracting and purifying of our minerals, to educating and training on the responsible use of the products we provide, to being a good neighbor in the communities in which we operate, we are committed to ensuring that Compass Minerals is a sustainable company. It's clear that a holistic understanding of how our actions affect our value chain will provide the tools for stewardship – and generate value for all our stakeholders.

By publishing this 2014 Sustainability Report using the Global Reporting Initiative's G4 Guidelines, we're solidifying our commitment to building a more sustainable company for the future – a company that truly engages its stakeholders – including customers, partners, employees, communities and shareholders.

Our values, our corporate sustainability principles and our strategic vision will guide our path forward. The process of completing this report marks another step

toward determining key impacts and improvement opportunities. We have deep roots, we're all working toward a bright horizon and we're committed to the core.

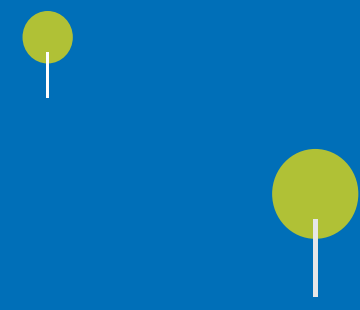
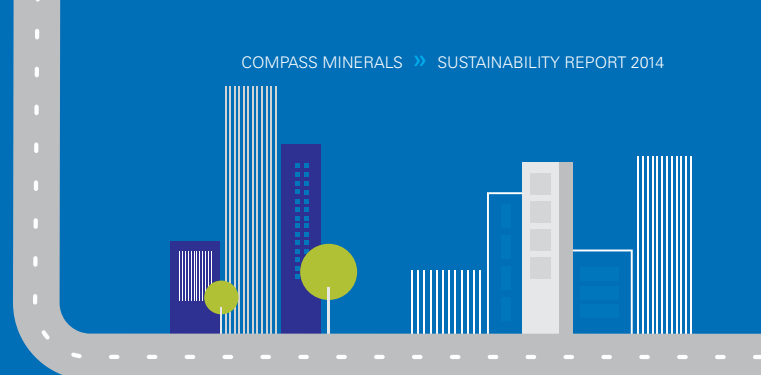
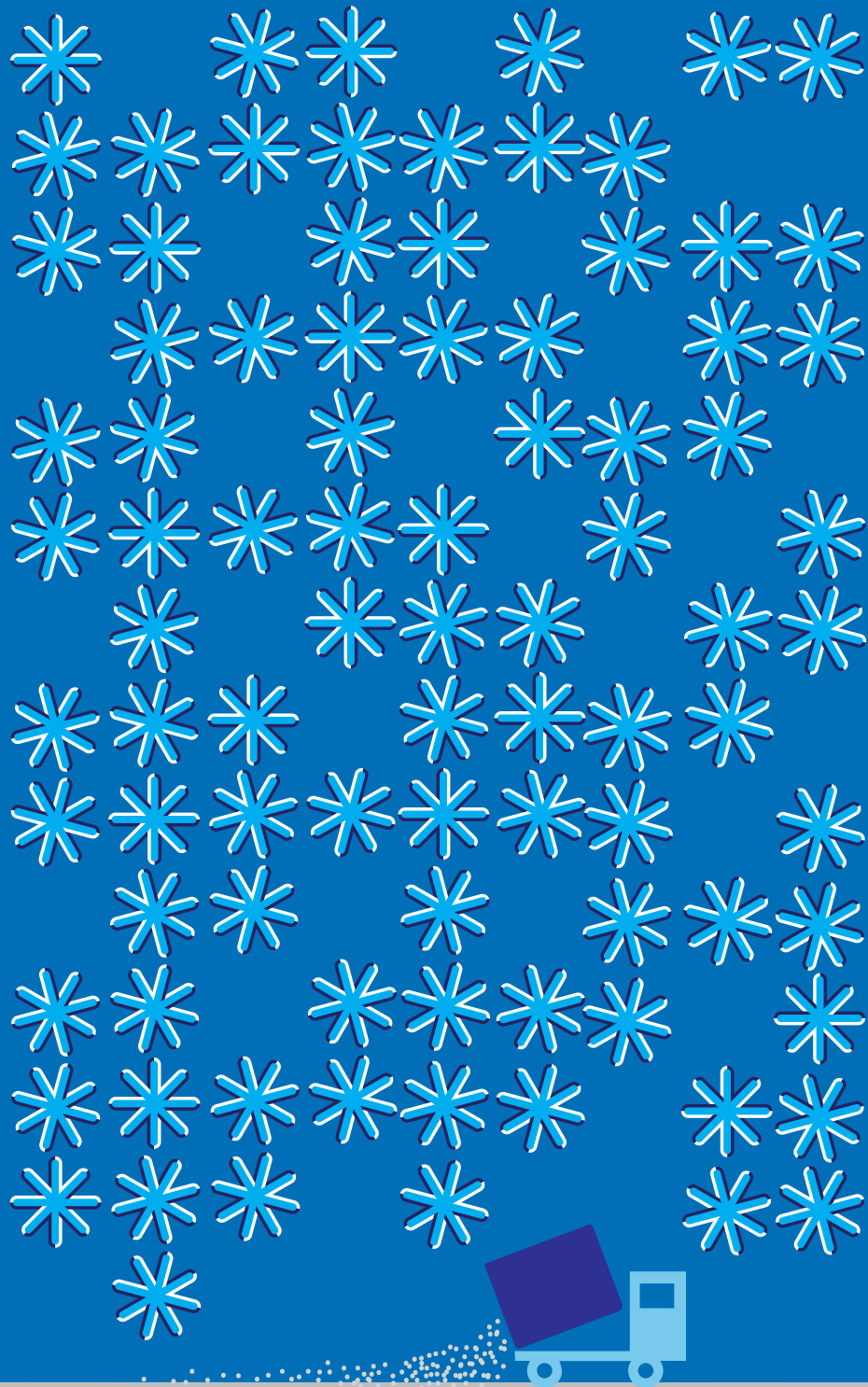
In terms of the environment, we're diligently assessing our footprint and identifying ways to improve.

In 2015 and beyond, we will continue to sharpen our focus on sustainability, seek new opportunities and maximize our reach in these areas. We hope that by 'taking care of the essentials' by respecting the Earth that provides our essential minerals, the people who drive our success and the communities that unite us will inspire others in the process. I'm excited about what the future holds – I hope you are too!

Sincerely,

Francis J. Malecha





» ABOUT COMPASS MINERALS

- 2.1 Company Overview and The Story of Compass Minerals
- 2.2 What We Do
- 2.3 Where We Operate
- 2.4 Financial Highlights
- 2.5 A Vision For Growth

2.

ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

» 2.1 Company Overview & Our Story

- 2.2 What We Do
- 2.3 Where We Operate
- 2.4 Financial Highlights
- 2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

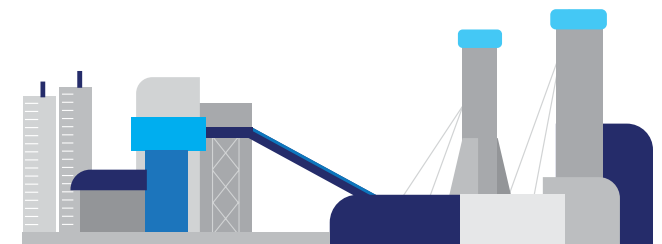
Company Overview »

Compass Minerals provides essential minerals primarily to markets in North America and the U.K. We call these minerals 'essential' because there are few economical substitutes for their end-uses, and they provide a significant value relative to their cost. In many cases, our products meet a critical, time-sensitive need for our customers. From salt that keeps roadways safe in winter months to specialty plant nutrients that allow growers to increase crop yields and quality, Compass Minerals is committed to being the best essential minerals company – by delivering where and when it matters.

Organizational excellence is deeply rooted in our culture. It drives our efforts to develop more efficient operations and innovative technological applications that minimize our impact on the environment while benefitting society. Our product development initiatives meet customer needs with sustainable solutions. It's what inspires us to raise the bar for our industry and others who depend on the minerals we sell.

We are also determined to realize our vision for growth by leveraging sustainability as an opportunity for innovation and process improvement – in everything we do.

From salt that keeps roadways safe in winter months to specialty plant nutrients that allow growers to increase yields and quality, Compass Minerals is committed to being the best essential minerals company – by delivering where and when it matters.





2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

» 2.1 Company Overview & Our Story

- 2.2 What We Do
- 2.3 Where We Operate
- 2.4 Financial Highlights
- 2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

The Story of Compass Minerals

With roots dating back to the early 19th century, our history is one of hardworking miners, scientists, adventurers and entrepreneurs who depended on the compass for underground navigation as they sought the minerals that would help them prosper.

Today, the compass has an even greater meaning to us. It is a beacon of our ongoing commitment to seek innovative and efficient ways to meet the needs of everyday life sustainably.





2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

» 2.1 **Company Overview & Our Story**

2.2 What We Do

2.3 Where We Operate

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

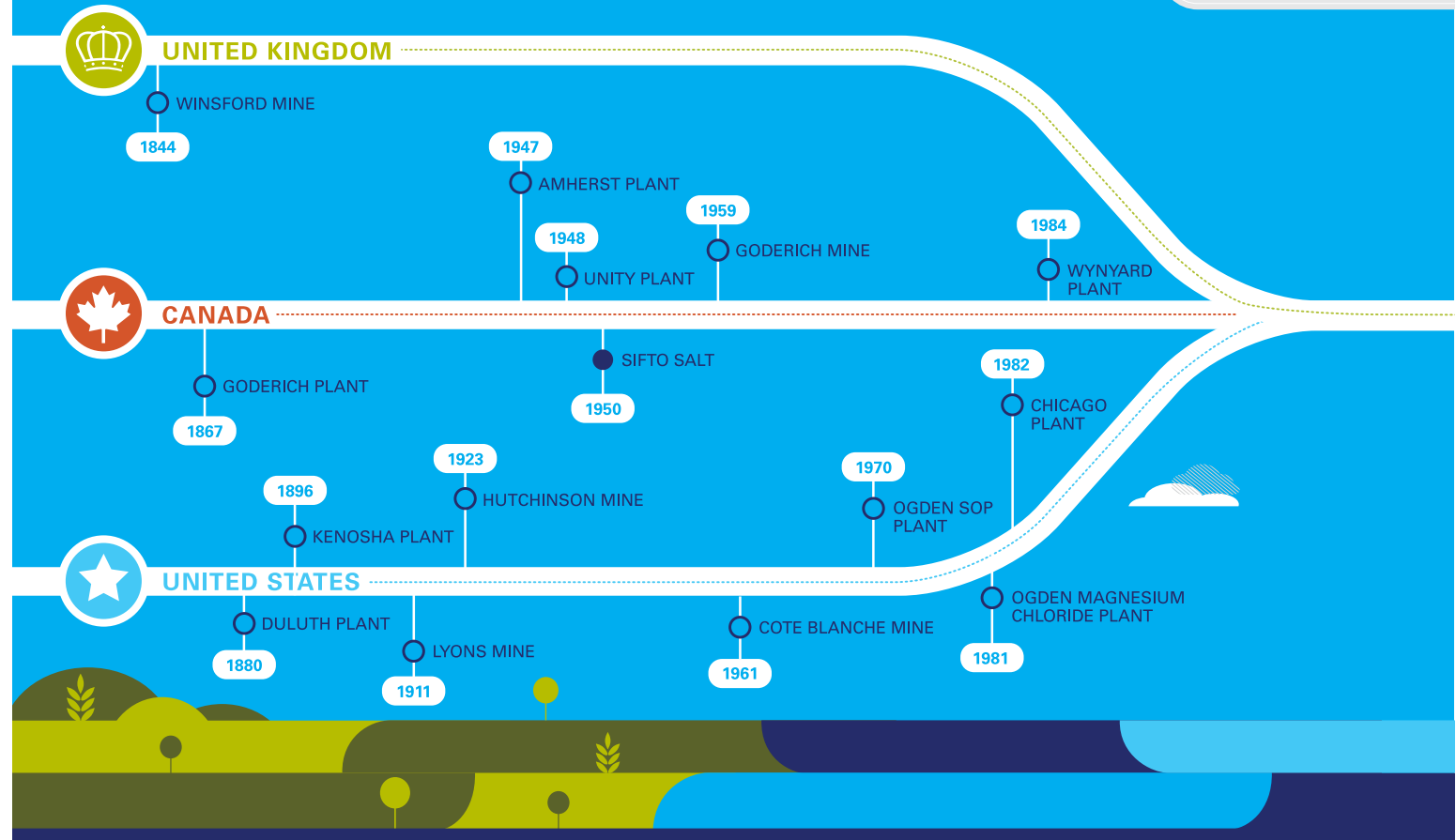
APPENDICES

CONTENT INDEX

The History of Compass Minerals



DELIVERING WHERE & WHEN IT MATTERS SINCE 1844



THE HISTORY OF COMPASS MINERALS

Our roots date back to the mid-19th century, across three countries to companies founded on essential minerals.

KEY

- FOUNDED
- OPENED
- ▲ ACQUIRED
- ⊗ DIVESTED
- ⊕ ACQUIRED BY NEW HOLDING COMPANY

2.

ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

» **2.1 Company Overview & Our Story**

2.2 What We Do

2.3 Where We Operate

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

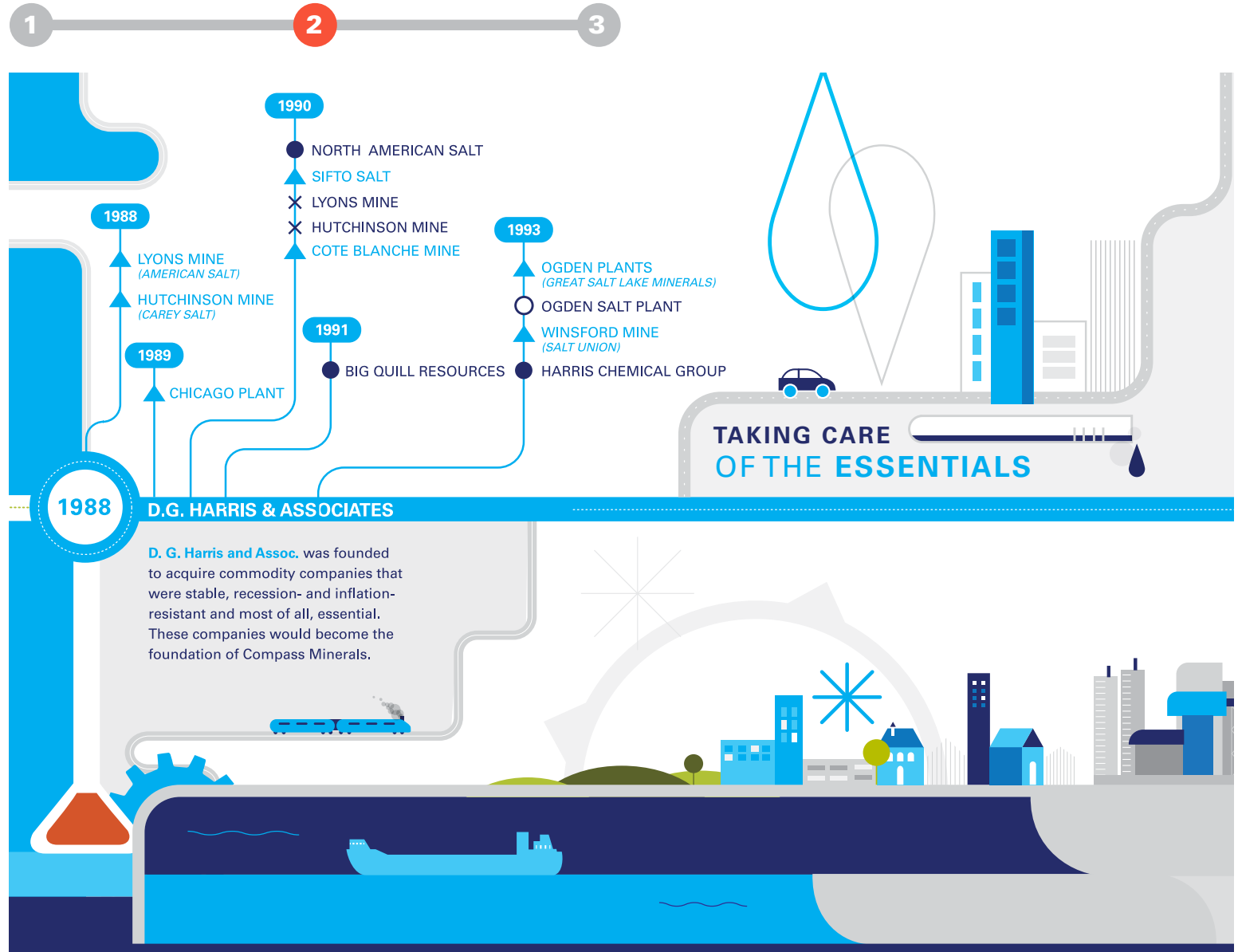
Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

The History of Compass Minerals



1988

D.G. HARRIS & ASSOCIATES

D. G. Harris and Assoc. was founded to acquire commodity companies that were stable, recession- and inflation-resistant and most of all, essential. These companies would become the foundation of Compass Minerals.

1988: D.G. Harris & Associates (DGHA) founded; DGHA acquired American Salt Company with Lyons Mine and Carey Salt with Hutchinson Mine.

1989: DGHA acquired Chicago Plant from Domtar Chemicals Limited.

1990: DGHA founded North American Salt Company (NASCO) as a holding company; acquired Sifto Salt

from Domtar with Goderich, Amherst, Milwaukee and Unity operations; divested Lyons Mine of American Salt and Hutchinson Mine of Carey Salt to acquire Cote Blanche Mine.

1991: Big Quill Resources, Canadian sulphate of potash producer, founded. Big Quill acquired Wynyard Plant.

1993: DGHA acquired Great Salt Lake Minerals with

Ogden SOP and Magnesium Chloride Plants; opened Ogden Salt Plant; acquired Salt Union with Winsford Mine and founded Harris Chemical Group as a holding company for salt operations.

1997: IMC Global acquired Harris Chemical Group and founded IMC Salt as the holding company.

TAKING CARE OF THE ESSENTIALS

2. S

ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

» **2.1 Company Overview & Our Story**

2.2 What We Do

2.3 Where We Operate

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

The History of Compass Minerals



1998: DeepStore founded to make use of underground space in U.K. salt mine; Kenosha Plant acquired.

1999: Wolf Trax, Inc., Canadian micronutrient company, founded.

2001: IMC Salt acquired by Apollo Management through an entity called Compass Minerals Group.

2003: Compass Minerals sold through an IPO on the NYSE after Apollo Management changed IMC Salt to Compass Minerals.

2005: Ogden Magnesium Chloride Plant was rebuilt.

2006: DeepStore became a wholly owned subsidiary of Compass Minerals.

2009: Compass Minerals acquired salt business

2011: Compass Minerals acquired Big Quill Resources with Wynyard Plant.

2014: Compass Minerals acquired Wolf Trax, Inc.

2015: Compass Minerals built and opened Buffalo Packaging Plant.



2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

2.1 Company Overview & Our Story

» 2.2 What We Do

2.3 Where We Operate

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

What We Do »

Our Businesses and Brands

Compass Minerals, headquartered in Overland Park, Kansas, produces salt, sulfate of potash, micronutrient specialty fertilizers and magnesium chloride. We service a variety of applications in industrial, agricultural, commercial and consumer markets primarily in the U.S., Canada and the U.K.



SALT

We are a leading producer of highway deicing salt in the U.S., Canada and the U.K. We also sell magnesium chloride and salt for numerous consumer and industrial applications in culinary salt, water care, dust control, animal nutrition, residential deicing and crop additives. Notable brands include Thawrox®, QwikSalt™, American Stockman®, SureSoft®, DustGard®, FreezGard®, Safe Step® and Sifto®.



PLANT NUTRITION

We produce an organic-approved sulfate of potash (SOP), Protassium+®. This is a specialty fertilizer used to improve crop yield and quality, nutrition and shelf life for high-value nut, fruit and vegetable crops, as well as turf and other horticulture. We also sell a higher purity SOP for a variety of specialty industrial and pharmaceutical applications. In addition to Protassium+ SOP, we market a broad portfolio of micronutrient fertilizers for use in a wide range of crops under the name Wolf Trax®.



SUSTAINABLE STORAGE

We also look for opportunities to promote highly sustainable operations through alternative uses of our mines. For example, our U.K. salt operations established a records management service, DeepStore, in excavated portions of our Cheshire salt mine in 1998. An ISO 14001- and 9001-certified facility located 500 feet below ground, DeepStore contains 1.8 million square meters of climate and environmentally stable storage space. DeepStore offers a wide range of storage solutions, including vault storage, magnetic media, files and box storage. It also offers specialized storage for unusual items such as works of art and historic manuscripts. The facility's natural underground environment provides ideal storage conditions, and uses much less energy than a surface building.



2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

2.1 Company Overview & Our Story

» 2.2 What We Do

2.3 Where We Operate

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

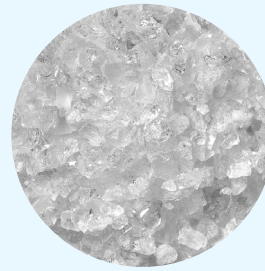
CONTENT INDEX



Compass Minerals is the #1 salt producer in North America and the U.K.



Compass Minerals is the #1 sulfate of potash specialty fertilizer producer in the Western Hemisphere.



Salt (NaCl)

Our largest business produces highway deicing products, holding a leading position in the North American and U.K. markets. The rock salt we sell to governments helps keep roads safe during the winter — saving lives and ensuring the flow of commerce. Additionally, we provide consumers with commercial deicing solutions, such as Safe Step and Ice-Away®.

Our other salt applications include packaged water care products such as SureSoft, animal nutrition products such as American Stockman and culinary salt for industrial food production as well as for consumers in Canada under the Sifto brand name.



Sulfate of Potash (K₂SO₄, also known as SOP)

We are the largest producer of SOP, a premium, low-chloride potassium fertilizer, in the Western Hemisphere. Our product, Protassium+, improves the quality, yield and shelf life of high-value fruit, vegetable and tree nut crops. We are also the only SOP provider in the U.S. that is Organic Materials Review Institute (OMRI) approved for organic food production.

Our Products – Essential for Life



2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

2.1 Company Overview & Our Story

» 2.2 What We Do

2.3 Where We Operate

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX



Compass Minerals is the #1 magnesium chloride deicing and dedusting producer in North America.



Compass Minerals is the #1 producer of dry dispersible powder micronutrients and phosphorous.



Magnesium Chloride (MgCl₂)

We are the only U.S. producer of magnesium chloride, a naturally occurring mineral, which we harvest from the Great Salt Lake in Utah. We use this mineral in a broad range of innovative products with economic and environmental advantages. As both an additive and stand-alone deicer, the product melts ice at lower temperatures, and is both less corrosive and safer for pets and vegetation than other deicers. Our DustGard product provides road stabilization and dust control for gravel roads and environmentally sensitive areas, reducing road maintenance cost with minimal environmental impact. We also market this mineral as Chlори-Mag®, an early stage plant nutrient for wheat crops.



Crop Micronutrients and Specialty Blends

We manufacture leading edge, research-proven micronutrients under the Wolf Trax, Nu-Trax P+™ and Chlори-Mag names. As with human nutrition, plant health requires a variety of mineral inputs to ensure healthy growth. Micronutrients are essential minerals that maximize plant yields through supporting strong roots, more consistent growth, enhanced color and flowering, and disease resistance. These minerals also mitigate stress from heat, drought and cold. We sell micronutrients throughout North America and other global markets.

Our Products – Essential for Life

2.

ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

- 2.1 Company Overview & Our Story
- » 2.2 What We Do
- 2.3 Where We Operate
- 2.4 Financial Highlights
- 2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

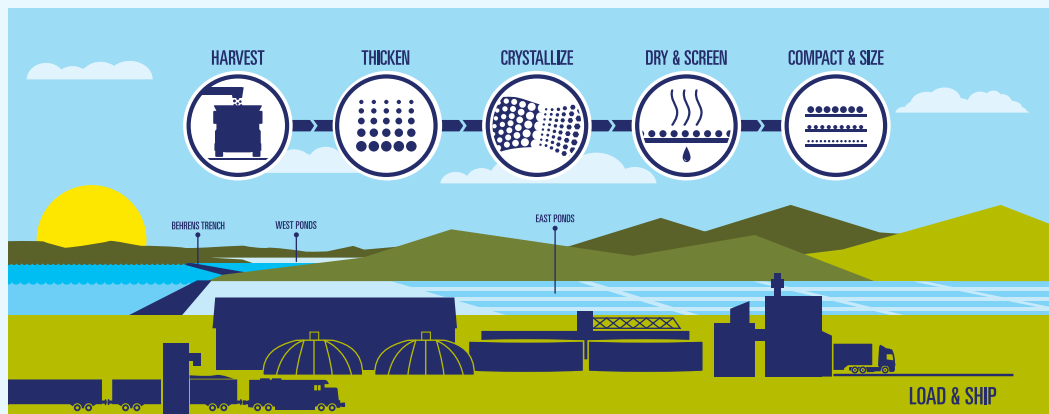
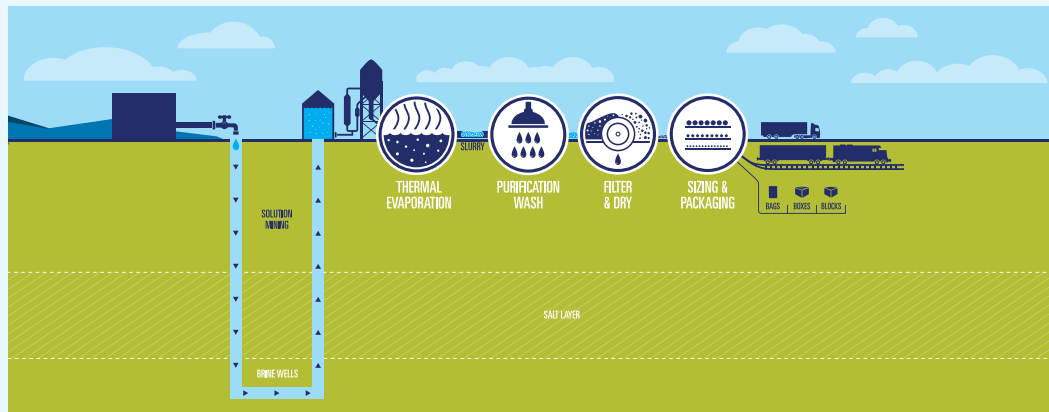
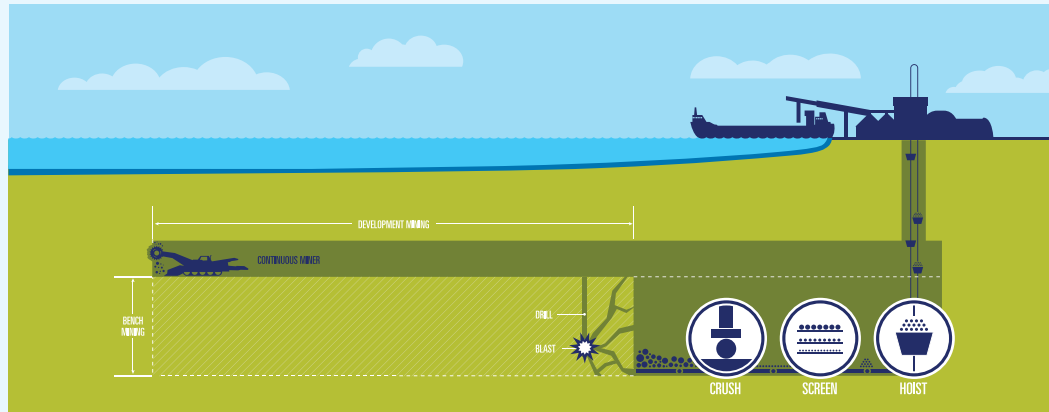
Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Our Production Processes



Underground Mining

We produce rock salt through underground mining at two mines in North America and one mine in the U.K. We have access to extensive deep deposits with decades of remaining production.

Annual Salt Capacity 12,500,000 short tons

Mechanical Evaporation

We produce high-purity salt which is used in consumer, agricultural and industrial applications through mechanical evaporation using high-efficiency processes.

Annual Salt Capacity 870,000 short tons

Annual Sulfate of Potash Capacity 40,000 short tons

Solar Evaporation

We produce SOP, salt and magnesium chloride through solar evaporation at our Great Salt Lake facility. Brine is pumped from the lake into shallow ponds where sun and wind evaporate the water allowing the minerals to precipitate.

Annual Salt Capacity 1,500,000 short tons

Annual Sulfate of Potash Capacity 320,000 short tons

Annual Magnesium Chloride Capacity 750,000 short tons

2.  S

**ABOUT
COMPASS
MINERALS**

1. Message From Our CEO

2. About Compass Minerals

2.1 Company Overview & Our Story

2.2 What We Do

» 2.3 **Where We Operate**

2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at
Compass Minerals

4. The Environment

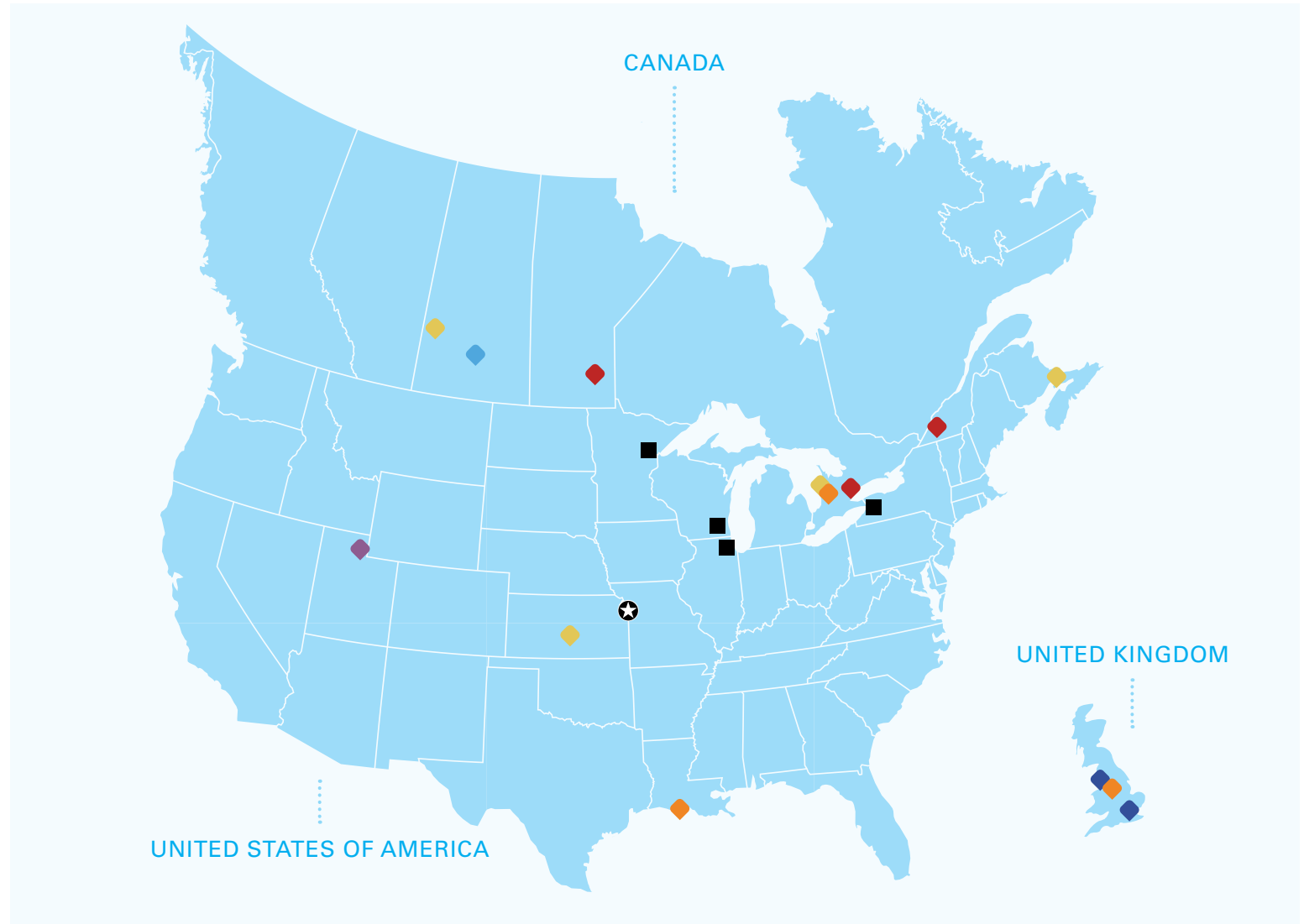
5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX



Where We Operate »

Compass Minerals sales offices, underground salt mines, and packaging and evaporation facilities are located in the U.S. and Canada. In addition, we own an underground salt mining operation and storage and records management facilities in the U.K.

KEY

-  Headquarters
-  Solar Evaporation
-  Ion Exchange
-  Sales Office
-  Underground Salt Mining
-  Mechanical Evaporation
-  Storage/Records Management
-  Packaging Facilities



2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

2.1 Company Overview & Our Story

2.2 What We Do

2.3 Where We Operate

» 2.4 Financial Highlights

2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Financial Highlights »

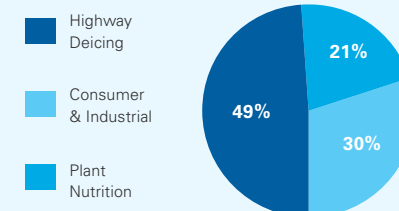
OUR FINANCIAL PERFORMANCE (IN MILLIONS OF U.S. DOLLARS)			
	2014	2013	2012
DIRECT ECONOMIC VALUE GENERATED			
NET REVENUES	\$944.8	\$827.9	\$703.8
ECONOMIC VALUE DISTRIBUTED			
OPERATING COSTS (INCLUDING WAGES)	\$632.7	\$635.7	\$574.0
PAYMENTS TO PROVIDERS OF CAPITAL	\$100.8	\$91.0	\$84.5
PAYMENTS TO GOVERNMENT ENTITIES	\$73.9	\$43.3	\$22.4
COMMUNITY INVESTMENTS	\$0.2	\$0.2	\$0.3
ECONOMIC VALUE RETAINED			
VALUE RETAINED	\$137.2*	\$57.7	\$22.6

*2014 includes a pre-tax gain of \$83.3 million (\$60.6 million after applicable income taxes) from an insurance settlement relating to damage sustained by the company as a result of a tornado that struck the company's rock salt mine and evaporated-salt plant in Goderich, Ontario, in 2011.

For further financial information, please see our [2014 annual report](#).

We have been publicly traded on the New York Stock Exchange under the ticker symbol "CMP" since 2003. The company has had a strong track record of returning value to shareholders both in terms of share performance and in direct returns through our dividend, which we have increased every year. Compass Minerals is currently included in the S&P MidCap 400 and the Russell 1000 Indexes.

2014 GROSS SALES BY DIVISION





2. ABOUT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

- 2.1 Company Overview & Our Story
- 2.2 What We Do
- 2.3 Where We Operate
- 2.4 Financial Highlights

» 2.5 A Vision For Growth

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

A Vision for Growth »

In 2014, we introduced a strategic plan for our company's next stage of growth. Our focus remains on essential minerals. Generally, this means harvesting natural minerals through environmentally friendly processes, and transforming these minerals to serve end uses in which the value of these minerals greatly exceeds their cost. We expect our five-year plan to increase EBITDA* from \$254 million in 2013 to more than \$500 million by 2018, with a goal of improving the balance between our salt and plant nutrition businesses. We expect this improvement to result from our efforts to strengthen our foundation, improve performance and grow our existing mineral businesses, organically and by acquisition where and when the value and strategic opportunity align.

As we built our strategy, we started by analyzing our strengths as a company. Our first strength is the essential nature of our minerals. We further recognize that the need for our mineral resources is growing, so we have several initiatives and investments

that will allow us to keep pace with long-term demand growth for both salt and our plant nutrients. All of these plans will be implemented in a manner that seeks to improve safety and sustainability.

Ensuring our employees' well-being supports our growth initiatives, and safety

improvements are a key component of our five-year plan. As part of our safety improvement process, we are implementing best-in-class practices intended to eliminate serious safety incidents and reduce risks across our operations. Through this vision, we expect to take safety performance to industry-leading levels with the ultimate goal of zero incidents.

By leveraging our strengths, we aim to drive efficiencies deeper, deploy our capital for growth and tap into new markets. Included in this plan are significant capital expenditures of

about \$500 million for 2015 and 2016 combined for projects intended to ensure the longevity of our key assets and expand our productive capacity in rock salt and SOP.

We're committed to transforming our culture and improving overall performance in the process.

We expect our five-year plan to increase EBITDA from \$254 million in 2013 to more than \$500 million by 2018.

** Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) is a non-GAAP measure. Please see [Appendix D](#) for reconciliation.*





» SUSTAINABILITY AT COMPASS MINERALS

- 3.1 Our Sustainability Origins
- 3.2 Governance and Anti-corruption
- 3.3 Sustainability Management
- 3.4 Sustainability Impacts, Risks and Opportunities
- 3.5 Value Chain



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

» 3.1 Sustainability Origins

- 3.2 Governance and Anti-corruption
- 3.3 Sustainability Management
- 3.4 Sustainability Impacts, Risks & Opportunities
- 3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Our Sustainability Origins »

We recognize the finite availability of the essential minerals that we provide and are committed to the responsible stewardship of our resources. This approach to doing business is consistent with our Core Values and critical to Compass Minerals becoming the best essential minerals company for our customers, employees and shareholders. Two key aspects of this commitment include our corporate sustainability principles and the decision to produce a data-driven sustainability report that conforms to the Global Reporting Initiative G4 framework.

This commitment will drive our business strategies, attract top talent, engage employees and drive shareholder value. Our sustainability platform prioritizes the health and safety of people and the environment, and helps us build trust with our valued stakeholders.

Our Corporate Sustainability Principles »

- » Operate in a manner that protects the health and safety of our workforce and our communities.
- » Ensure decisions are consistent with a long-term view of sustainability and stewardship.
- » Recognize the finite nature of the minerals we extract, and practice and promote their responsible use.
- » Apply and reward innovations that maximize the efficient use of resources and minimize emissions, waste and other impacts.
- » Build strong relationships that enhance our communities.
- » Deliver real economic value to our shareholders and employees through sustainable growth and disciplined capital allocation.
- » Act with integrity in our corporate governance practices and maintain the highest ethical business standards.
- » Support transparency in these efforts through use of widely recognized reporting standards, in particular, the GRI sustainability reporting framework.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

» **3.1 Sustainability Origins**

- 3.2 Governance and Anti-corruption
- 3.3 Sustainability Management
- 3.4 Sustainability Impacts, Risks & Opportunities
- 3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Compass Minerals Core Values



COMPASS TO THE CORE

INTEGRITY

We operate in a fair and transparent manner, embracing the highest ethical standards in everything we do.

RESPECT

We are committed to creating a diverse, safe and inclusive organization where all are treated with dignity.

COLLABORATION

We accomplish more through cooperation and teamwork.

VALUE CREATION

We deliver the best possible results for our customers and shareholders in a manner that respects the resources entrusted to us.

HIGH PERFORMANCE

We achieve excellence through initiative, accountability and superior results.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

3.1 Sustainability Origins

» 3.2 Governance and Anti-corruption

3.3 Sustainability Management

3.4 Sustainability Impacts, Risks & Opportunities

3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Governance »

Compass Minerals International, Inc. is governed at the highest level by a nine-member board of directors, with four committees: Audit, Compensation, Nominating/Corporate Governance (NCG), and the Environmental, Health and Safety (EHS) Committees. The Board of Directors and these committees set policy and oversee management's decision-making for economic, environmental and social impacts of the company's operations.

Our Code of Business Conduct and Ethics (Code of Conduct) requires our employees to comply with all laws and regulations of every jurisdiction in which we operate, exhibit conduct consistent with the highest ethical standards and report any situations of actual or potential noncompliance. Our Code of Conduct is administered by our chief compliance officer (CCO), reporting to the Audit Committee and coordinating with legal counsel. The Audit Committee Chair and legal counsel receive all reports of potential noncompliance from an independent provider of hotline services. The EHS Committee Chair also receives and reviews all environmental, health and safety-related matters generated through hotline reports.

Policies and procedures to prevent and detect material noncompliance with laws or regulations relating to our business operations have been established and clearly communicated to our employees as part of our annual compliance training program. Potential violations of the

Code of Conduct may be reported to a supervisor, human resources representative, legal counsel or the anonymous hotline operated by an independent third party. Our Code of Conduct prohibits retaliation against employees for reporting information or raising questions in good faith. We monitor compliance both internally and through external financial and operational audits. Our CCO and legal counsel investigate potential noncompliance issues.



3. 

**SUSTAINABILITY
AT COMPASS
MINERALS**

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

3.1 Sustainability Origins

» 3.2 **Governance and
Anti-corruption**

3.3 Sustainability
Management

3.4 Sustainability Impacts,
Risks & Opportunities

3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Anti-corruption Efforts

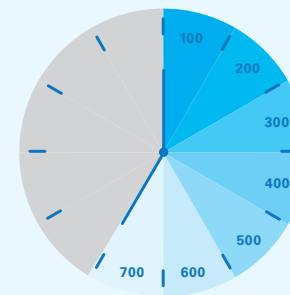
Our Code of Business Conduct and Ethics and

other policies and procedures are evidence of our proactive approach to identifying bribery and corruption risks associated with international operations, as well as supporting compliance with the laws that are in place to combat corruption worldwide.

All salaried employees are required to participate in anti-bribery and anti-corruption training as a component of our annual compliance program. We also conduct specific training for select supply chain personnel, sales teams, and others working within the businesses that engage in international operations. In an environment of increased international activities following the 2014 acquisition of a global micronutrient business, we are developing more expansive procedures in an effort to achieve our high compliance objectives. These updated policies and procedures will increase focus on areas such as consistent use of contract provisions concerning legal compliance by third parties, enhanced due diligence, and training, certification and audits of relevant third parties.

Our employees and agents are expected to comply with, and to report violations of, the anti-bribery and anti-corruption laws, related policies, and other policies

on similar topics such as political contributions, gifts to public officials, travel and entertainment, and accurate record-keeping and recording of transactions.



705 Hrs.
OF COMPLIANCE TRAINING
COMPLETED IN 2014

Employees engaged in direct business transactions are also required to receive training in, and comply with, all antitrust laws and regulations. There are no pending legal actions alleging anti-competitive behavior or violations of antitrust and monopoly legislation against Compass Minerals.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

- 3.1 Sustainability Origins
- 3.2 Governance and Anti-corruption
- » 3.3 **Sustainability Management**
- 3.4 Sustainability Impacts, Risks & Opportunities
- 3.5 Value Chain

4. The Environment

5. Social Responsibility

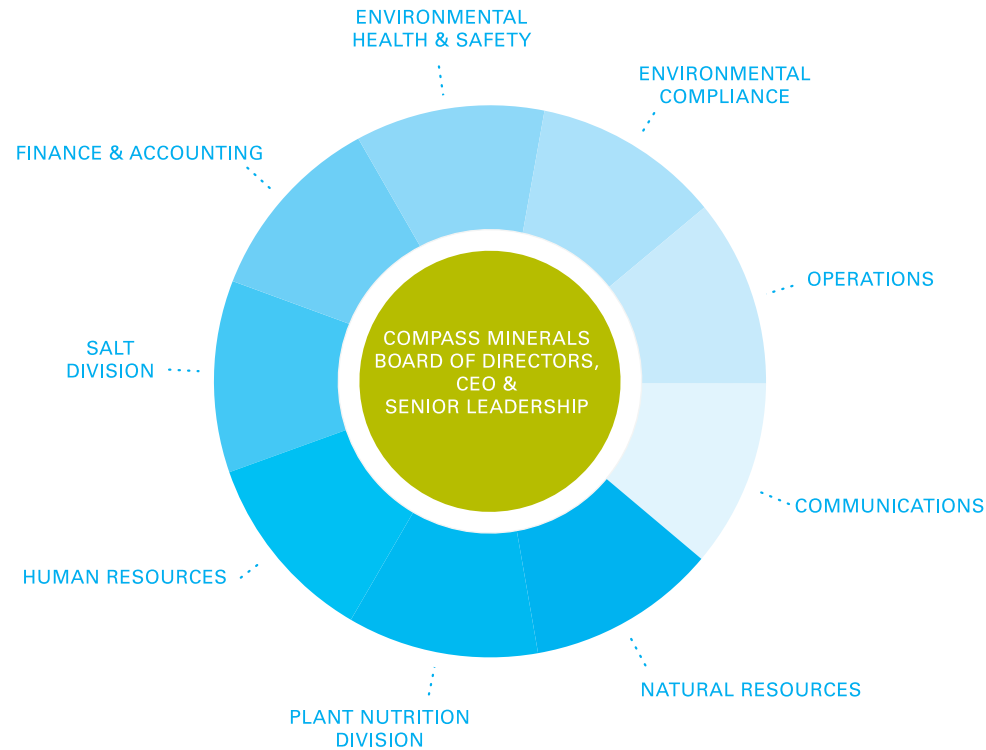
Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

COMPASS MINERALS SUSTAINABILITY LEADERSHIP COMMITTEE



Sustainability Management »

Because sustainability impacts every aspect of our company, we realize success requires participation of, and leadership from, many internal stakeholders. Thus, we established the Sustainability Leadership Committee in 2013, consisting of subject matter experts from each department.

The committee meets frequently and consults with the Board of Directors and senior management team to discuss the sustainability program and strategic direction. The EHS Committee of the Board of Directors, which

meets at least four times a year, reviews the company’s policies and practices with respect to environmental, health and safety matters, and makes recommendations to management and the Board, where appropriate.

Further, the Board’s NCG Committee has oversight over governance issues and their corresponding sustainability implications. The NCG committee has recognized the importance of the GRI framework as key to increasing transparency and stakeholder engagement.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

3.1 Sustainability Origins

3.2 Governance and Anti-corruption

3.3 Sustainability Management

» 3.4 Sustainability Impacts, Risks & Opportunities

3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Understanding our Sustainability Impacts, Risks and Opportunities »

As part of our comprehensive consideration of potential risks to our operations and the markets in which we do business, we recognize those risks and opportunities related to environmental sustainability. This table describes sustainability factors, which have implications for our strategic objectives, competitive position and value creation for the markets we serve.

THE ENVIRONMENT

Key Impacts

The majority of products that we provide are extracted from the resources that we control, thus our major environmental impact is the extraction of those minerals. There is relatively small impact from purchased materials. We do not produce hazardous products or hazardous waste and most of our tonnage is sold in bulk so packaging is relatively small. Our supply chain efforts result in the most energy efficient means of transport with as much as 70% utilizing vessel or barge transport.

The primary environmental impacts that are associated with our salt business include mining and harvesting processes, the transport of salt to usage sites, and the inescapable impacts associated with large-scale, seasonal usage of deicing salt on highways. Temporary salinity spikes in the ground water of high deicing use areas must be monitored and addressed with proper application techniques and innovative salt-reduction products. Water consumption, energy and emissions generally stem from the extraction and transport processes.

Climate Change

A large proportion of Compass Minerals' sales come from the salt segment's deicing business, and is dependent on the severity of winter weather in target markets. Thus, climate change and associated impacts on weather patterns are a business risk – as well as an opportunity.

Our plant nutrition segment is dependent on crop growing conditions, and is also impacted by weather patterns associated with climate change. Because our SOP is low in chlorides, it is a preferred fertilizer in areas facing water scarcity. Water quality and quantity have become more of an issue with increasing water scarcity and water costs and with more competition for limited water resources within communities.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

3.1 Sustainability Origins

3.2 Governance and Anti-corruption

3.3 Sustainability Management

» 3.4 Sustainability Impacts, Risks & Opportunities

3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Understanding our Sustainability Impacts, Risks and Opportunities (continued) »

THE ENVIRONMENT (CONTINUED)

Opportunities for Innovation

Our most impactful environmental goals are to improve the efficiency of our products and production processes. Many of our deicing products, such as those carrying the U.S. Environmental Protection Agency's Safer Choice label (formerly the Design for the Environment label), are more effective than predecessor products and minimize the environmental impact of product usage.

Our micronutrient products utilize a patented technology designed to maximize plant uptake and minimize application tonnage. Our recently developed Nu-Trax P+ product has the potential to reduce the required phosphorus application levels in certain crop areas and thereby reduce phosphorus run-off into watershed areas.

The extraction of millions of tons of products requires energy and water consumption. New energy- and water-efficient technologies are continually evaluated in efforts to reduce energy and water usage.

- » Our energy and water conservation efforts include the solar-pond sealing effort at Ogden, Utah. Sealing of these ponds maximizes our productive capacity relative to the water we use on the site.
- » Our mining energy efficiency efforts are being enhanced by the use of continuous mining equipment in Winsford, Cheshire, U.K., and more recently at Goderich, Ontario, Canada. Continuous mining greatly reduces fuel combustion at the mine sites, allowing for improved air quality underground and reduced emissions per ton of product produced.

Logistics costs are a significant component of our cost structure due to the millions of tons we ship every year to thousands of customers. As we ship large amounts of tonnage, we work to identify energy efficiency improvements in shipping. Our supply chain efforts make extensive use of the most energy-efficient transport options, such as vessel transport from Goderich and barge transport from Cote Blanche in southern Louisiana. About 70% of our production is shipped via water transport, the most energy-efficient transport available.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

3.1 Sustainability Origins

3.2 Governance and Anti-corruption

3.3 Sustainability Management

» 3.4 Sustainability Impacts, Risks & Opportunities

3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Understanding our Sustainability Impacts, Risks and Opportunities (continued) »

SOCIETY	
Key Impacts	<p>General social impact areas include community relations, indigenous peoples' rights, workforce health, safety and well-being, and labor relations.</p> <p>Mining companies need the support of local jurisdictions to obtain necessary permits and operate without disruption. Companies using community engagement strategies and a "shared value" approach can buffer their risk. The mining industry can be inherently hazardous. The company's ability to create a culture to address these risks can prevent accidents, fatalities and associated liabilities, as well as increase productivity.</p>
Opportunities to Scale Success	<p>In the workplace, we execute an uncompromising commitment to safety, training and quality systems, exemplified by our <i>Getting to Zero</i> Program, which aims to eliminate accidents and injuries throughout all of our facilities. We assess, prioritize and mitigate our operational impacts at the corporate level through a close working relationship between our operations and EHS executives and our Board of Directors EHS Committee. At the facility level, specialized internal teams are trained and equipped to conduct risk reviews and analysis of work environments and practices, including those conducted in mine shafts, for example. Our goal is to further strengthen understanding of our expectations and to reduce potential risks in the workplace.</p> <p>Consultation with various stakeholder groups further helps us to identify and address risks proactively and develop innovative solutions to meet market needs. Examples of product innovation include:</p> <ul style="list-style-type: none"> » Our specialty deicing products that increase road safety and help prevent snow and ice-related injuries in an environmentally responsible and cost-effective manner. » Nu-Trax P+ that reduces the amount of phosphorous needed to meet grower goals of increased yield through more efficient application and presents clear benefits to our customers and end-users.



3. SUSTAINABILITY AT COMPASS MINERALS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

- 3.1 Sustainability Origins
- 3.2 Governance and Anti-corruption
- 3.3 Sustainability Management
- 3.4 Sustainability Impacts, Risks & Opportunities

» 3.5 Value Chain

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

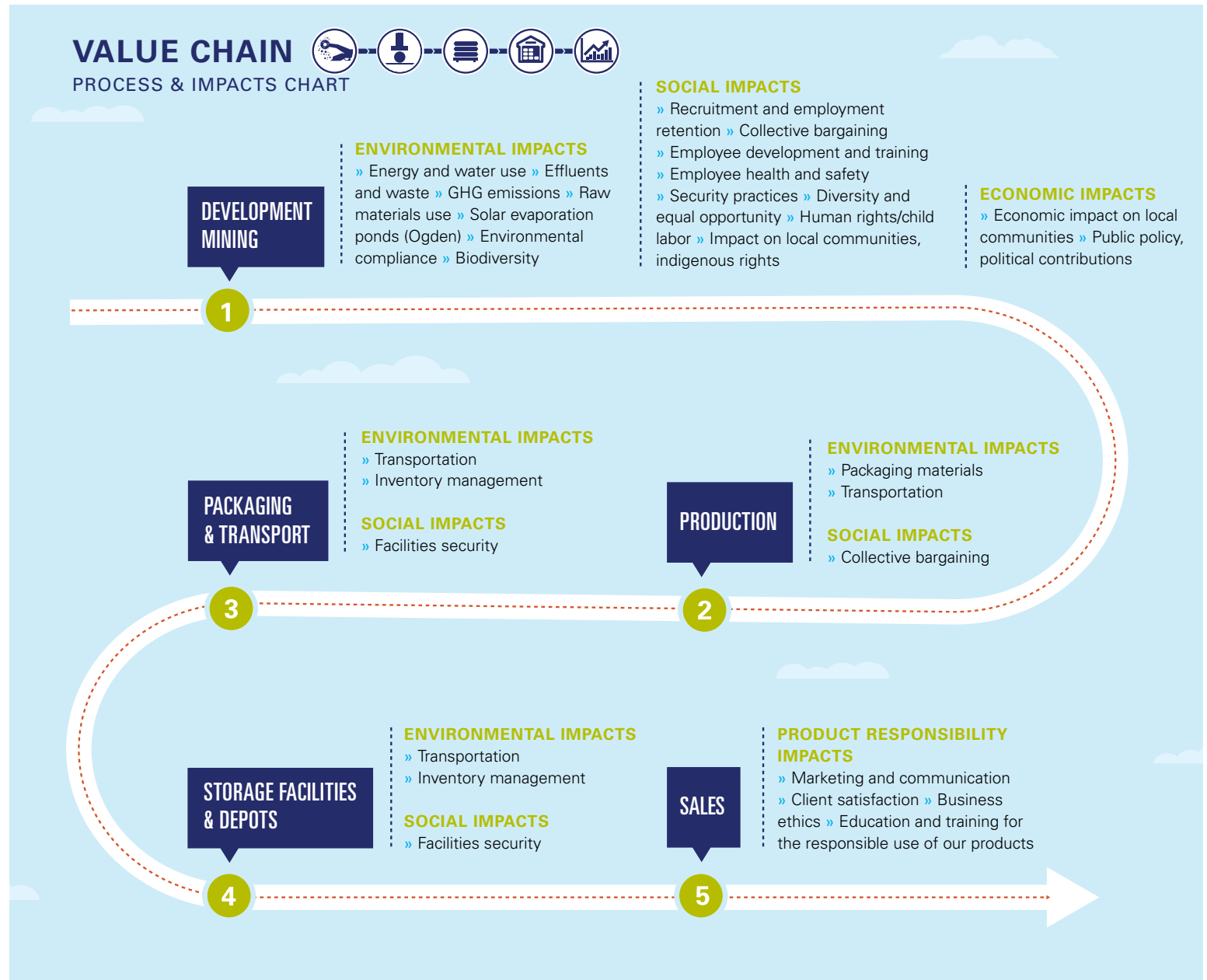
In The News

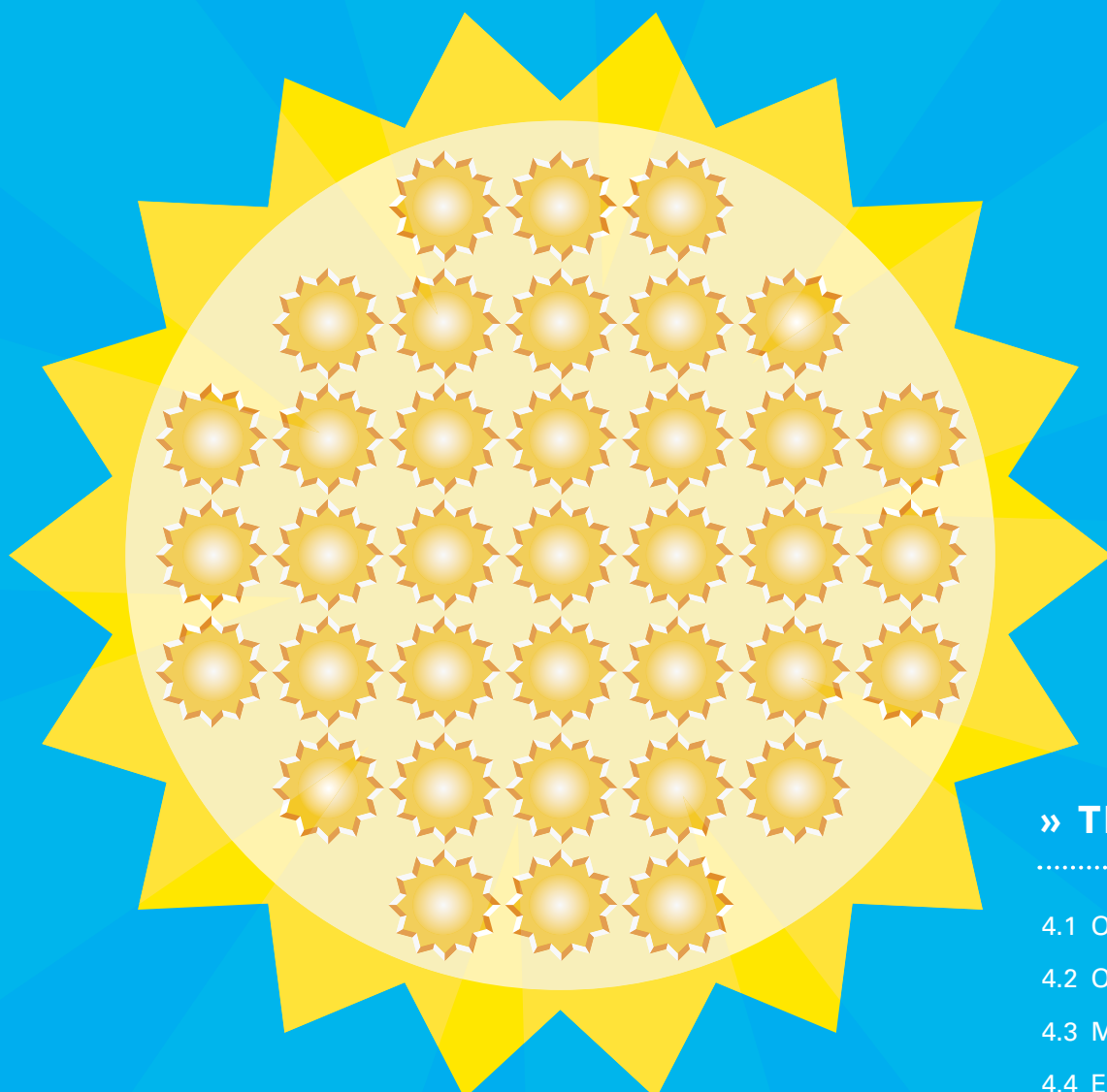
APPENDICES

CONTENT INDEX

Value Chain – Stability of Business Relationships, Business Practices and Suppliers »

We are committed to operating sustainably across our entire value chain, and providing value to our stakeholders while minimizing our environmental impacts.





» THE ENVIRONMENT

- 4.1 Our Environmental Impact
- 4.2 Our Approach to Managing Environmental Impacts
- 4.3 Materials Mined, Harvested or Consumed
- 4.4 Energy and Air Emissions
- 4.5 Water Consumption
- 4.6 Transportation
- 4.7 Biodiversity
- 4.8 Environmental Compliance

4. 

THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

» 4.1 Environmental Impact

4.2 Managing Impacts

4.3 Materials Mined, Harvested, Consumed

4.4 Energy & Air Emissions

4.5 Water Consumption

4.6 Transportation

4.7 Biodiversity

4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Our Environmental Impact »

Minimizing our adverse environmental impact and promoting sustainability are important aspects of our business longevity and profitability. From the products we produce to

the processes we use to deliver products safely to our customers, we seek ways to conserve energy, increase efficiency and reduce waste. We are committed to responsible

stewardship across our entire value chain and strive to adhere to our Corporate Sustainability Principles (see section 3.1). We recognize our responsibility to create economic and social value while operating in a manner that minimizes environmental impact and preserves natural resources for future generations.

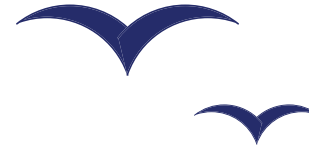
As our Environmental, Health, Safety and Security (EHS&S) Policy articulates, we identify and apply industry best practices throughout our operations, meeting or exceeding EHS&S laws and regulations where they exist, and ensuring equally protective operations where none exist. We monitor effectiveness of this approach through the organization’s governance framework.



At our Great Salt Lake operations, we use solar evaporation ponds to concentrate mineral-rich brine. By using the sun and the wind, we are able to produce SOP with a fraction of the fossil fuel use that is required in other SOP manufacturing processes.



THE ENVIRONMENT



1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

4.1 Environmental Impact

» 4.2 **Managing Impacts**

4.3 Materials Mined, Harvested, Consumed

4.4 Energy & Air Emissions

4.5 Water Consumption

4.6 Transportation

4.7 Biodiversity

4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Our Approach to Managing Environmental Impacts »

The carbon footprint of our industrial products is quite small relative to chemical producers because our products are naturally occurring, and few chemical processes are needed for production at our facilities. Our minimal carbon footprint results from the fuel combustion used for harvesting, drying or mining the minerals.

Our products are designed with optimal performance and limited environmental impact using the most efficient product standards set by our industry. We actively promote responsible rock salt use, recognizing that our products will inevitably carry some impact regardless of footprint size. We focus heavily on developing controls for responsible design, limiting mineral loss into the environment during use and containment of products during storage. We also provide customers with training tools for the storage and use of our products in order to minimize the relevant environmental impacts.

In 2014 we invested about \$8 million in projects aimed solely at improving internal EHS&S measures overall.

Separately, we've made several investments that have not only improved our profitability, but have also benefitted the environment. Some of the innovative processes and technologies we're deploying include those shown to the right.

Continuous Mining

The continuous mining process uses a machine to cut rock away from the mine face. It's simpler, takes less mining equipment, underground transportation machinery and manpower than the drill-and-blast process that it replaces, and reduces fuel use and emissions.

Ogden Boiler System

In 2014 the company installed an ultra-low NOx boiler for steam production at our Ogden, Utah, facility. It is the lowest emitting boiler currently in operation in Utah and among the lowest in use in the United States.

Pond Sealing

By creating a pond barrier, the pond sealing developed by our engineers allows us to reduce brine loss and retain more of the most concentrated brine for evaporation. Our technology allows us to ultimately reduce water usage in our Great Salt Lake operations. In retaining the brine more effectively in the ponds, we expose less water volume to enhanced evaporation, and thereby reduce overall water consumption. Measurements are ongoing with regard to the full benefit of the process, but it is expected to be greater than 25% water conserved.



THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

4.1 Environmental Impact

4.2 Managing Impacts

» 4.3 **Materials Mined, Harvested, Consumed**

4.4 Energy & Air Emissions

4.5 Water Consumption

4.6 Transportation

4.7 Biodiversity

4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

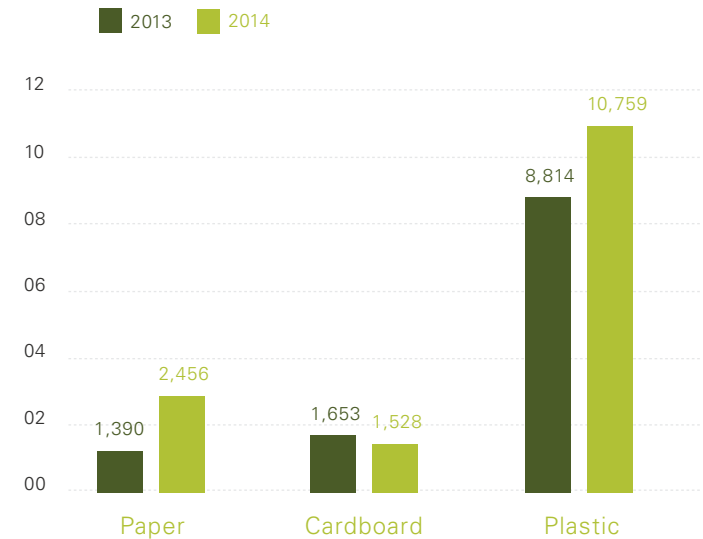
CONTENT INDEX

Materials Mined, Harvested or Consumed »

Historically, we have not consumed significant quantities of materials purchased from third-party providers. With the exception of packaging materials for some of our consumer and industrial salt products and our Wolf Trax micronutrients, our sales are of bulk minerals, which we've extracted at the point of source. Compass Minerals sells more than 12 million tons of product annually, depending on weather-driven demand patterns, and only a minor fraction of the product produced requires sourcing from third party vendors. We purchase some potassium chloride to augment our SOP production at Ogden, as well as micronutrient feedstock, which we process into Wolf Trax products. We also use a small amount of potassium chloride and calcium chloride to blend with our deicing products creating value-added performance benefits. Raw materials sourced for our production processes represented only 1.7% of our total production. This excludes the purchase of imported rock salt in 2014 to supplement our highway deicing supply because this material was not processed into finished product.

Over 11 million of the 13.3 million tons of salt we sold in 2014 was bulk product delivered directly to our customers. The remaining quantity was bagged, jugged or otherwise packaged, using plastic and/or paper packaging. Though our material inputs are insignificant in scale, we are actively evaluating opportunities to further reduce our impacts by sourcing more environmentally friendly packaging alternatives.

PACKAGING MATERIALS (TONS)





THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

4.1 Environmental Impact

4.2 Managing Impacts

4.3 Materials Mined, Harvested, Consumed

» 4.4 Energy & Air Emissions

4.5 Water Consumption

4.6 Transportation

4.7 Biodiversity

4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Energy and Air Emissions »

Fuel combustion represents one of our most significant material impacts. Nearly one-fifth of all purchased electricity from our local utility providers is produced with natural gas. Other purchased fuels, such as diesel, gasoline and kerosene, help mobilize our fleet and are used for our underground rock salt mining, mechanical evaporation and at our packaging facilities.

Continuous improvement is a key objective in our production efforts. These initiatives target energy and cost reductions. We remain committed to a diligent and frequent evaluation of all production processes. Some of those objectives are small in scale, such as optimizing forklift routing. Large-scale improvement projects have significant energy or water impacts such as the increasing use of continuous mining at the Goderich Rock Salt Mine. The use of continuous mining at Goderich is currently at 30% of production with a goal to reach 100% by the end of 2017.

In another effort which meaningfully addresses the company’s environmental impact, we installed one of the lowest NOx emitting boilers in use in the United States to provide steam for our production facility in Ogden, Utah. Previously, we purchased steam from a cogeneration facility owned by a third party which emitted 50 ppm NOx. The boiler now in place emits just 9 ppm NOx.

Other efficiency enhancements under development at various sites align with our strategic sustainability efforts. We’re only getting started. We expect these measures to meaningfully enhance sustainability throughout our operations.

Energy and Emissions Figures

In 2013 and 2014, we accounted for energy and fuel usage within our operations, as shown below.

TOTAL ENERGY AND ENERGY INTENSITY		
	2014	2013
ENERGY FROM FUEL COMBUSTION (000 GJ)	4,693	4,357
ENERGY FROM ELECTRICAL (000 GJ)	965	954
TOTAL ENERGY (000 GJ)	5,658	5,311
ENERGY INTENSITY (GJ/TON OF PRODUCTION)	.44	.43

2013/2014 Compass Minerals Energy Use, with and without Solar Inputs. Note: Solar energy is used in the evaporation process in our solar evaporation ponds at our Ogden, Utah, facility. The annual energy captured in the ponds is estimated from approximated evaporation volumes to be 150 to 200 million GJ.



4. THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

4.1 Environmental Impact

4.2 Managing Impacts

4.3 Materials Mined, Harvested, Consumed

» 4.4 Energy & Air Emissions

4.5 Water Consumption

4.6 Transportation

4.7 Biodiversity

4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

NON-RENEWABLE FUEL USAGE

	2014	2013
NATURAL GAS (000 GJ)	4,207	3,900
DIESEL (000 GJ)	462	433
GASOLINE (000 GJ)	9	10
PROPANE (000 GJ)	15	13
TOTAL ENERGY (000 GJ)	4,693	4,357
ENERGY INTENSITY (GJ/TON OF PRODUCTION)	.37	.36

GREENHOUSE GAS EMISSIONS

* Tonnage does not include tons handled through packaging facilities. Emissions from packaging facilities is included.

	2014	2013
SCOPE 1: DIRECT EMISSIONS (TONNES CO ₂ e)	245,829	227,748
SCOPE 2: ENERGY INDIRECT EMISSIONS (TONNES CO ₂ e)	110,819	112,192
SCOPE 1: EMISSION INTENSITY (KG CO ₂ e/TONS PRODUCTION*)	19.1	18.6
SCOPE 1 + SCOPE 2: EMISSION INTENSITY (KGCO ₂ e/TONS PRODUCTION*)	27.8	27.8

PRIORITY POLLUTANT EMISSIONS (TONNES)

	2014	2013
NOX	554	472
SOX	29	26
CO	343.9	273.9
VOC	86.2	71.5
PM (10)	636	528

4. 

THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

4.1 Environmental Impact

4.2 Managing Impacts

4.3 Materials Mined,
Harvested, Consumed

4.4 Energy & Air Emissions

» 4.5 Water Consumption

4.6 Transportation

4.7 Biodiversity

4.8 Environmental
Compliance

5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Water Consumption »

Compass Minerals uses water from a variety of sources including lake brine from the Great Salt Lake, untreated ground water and municipal potable water. We are conscientious about our consumption of fresh water, a precious natural resource for human life and for our production processes. We work to match the quality of water released back into the resource stream with the water we initially used.

- » Most of our water consumption is related to solar evaporation processes at Utah's Great Salt Lake, which doesn't contain fresh water. There, brine from the lake is pumped into large open ponds where sun and wind evaporate the water and crystallize the minerals, which are then harvested and processed.
- » Our facility in the Bear River Bay area of the Great Salt Lake harnesses the benefit of fresher flows in the bay during the fall to flow through its ponds in order to dissolve unmarketable minerals, and return those minerals to the lake – ensuring healthy mineral content of the lake water.
- » Our fresh water consumption primarily stems from our four mechanical evaporation facilities. Here we inject water into salt beds positioned no shallower than 1,500 feet below ground surface to form a brine solution. Our production system is designed to reuse and recycle this water.
- » Our rock salt mining activities consume little water in the production process.



THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

- 4.1 Environmental Impact
- 4.2 Managing Impacts
- 4.3 Materials Mined, Harvested, Consumed
- 4.4 Energy & Air Emissions

» 4.5 Water Consumption

- 4.6 Transportation
- 4.7 Biodiversity
- 4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Water Consumption (continued) »

Most of the water Compass Minerals uses is derived from salt water sources and does not negatively impact fresh water availability in the watersheds where we operate. However, there are risks of salt contamination of the aquifers and aquatic ecosystems associated with salt mining, evaporation and storage processes as well as from salt product use. We manage these potential impacts and address site-specific water issues through our local environmental management systems.

Additionally, we have introduced innovative products to address environmental concerns.

Our total 2013 and 2014 operational fresh water consumption is shown below, broken down into the source of the water we consume, the amount recycled and input required per each ton of product manufactured.

FRESH WATER SUMMARY		
TOTAL WATER USED BY SOURCE (ALL UNITS, 000 GALLONS)		
	2014	2013
SURFACE WATER	11,998,776	13,065,994
GROUND WATER	1,818,359	1,939,897
MUNICIPAL WATER	319,581	299,824
TOTAL WATER	14,136,716	15,305,715
WATER INTENSITY (GALLONS PER TON OF PRODUCT)	934	1,017
RECYCLED WATER	9,371,339	9,847,829
PERCENTAGE OF WATER RECYCLED BACK TO SOURCE OR DESTINATION*	66%	64%

* In addition to the water tabulated above, Compass Minerals pumps water from the Great Salt Lake into approximately 50,000 acres of solar evaporation ponds. Approximately 35 to 40 billion gallons of Great Salt Lake water is evaporated from these ponds each year.

4. 

THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

- 4.1 Environmental Impact
- 4.2 Managing Impacts
- 4.3 Materials Mined,
Harvested, Consumed
- 4.4 Energy & Air Emissions
- » 4.5 **Water Consumption**
- 4.6 Transportation
- 4.7 Biodiversity
- 4.8 Environmental
Compliance

5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Harnessing the Power of the Sun

By combining ancient techniques with advanced technologies, Compass Minerals annually produces about one million tons of salt, 300,000 tons of SOP and 600,000 tons of magnesium chloride using the pond-based feedstock at our Great Salt Lake facility. In fact, our 50,000-acre solar evaporation pond complex in Utah is one of only four in the world that can produce SOP from a naturally occurring brine source using solar evaporation.

Mineral-rich brine is first pumped from the lake into a series of shallow ponds, where the water is evaporated by the sun, wind and dry air. Minerals then crystallize naturally over the course of three years.

The first mineral that precipitates in this evaporation process is salt. Next, the mineral feedstock which we harvest to produce SOP precipitates. The remaining liquid is a magnesium chloride solution, the third mineral we produce at our Utah facility. Salt and magnesium chloride final products require very little processing after being harvested from our ponds.

To produce SOP, we harvest the pond-based feedstock and create a slurry that is processed in our plant into SOP. The product is then either sold as standard product



An aerial view of our solar evaporation ponds at the Great Salt Lake.

or compacted into prills, which can easily blend with other crop inputs. Solar evaporation provides Compass Minerals with a low-cost, low-carbon footprint production process. In fact, we would need to burn 14 million tons of coal and would release 37 million tons of CO₂ to achieve the same evaporation rates using fossil fuels as our solar ponds provide to produce the same quantity of product.

We are proud to have the ability to produce in this environmentally responsible manner and are investing to maintain and increase this facility's capacity and efficiency.

4. 

THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

- 4.1 Environmental Impact
- 4.2 Managing Impacts
- 4.3 Materials Mined, Harvested, Consumed
- 4.4 Energy & Air Emissions
- 4.5 Water Consumption

» 4.6 **Transportation**

- 4.7 Biodiversity
- 4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

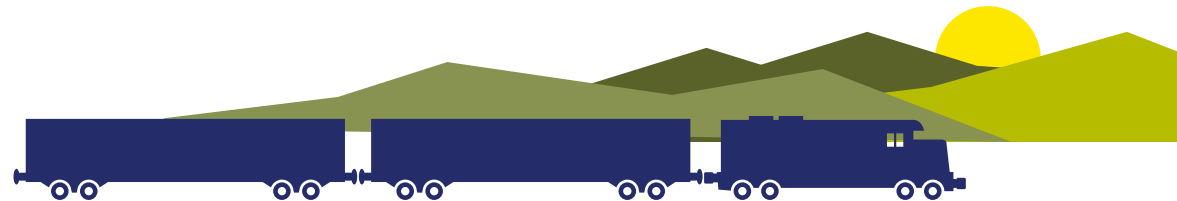
APPENDICES

CONTENT INDEX

Transportation »

How we get our products to our end-users is an important part of our sustainability profile. Like other companies in the rock salt business, we do not find it economical to transport more than 200 miles unless shipped by water. Identifying the most efficient and cost-effective form of product distribution is key for making our products accessible to the markets we serve.

- » Our Goderich, Ontario, mine is on a deep-water port on Lake Huron that enables us to directly load large ships for efficient transport to locations around the Great Lakes.
- » On-site rail access at our facility in Ogden, Utah, also provides an efficient means to distribute large quantities of SOP to growers across North America.
- » Barges from our Cote Blanche, Louisiana, salt mine deliver our rock salt to an extensive network of depots along the Mississippi and Ohio Rivers, stretching all the way to Minnesota and Pennsylvania.



4. 

THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

4.1 Environmental Impact

4.2 Managing Impacts

4.3 Materials Mined, Harvested, Consumed

4.4 Energy & Air Emissions

4.5 Water Consumption

» 4.6 **Transportation**

4.7 Biodiversity

4.8 Environmental Compliance

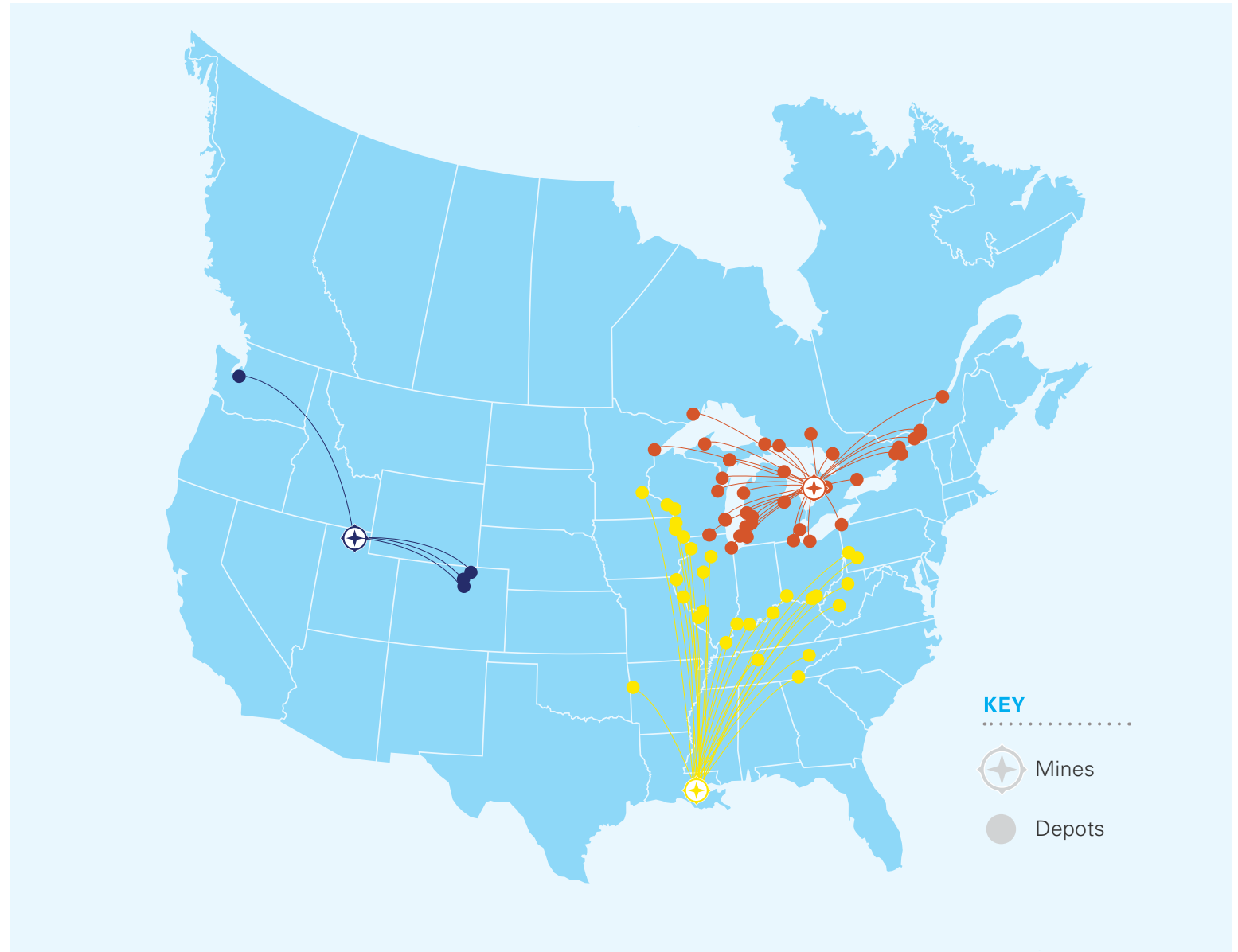
5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX



Highway Deicing Distribution Network

We have developed an extensive depot network to complement our waterway transportation system, which allows us to serve our customers efficiently. By using vessels whenever possible to deliver our deicing salt to our key markets in North America, we reduce fuel usage and emissions. From the perspective of cost-effectiveness, shipping by water costs about half of rail transport and only one-third of truck transport.



THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

- 4.1 Environmental Impact
- 4.2 Managing Impacts
- 4.3 Materials Mined, Harvested, Consumed
- 4.4 Energy & Air Emissions
- 4.5 Water Consumption
- 4.6 Transportation
- » 4.7 **Biodiversity**
- 4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Biodiversity »

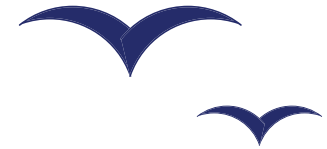
Our operations that are adjacent to protected areas and areas of high biodiversity value outside of protected areas include Ogden, Utah, and Wynyard, Saskatchewan, Canada.

These facilities are close to saline lakes, which are positioned along a migratory bird flyway of international significance stretching from Marismas Nacionales, Mexico, to Quill Lakes, Saskatchewan. The Great Salt Lake is centrally located – providing an ideal stopover for rest, nourishment and mating.

As part of our commitment to sustainability and community collaboration, we have materially modified our reclamation plan for ponds located in Bear River Bay region of the Great Salt Lake, in collaboration and with direct input from stakeholder groups.

The revised plan will enable the restoration of the area, while creating additional avian habitat of more than 25,000 acres. The plan integrates the development of more than 20 isolated nesting islands for shorebirds that creates a moat to protect against predator access while creating incremental habitat in this migratory bird stopover.

We also continue to facilitate access for Weber State University, Utah State University, stakeholder groups, and regulatory agencies to our pond dikes to advance the study of avian/human interactions.



4. 

THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

- 4.1 Environmental Impact
- 4.2 Managing Impacts
- 4.3 Materials Mined, Harvested, Consumed
- 4.4 Energy & Air Emissions
- 4.5 Water Consumption
- 4.6 Transportation
- » 4.7 Biodiversity
- 4.8 Environmental Compliance

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Championing Water Issues Through Engagement

When Compass Minerals first applied for expansion of our solar evaporation operations in the Great Salt Lake, we were not fully aware of all the potential impacts on the local ecosystem and avian populations. Environmental groups like FRIENDS of the Great Salt Lake raised concerns about our plans and we became engaged and receptive to the fact that there was an important ecosystem of international significance just on the other side of our pond operations.

We listened and learned, and our passion for the cause flourished. Through many discussions with multiple stakeholders, we developed a greater understanding of how we might impact the water quality and integrity of the ecosystem in which we operated.

After additional scientific assessments were conducted and new technologies developed, we revised our expansion plans significantly to avoid areas critical for biodiversity. The new plans also preserved lake levels, requiring no additional water withdrawal and calling for the quick return of unused minerals to the lake to maintain salinity levels.

We made great strides to become more transparent in the process and to find collaborative approaches to addressing

water rights in the Great Salt Lake. We now work closely with our stakeholders to not only mitigate our own operational impacts but also clean up litter from the lake and advocate for its conservation in government processes.

We have also materially modified our reclamation plan for ponds located in the Bear River Bay region of the Great Salt Lake, in collaboration and with direct input from stakeholder groups.

The revised plan will enable the restoration of the area, while creating additional avian habitat of more than 25,000 acres. This plan integrates the development of more than 20 isolated nesting islands for shorebirds

that creates a moat to protect against predator access while creating incremental habitat in this migratory bird stopover.

To that end, we collaborate with Great Salt Lake stakeholder groups to advocate for the protection of inflows to the Great Salt Lake, that are becoming ever-more pressured and threatened based on in-basin population growth projections by 2050.

We need a holistic, collaborative and comprehensive water policy to protect our valued resources while facilitating smart growth.

*Joe Havasi
Director Natural Resources
Compass Minerals*



THE ENVIRONMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

- 4.1 Environmental Impact
- 4.2 Managing Impacts
- 4.3 Materials Mined,
Harvested, Consumed
- 4.4 Energy & Air Emissions
- 4.5 Water Consumption
- 4.6 Transportation
- 4.7 Biodiversity

» 4.8 Environmental
Compliance

5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

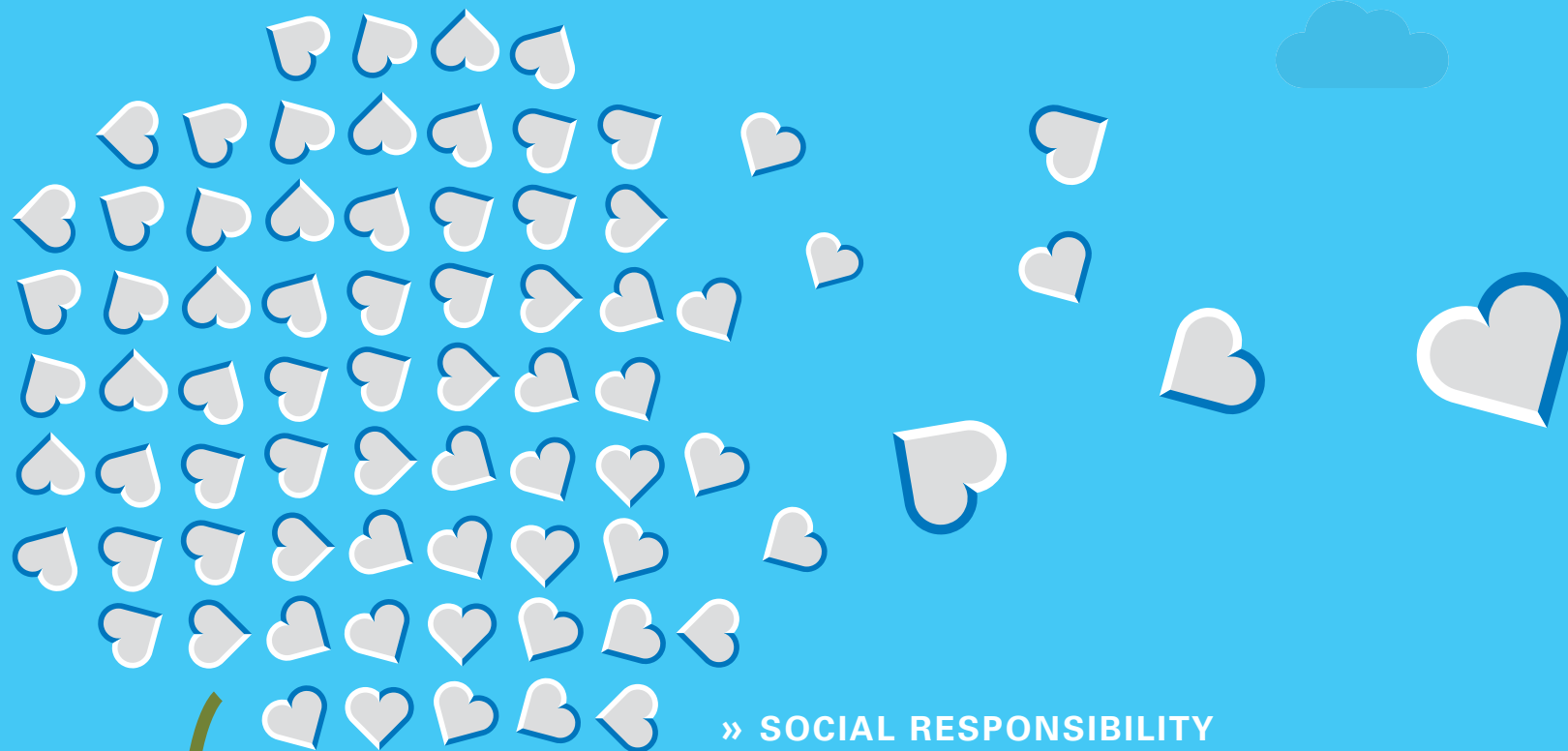
APPENDICES

CONTENT INDEX

Environmental Compliance »

Compass Minerals has not incurred materially significant environmental fines or penalties associated with regulatory noncompliance, whether individually or collectively with its subsidiaries. We have incurred less than \$17,000 total environmental fines and penalties over the past five years. In all cases, mitigation measures (including administrative controls for paperwork-related violations) were developed and implemented to prevent recurrence.

2014 ENVIRONMENTAL REGULATORY FINES OR PENALTIES	AMOUNT
Monetary value of fines	\$1,000
Total number of non-monetary sanctions	5
Cases brought through dispute resolution	0



» SOCIAL RESPONSIBILITY

- 5.1 About Our Workforce
- 5.2 Health and Safety as Top Priority – Our *Getting to Zero* Program
- 5.3 Employment Conditions, Turnover and Engagement
- 5.4 Compensation and Benefits
- 5.5 Community Relations
- 5.6 Stakeholder Engagement

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

» 5.1 **About Our Workforce**

5.2 Health & Safety

5.3 Employment Conditions, Turnover, Engagement

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

About Our Workforce »

As of December 31, 2014, we employed 1,949 people, with 972 in the United States, 806 in Canada and 171 in the U.K. About 30% of our U.S. workforce and about 50% of our global workforce is represented by labor unions.

Our people are more than mere numbers: they are miners, plant managers, lab analysts, maintenance technicians,

sales and marketing professionals, logistics analysts, among others. All are dedicated and proud of the essential minerals we produce and the values that drive our company. We take great pride that many employees have devoted their entire professional lives to our company – including 26 employees with 40+ years of tenure and others who are members of a vast intergenerational employee base.

2013–2014 HOURLY AND SALARIED WORKFORCE, BY COUNTRY, GENDER AND PAYROLL STATUS						
	2014			2013		
	FEMALE 	MALE 	TOTAL	FEMALE 	MALE 	TOTAL
HOURLY	43	599	642	13	547	560
SALARIED	31	133	164	51	135	186
CANADA TOTAL	74	732	806	64	682	746
HOURLY	4	117	121	6	119	125
SALARIED	14	36	50	16	40	56
U.K. TOTAL	18	153	171	22	159	181
HOURLY	66	568	634	70	552	622
SALARIED	75	263	338	69	245	314
U.S.A. TOTAL	141	831	972	139	797	936
GRAND TOTAL	233	1,716	1,949	225	1,638	1,863

5. 

SOCIAL RESPONSIBILITY

- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
 - » **5.1 About Our Workforce**
 - 5.2 Health & Safety
 - 5.3 Employment Conditions, Turnover, Engagement
 - 5.4 Compensation & Benefits
 - 5.5 Community Relations
 - 5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

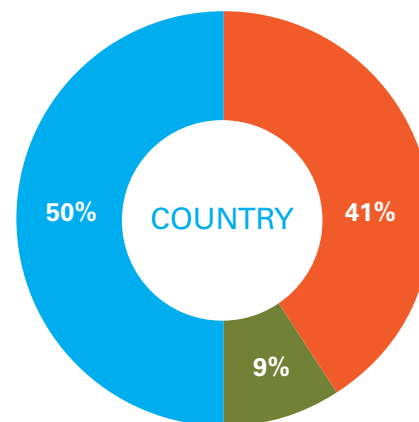
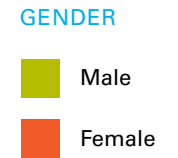
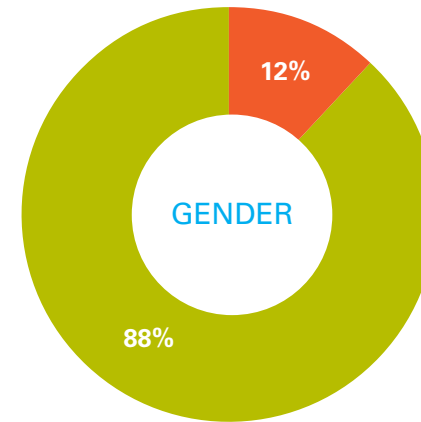
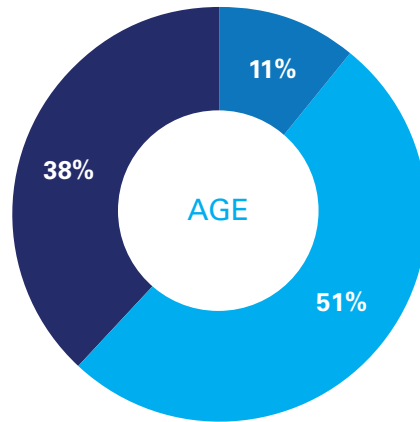
In The News

APPENDICES

CONTENT INDEX

About Our Workforce (continued) »

2014 WORKFORCE BY COUNTRY, GENDER AND AGE GROUP



5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

» **5.1 About Our Workforce**

5.2 Health & Safety

5.3 Employment Conditions, Turnover, Engagement

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

About Our Workforce (continued) »

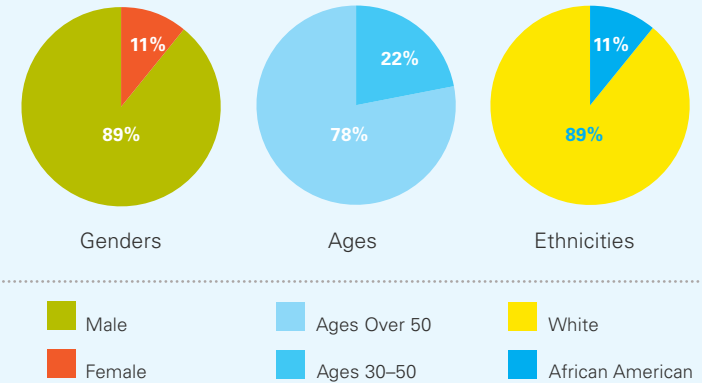
We work diligently to maintain an inclusive, communicative and welcoming workplace culture. In fact, our people pride themselves on being able to dedicate their time and expertise to a company that fosters individual and community safety and has a focus on green production processes.

The reality is that our industry is predominantly male-dominated. But we seek to champion diversity and to increase diversity in Compass Minerals' leadership, workforce and supplier base in the coming years.

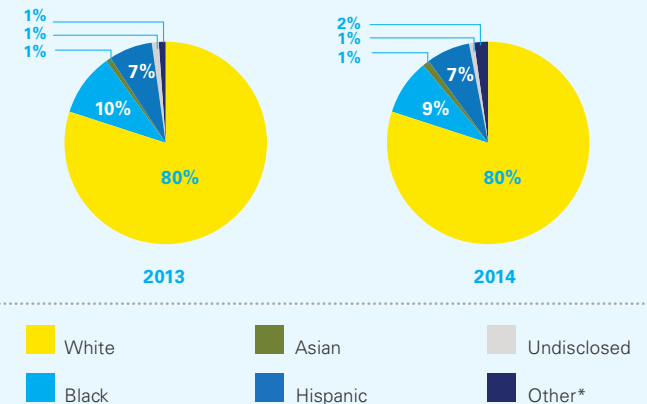
To that end, we have evaluated our current levels of workplace diversity, setting a baseline for the future. We've also established a diversity council to support our organizational objectives geared toward creating a more diverse workplace. Similar efforts are under consideration for supplier diversity.

In 2015, we aim to formalize our processes to bring specific criteria into recruitment mechanisms and develop appropriate tools to foster diversity. All of these efforts parallel our Core Values.

2013 AND 2014 GOVERNANCE BODY CHARACTERISTICS



ETHNIC DIVERSITY OF U.S. WORKFORCE



* Includes Native Hawaiian, Pacific Islander, American Indian, Alaska Native, and two or more races or ethnicities.

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

» 5.2 Health & Safety

5.3 Employment Conditions, Turnover, Engagement

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

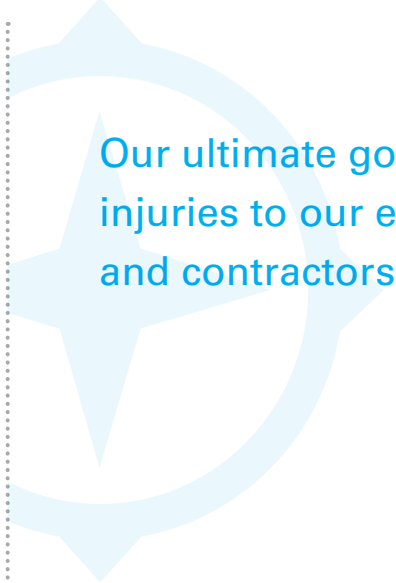
CONTENT INDEX

Health and Safety as Top Priority—Our *Getting to Zero* Program »

With employee health and safety as one of our highest priorities, our ultimate goal is zero injuries to our employees and contractors. We are committed to meeting this objective by:

- » Incorporating hazard identification and risk management into every management decision.
- » Identifying and mitigating potential risks in our operations before an incident occurs, with a focus on the possible consequence, not the likelihood.
- » Identifying and responding to incidents that *do not* involve injuries to the same degree as those that do result in injuries.
- » Engineering out the risks we identify with the goal of *hazard elimination*.
- » Engaging all employees in meeting the objective of zero injuries and incidents.

We have identified, and focused additional attention and resources to, the highest-risk activities inherent within our industry, based on the potential consequence of incidents.



Our ultimate goal is zero injuries to our employees and contractors.

5. 

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

» **5.2 Health & Safety**

5.3 Employment Conditions, Turnover, Engagement

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Health and Safety as Top Priority—Our *Getting to Zero* Program (continued) »

The nine high-risk focus areas at Compass Minerals include:



1. Safely working in mine shafts
2. Ground control: Working with the geologic material/rock exposed in the course of mine excavation to make the mined opening safe
3. Fire prevention
4. Electrical safety
5. Hazardous energy control (Lock-Tag-Clear-Try)
6. Safety working from heights
7. Bulk loading of vessels, barges, railcars and bulk trucks
8. Interaction with moving vehicles
9. Stockpile safety

In each area, we have developed corporate standards, which go above and beyond compliance in some jurisdictions. Each site is empowered with team leaders for each Top Nine risk area to assess site compliance with the corporate standard and execute a plan to eliminate risks.

Where applicable, we have actively sought to share our lessons learned and best practices with other stakeholders. For example, we have conducted webinars with salt stockpile depot operators to ensure that our stockpile safety standards are adopted as widely as possible.

Robust EHS&S

We continuously improve our processes within our robust Environmental Health, Safety and Security (EHS&S) framework. We assess both injury incidents and non-injury incidents (i.e., near misses or near hits) and our proactive key performance indicators.



SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

» 5.2 Health & Safety

5.3 Employment Conditions,
Turnover, Engagement

5.4 Compensation
& Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Health and Safety as Top Priority—Our *Getting to Zero* Program (continued) »

In 2015 Compass Minerals plans to adopt the Energy Institute's "Hearts and Minds" toolkit to help develop and strengthen a common safety culture throughout the company. Training elements include achieving situational awareness, developing front line supervisor skills and understanding and preventing rule breaking.

This methodology complements the company's current efforts in achieving safety excellence, which includes identifying and mitigating top risks, and strengthening our safety management system.

We also focus on honing our skills as safe miners. Mine rescue is a critical component in operating mines safely and successfully. Compass Minerals is committed to providing continuous training and skill reinforcement to its mine rescue teams in Goderich, Cote Blanche and Winsford. These teams of highly trained mine rescue experts may be called upon to rescue trapped, injured or missing miners in the event of a mine emergency, such as a fire, explosion or roof collapse. When a mine emergency strikes, every second counts. That's why Compass Minerals rescue teams practice their skills year-round and compete in intense field competitions to test their teamwork and their emergency response capabilities.

In 2014, two Compass Minerals mine rescue teams earned top honors in key competitions, exemplifying the employees' commitment to safety. The Goderich Mine rescue team won the 2014 Southern Ontario District Competition, and placed second in the Provincial Mine Rescue competition.

The Cote Blanche Mine rescue team claimed four awards from the 44th Annual Southern Mine Rescue Competition. The team earned the Dwight C. Bonin Memorial Award for finishing first in the Southern Salt Division. The members also picked up the Salt Institute Southern Regional Mine Rescue Association's traveling trophy for first place in the overall Southern Salt Division. Finally, the team won first place in the smoke contest and finished third in the field competition.

In addition to the mine rescue teams, emergency response crews at Compass Minerals plants participate in regular hands-on rescue training and mock emergency drills throughout the year.



5. SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

» **5.2 Health & Safety**

5.3 Employment Conditions,
Turnover, Engagement

5.4 Compensation
& Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Health and Safety as Top Priority—Our *Getting to Zero* Program (continued) »

In 2014, our incidence rate increased by approximately 24%. While any increase in employee injury rate is unacceptable, the number of lost days decreased between 2013 and 2014, from 6,473 lost days in 2013 to 528 in 2014. Our commitment to safety resulted in zero work-related fatalities in 2014.

2009-2014 SAFETY PERFORMANCE HISTORY

RECORDABLE INJURIES	2014	2013	2012	2011	2010	2009
INCIDENCE RATE*	2.47	1.98	1.46	1.63	2.29	2.42

2014 KEY SAFETY METRICS

COUNTRY	TOTAL INJURIES	INJURY RATE (IR)%	LOST DAYS	LOST DAYS RATE (LDR)%	OCCUPATIONAL DISEASE RATE	WORK-RELATED FATALITIES
UNITED STATES	31	2.73	299	26.35	0.09	0
CANADA	15	2.16	227	32.63	0	0
U.K.	3	1.98	2	1.32	0	0
COMPASS MINERALS TOTAL	49	2.47	528	26.64	0.05	0

2013 KEY SAFETY METRICS

COUNTRY	TOTAL INJURIES	INJURY RATE (IR)%	LOST DAYS	LOST DAYS RATE (LDR)%	OCCUPATIONAL DISEASE RATE	WORK-RELATED FATALITIES
UNITED STATES	19	1.91	219	22.00	0.30	1
CANADA	17	2.56	254	38.30	0	0
U.K.	0	0.00	0	0	0	0
COMPASS MINERALS TOTAL	36	1.98	473	26.04	0.17	1

* Reflects injuries per 100 workers annually

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

» **5.2 Health & Safety**

5.3 Employment Conditions,
Turnover, Engagement

5.4 Compensation
& Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Health and Safety as Top Priority—Our *Getting to Zero* Program (continued) »

The health and safety of our employees is integral to the strength of our business. As such, we seek to control workplace risks and establish company-wide measures to reduce the chances of future incidents from occurring. We intend to build on our *Getting to Zero* Program in 2015 by continuing to focus on removing the risks associated with the top nine high-hazard activities.

Our efforts are further enhanced through collective bargaining agreements. Agreements address safety issues, as well as potential occupational health issues, such as respiratory disease, ergonomics and noise-induced hearing loss. Agreements also cover remedies, such as providing employees with personal protective equipment and encouraging participation in safety training programs and in joint management-labor leadership safety committees. According to our agreements, life insurance and short- and long-term disability policies are offered to all employees.

To help us realize our five-year strategic plan, participants of our annual Safety/Operations Summit formulated key actions to be undertaken in 2015 to improve safety performance. Goals and objectives were set, key performance indicators were chosen, and attendees shared best practices and participated in several team-building exercises. It was at the 2014 annual summit that the team opted to implement Hearts and Minds, solidifying the multi-pronged approach toward safety excellence.

Our U.S. mine is carefully governed by the United States Department of Labor's Mine Safety and Health Administration, which mandates health and safety practices. Similarly our U.K. mine is governed by the Health and Safety Executive, and our operations in Canada adhere to regulations set by the Ontario Ministry of Labour and the Ontario provincial authorities.

5. SOCIAL
RESPONSIBILITY[1. Message From Our CEO](#)[2. About Compass Minerals](#)[3. Sustainability at
Compass Minerals](#)[4. The Environment](#)[5. Social Responsibility](#)[5.1 About Our Workforce](#)» [5.2 Health & Safety](#)[5.3 Employment Conditions,
Turnover, Engagement](#)[5.4 Compensation
& Benefits](#)[5.5 Community Relations](#)[5.6 Stakeholder Engagement](#)[Our Sustainability
Progress and Goals](#)[In The News](#)[APPENDICES](#)[CONTENT INDEX](#)

Working with Trade Unions: Collaboration Drives Performance



Compass Minerals strives to maintain a good working relationship with labor unions across our operations. Health and safety are key components in the company's labor contracts, covering topics such as health and welfare benefits, disability coverage, safety committees and personal protective equipment. Additionally, the unions play an active role on health and safety committees that help Compass Minerals attain high standards of safety compliance and performance.

As of the end of 2014, about 50% of our global workforce and 83.5% of our hourly employees were covered by collective bargaining agreements. Of our 12 collective bargaining agreements, three are scheduled to expire in 2015; four in 2016; four in 2017 and one in 2019.

Owing to such large representation, we've advanced measures to strengthen our union relationships in 2014 — one that moves us from being a compliance-driven company to an engaged, collaborative company. Together, we are driven to further solidify our common goals of safety and productivity with our union workers. We believe Compass Minerals' recent efforts to work through labor challenges and build good relationships with labor unions have resulted in positive outcomes: since the beginning of 2013 no strikes, lockouts or failed negotiations have transpired.

SINCE THE BEGINNING OF 2013...

Zero

STRIKES

Zero

LOCKOUTS

Zero

FAILED NEGOTIATIONS

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

» 5.3 **Employment Conditions, Turnover, Engagement**

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Employment Conditions, Turnover and Engagement »

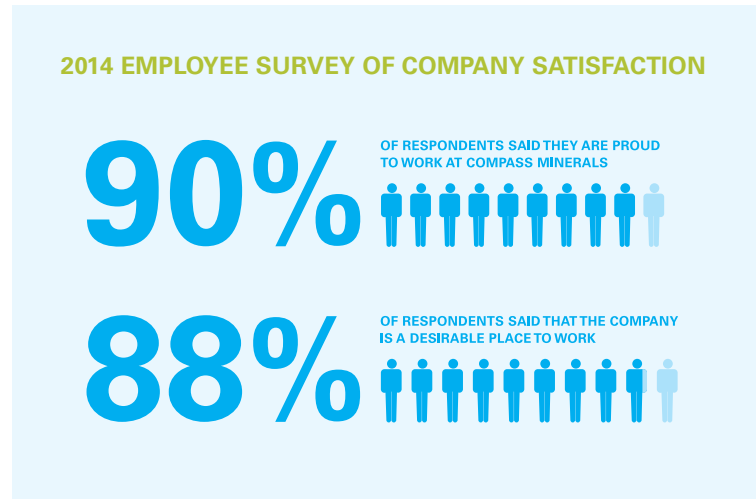
At Compass Minerals, we believe our employees' well-being supports our growth. With this belief in mind, we have focused on initiatives to engage our employees, reduce turnover and make our company a great place to work. We also realize that our ability to recognize employee efforts drives performance excellence and employee engagement. Here are some examples of what we've done to make this a reality:

- » Our CEO recognizes long-standing employee loyalty and corporate commitment by honoring long-tenured employees at the opening of Compass Minerals' quarterly town hall meetings.
- » The "Give-a-WOW" recognition program allows employees to recognize peers who have demonstrated extraordinary leadership by exhibiting a behavior that demonstrates a Compass Minerals Core Value.

In addition, we regularly seek ways to honor military veterans through company commemorations.

As part of our efforts to monitor our progress on those items critical for employee engagement, we conducted a survey in 2014 to assess employees' viewpoints on whether Compass Minerals is a great place to work. A total of 720 people responded to the survey across all locations. Overall, 90% of respondents said they are proud to work at Compass Minerals, and 88% said that the company

is a desirable place to work. Many respondents provided suggestions to help increase pride and desirability, which we will use in our efforts to further enhance our company's desirability among current and prospective employees.





SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

» 5.3 Employment Conditions, Turnover, Engagement

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News





APPENDICES

CONTENT INDEX

Employment Conditions, Turnover and Engagement (continued) »

Turnover

We realize that employment retention is critical to carrying out our long-term objectives. Compass Minerals' low turnover rate stems from our ability to satisfy employee needs and to collaborate with them to address their concerns. In 2014, the total company turnover was 12%, or 238 employees.

TURNOVER RATE BY COUNTRY AND GENDER						
	2014			2013		
LOCATION	FEMALE 	MALE 	TOTAL	FEMALE 	MALE 	TOTAL
CANADA TOTAL	24%	8%	10%	11%	7%	8%
U.K. TOTAL	28%	9%	11%	5%	6%	6%
UNITED STATES TOTAL	16%	14%	15%	12%	14%	14%
Grand Total	19%	11%	12%	11%	11%	11%

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

» **5.3 Employment Conditions,
Turnover, Engagement**

5.4 Compensation
& Benefits

5.5 Community Relations

5.6 Stakeholder Engagement





Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Employment Conditions, Turnover and Engagement (continued) »

NEW HIRE BY COUNTRY, GENDER AND AGE GROUP						
	2014			2013		
	FEMALE 	MALE 	TOTAL	FEMALE 	MALE 	TOTAL
<30 YEARS OLD	8	44	52	7	27	34
30-50 YEARS OLD	5	89	94	3	33	36
>50 YEARS OLD	1	33	34	4	13	17
CANADA TOTAL	14	166	180	14	73	87
<30 YEARS OLD	1	5	6	0	6	6
30-50 YEARS OLD	0	0	0	0	5	5
>50 YEARS OLD	0	3	3	1	1	2
U.K. TOTAL	1	8	9	1	12	13





5. 

SOCIAL RESPONSIBILITY

- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
 - 5.1 About Our Workforce
 - 5.2 Health & Safety
 - » 5.3 **Employment Conditions, Turnover, Engagement**
 - 5.4 Compensation & Benefits
 - 5.5 Community Relations
 - 5.6 Stakeholder Engagement

- Our Sustainability Progress and Goals
- In The News
- APPENDICES
- CONTENT INDEX

Employment Conditions, Turnover and Engagement (continued) »

NEW HIRE BY COUNTRY, GENDER AND AGE GROUP (CONTINUED)						
	2014			2013		
	FEMALE 	MALE 	TOTAL	FEMALE 	MALE 	TOTAL
<30 YEARS OLD	4	51	55	7	43	107
30-50 YEARS OLD	16	78	94	10	106	489
>50 YEARS OLD	5	16	21	3	29	355
U.S.A. TOTAL	25	145	170	20	178	951
GRAND TOTAL	40	319	359	35	263	298



SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

» 5.3 **Employment Conditions, Turnover, Engagement**

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Employment Conditions, Turnover and Engagement (continued) »

Education and Training

To support lifelong learning opportunities and incentivize job development training, we provide tuition assistance at accredited institutions of higher learning. All employees, including some unionized laborers, are eligible for these benefits.

All full-time salaried, hourly non-production employees receive general compliance training and some production employees also participate. As shown by the statistics below, most employees received training that includes modules on anti-corruption, where anti-corruption might apply to the position. Overall, we're pleased with participation rates indicating:

- » 764 employees completed annual compliance training and certification.
- » Of those, 560 full-time salaried employee received compliance training that included modules on anti-corruption.
- » 705 hours of compliance training were performed in 2014.

In addition to onboarding training and annual refreshers, additional training is extended throughout the year, as needed, to strengthen functional knowledge and capacity on topics such as mine safety, environmental impact mitigation, emergency response and organizational management. Company-wide, a total of \$1.4 million in 2013 and \$1.0 million in 2014 was directed to training initiatives, including employee tuition reimbursement and other employee training activities.

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

» 5.3 **Employment Conditions, Turnover, Engagement**

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Ensuring the Future of Mine Engineering and Safety at Compass Minerals

In 2011, our Winsford Rock Salt Mine in the U.K.

established a unique apprenticeship program combining mechanical and electrical engineering. The program continues to attract young talent and create value for everyone involved. The participating apprentices are gaining practical experience through hands-on work while mentored by experienced Compass Minerals employees.

“Our ultimate goal is to invest in young talent by providing mentoring guidance and a training program, resulting in highly skilled and knowledgeable, committed future employees,” said Lyn Mitchell, U.K. HR Manager. In concluding the inaugural program, recruits, Ben Fitzpatrick and Josh Foster, noted, “We appreciate the opportunity the company has given us and would like to thank the members of the mining team who are our mentors for their time, support, guidance and patience in passing on knowledge, experience and skills. We are looking forward to future careers with Compass Minerals.”

To date, the mine has five apprentices and is looking to recruit three more in 2015.



Josh Foster

Engineering Apprentice

Josh Foster, third-year Winsford Engineering Apprentice won the prestigious “Technician of the Year” award from the Institute of Materials and Mining. The honor recognizes his outstanding performance during the course of study for National Vocational Qualifications (NV Q) Level 3 in Engineering at Compass Minerals and Mid Cheshire College. He achieved a “double distinction” for his Business Technology Education Council (BTEC) Engineering qualification.

5. 

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

» **5.3 Employment Conditions, Turnover, Engagement**

5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

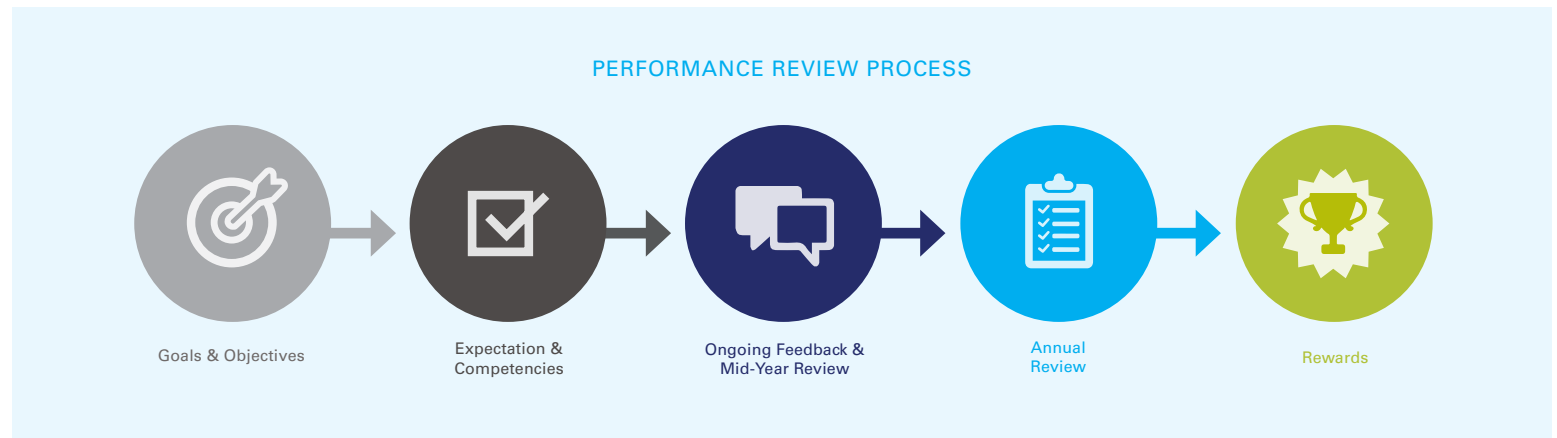
Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Employment Conditions, Turnover and Engagement (continued) »



Performance Management

While Compass Minerals’ Core Values stress high performance, our ongoing performance management process is meant to be of a developmental nature.

Performance reviews measure how our employees are progressing toward goals and living the Core Values. Our process reinforces high performance, improves communication through engagement and addresses factors that may impede job performance.

Most full-time, non-union employees, including senior management, participate in formal performance management reviews annually through our human capital management system, myCOMPASS. Through this process, we discuss strengths and areas of improvement, evaluate individual

career goals, measure performance against set objectives, and determine training and career development opportunities.

Progress checks are important – they allow managers and employees to address any issues before they impair job performance. To increase employee engagement, growth and retention, we hold interim progress checks: the mid-year review is a semi-formal process and the annual review is a required, formalized process. Many managers and employees also meet monthly or quarterly to discuss objectives and behaviors aligned to our values.



SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

5.3 Employment Conditions, Turnover, Engagement

» 5.4 Compensation & Benefits

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

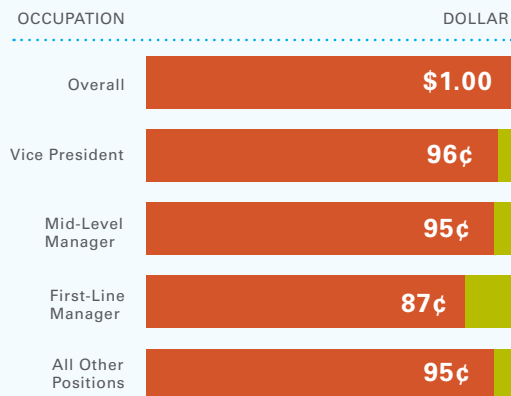
APPENDICES

CONTENT INDEX

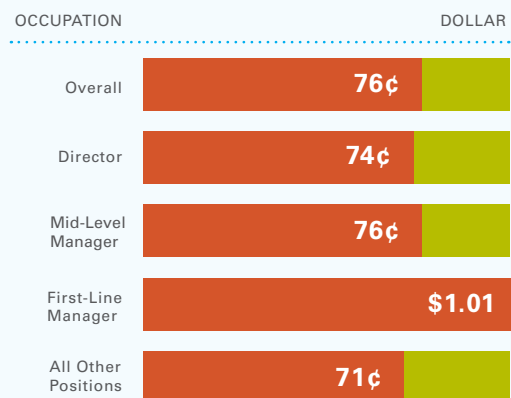
Compensation and Benefits »

Compass Minerals motivates our employees to achieve high performance with our total rewards philosophy. This philosophy supports competitive pay, excellent benefits, internal advancement opportunities, formal educational reimbursement and professional training in an empowering environment.

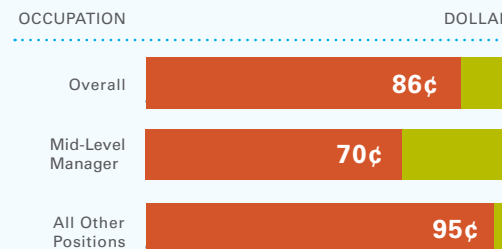
FEMALE-TO-MALE EARNINGS RATIO: UNITED STATES



FEMALE-TO-MALE EARNINGS RATIO: CANADA



FEMALE-TO-MALE EARNINGS RATIO: UNITED KINGDOM



Note: Compass Minerals does not have access to this level of detail for 2013 due to a systems upgrade that took place after 2013. Moving forward, 2014 will serve as the base year for this indicator.

Note: Insufficient data for all available occupations within each country.

KEY

Female

Male

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

5.3 Employment Conditions,
Turnover, Engagement

» 5.4 **Compensation
& Benefits**

5.5 Community Relations

5.6 Stakeholder Engagement

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Compensation and Benefits (continued) »

All Compass Minerals employees receive a comprehensive selection of benefits that align with competitive norms. Full-time employees are eligible for health, dental and vision insurance, disability coverage, and vacation and sick leave. In addition, we provide parental leave and extend access to medical and dependent care flexible savings accounts. Employees can access a 24-hour employee assistance hotline to help identify the available resources needed to get them through their challenges.

Matching retirement savings plans are an added benefit. All full-time employees in the U.S. and Canada participate in additional profit sharing plans.

In addition to medical benefits, we strive to support employee well-being. In 2014, we instituted several new programs to motivate and challenge our workforce to adopt lifelong, healthy habits.

Program Highlights

Get Moving

“Get Moving” to a healthier lifestyle promotes overall well-being, while also reducing stress and enhancing energy and productivity.

Corporate Challenge

Global Corporate Challenge 100-Day Journey across the globe, where 567 employees across our organization walked, biked and swam – logging steps along the way while meeting and even exceeding challenges.

5. 

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

- 5.1 About Our Workforce
- 5.2 Health & Safety
- 5.3 Employment Conditions, Turnover, Engagement
- 5.4 Compensation & Benefits
- » 5.5 **Community Relations**
- 5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Community Relations »

The direct and indirect economic impact of Compass Minerals’ operations is meaningful for several of the communities in which we operate, as we are one of the key employers for those areas. In addition, our purchase of supplies and services also generates local economic value.

Compass Minerals employees support their communities in many ways. Over the years, we’ve made generous donations of time, money and resources to local food banks, hospitals, community centers, children’s charities and more.

We promote employee engagement and collective action each year through community-based giving programs. In 2014 alone, we contributed nearly \$156,000 through direct giving and employee matching programs such as the United Way Campaign. Further, our employees are encouraged to engage in the communities where they work and live. For example, our Ogden, Utah, operations

made a record-breaking in-kind donation of \$30,000 of food during the holidays to the Catholic Community Services Joyce Hansen Hall Food Bank, up 11% from the previous year. Each site determines, on a case-by-case basis, what more can be done to meet certain local needs.

LOCAL PROCUREMENT



\$106 MILLION
CONTRIBUTED ANNUALLY
TO LOCAL ECONOMIES

5.

SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

5.3 Employment Conditions,
Turnover, Engagement

5.4 Compensation
& Benefits

5.5 Community Relations

» 5.6 Stakeholder Engagement

Our Sustainability
Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Stakeholder Engagement »

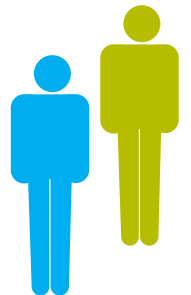
We value working closely with our stakeholders to proactively avoid risk, identify opportunities and engage them as partners in our sustainability journey. This engagement has proved to strengthen relationships with all of our stakeholders and produce beneficial innovations in our products and our customer support efforts as well. Examples of the benefits of this collaboration span from development of more efficient highway deicing products, to enhanced plant nutrients for sustainable and organic crops, to proactive efforts to educate road maintenance professionals on tactics to increase safety and cost-effectiveness of unpaved roads.

Stakeholder Inclusivity and Responsiveness

We define “stakeholders” as those who are impacted by our operations and products, along with those who have an interest in, or can influence, how we manage our businesses. We have many and varied methods for engaging with these groups, including news releases; investor conference calls and presentations; local media outreach; trade shows and industry conferences; retailer communications; company and trade publications, including our annual reports, sustainability reports and customer newsletters; representation in local councils and industry associations; and our corporate website at www.compassminerals.com.

While each Compass Minerals stakeholder has unique interests, the profiles of selected key stakeholders demonstrate our philosophy on engagement and how we seek to collaborate to build a better, more sustainable business that protects the environmental, health and safety interests of our stakeholders and the community at large.

Note: see [Appendix A](#) for discussion of Materiality and Material Issues.





5. SOCIAL RESPONSIBILITY

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

5.1 About Our Workforce

5.2 Health & Safety

5.3 Employment Conditions, Turnover, Engagement

5.4 Compensation & Benefits

5.5 Community Relations

» 5.6 Stakeholder Engagement

Our Sustainability Progress and Goals

In The News

APPENDICES

CONTENT INDEX

Stakeholder Engagement (continued) »

Stakeholders	Importance	Ongoing Engagement Activities
Customers	<p>Provide the revenue and reputation needed to grow our business.</p> <p>Depend on us for community safety and to enhance their own business return on investment.</p>	Trade shows, retailer communication materials, customer newsletters, robust customer service function and hotlines for quality issues.
Employees	Produce Compass Minerals' products and serve our customers, enabling our businesses to thrive.	CompassQuest, an employee question line introduced in 2013, quarterly CEO town hall meetings, regular visits by corporate management to all operational sites, health and wellness activities, empowerment.
Investors	Supply the capital needed to enable us to invest and grow our business.	Investor conferences and in-person visits, robust investor relations function, quarterly conference calls, outreach on governance and sustainability matters.
Communities	Grant us the social license to operate.	Food bank donations, engagement with local governments and interest groups, youth sports sponsorships, community enrichment and giving, and representation on local councils.
Vendors	Supply us with materials, equipment and other resources needed to produce quality products and services.	Annual vendor conference.
Labor Unions	Provide representation for covered employees.	Revised platform for union engagement based on collaboration and our Core Values.
Government: Legislators and Regulators	Creates and supports standards of health and safety for our employees and communities, protects the environment and provides a legal framework for generating sustainable economic growth.	Participate and present at quarterly gatherings of stakeholders, academics and regulators to discuss ongoing management and issues facing the Great Salt Lake – Great Salt Lake Technical Advisory Team, Great Salt Lake Advisory Council, Bi-Annual Great Salt Lake Issues Forum.
Industry Associations	Present opportunities for collaboration on various issues impacting the sustainability of our business.	Share best practices, and leadership on environmental matters.

5. SOCIAL
RESPONSIBILITY[1. Message From Our CEO](#)[2. About Compass Minerals](#)[3. Sustainability at
Compass Minerals](#)[4. The Environment](#)[5. Social Responsibility](#)[5.1 About Our Workforce](#)[5.2 Health & Safety](#)[5.3 Employment Conditions,
Turnover, Engagement](#)[5.4 Compensation
& Benefits](#)[5.5 Community Relations](#)[» 5.6 Stakeholder Engagement](#)[Our Sustainability
Progress and Goals](#)[In The News](#)[APPENDICES](#)[CONTENT INDEX](#)

Encouraging Roadway Safety and Reducing Environmental Impacts: Compass Minerals Product Innovation

Snowy and icy roadways can create serious safety hazards, resulting in accidents and loss of life.

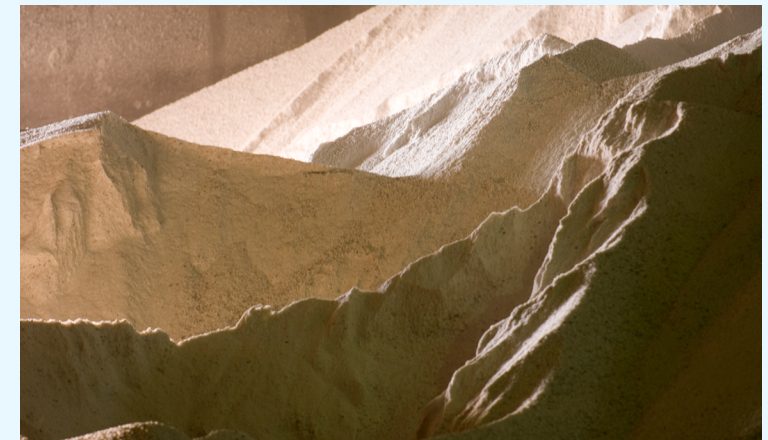
These conditions also slow down commerce, costing \$300-\$700 million per day* in the Snow Belt. Before the 1960s, municipalities generally used a combination of plowing and sand to remove snow. Since then, it has become a common practice to apply deicing salt, which is more effective and faster-acting than the old approaches.

Despite all the good that road salts do in reducing collisions by up to 88% and injuries by 85%*, when used in excess they can have negative impacts such as accelerating the degradation of roadways and increasing chloride levels in watersheds. These effects can be further exacerbated by extreme weather conditions.

In response to these issues, we developed Thawrox® Treated Salt, which contains a biodegradable organic carbohydrate to inhibit corrosion and liquid magnesium chloride to improve performance at lower temperatures. It also contains a blue dye, which allows operators to see where they have applied the product and thereby increase their application efficiency.

Because it bounces and scatters less than traditional road salt, and stays longer on the roadway, Thawrox can reduce application rates compared with traditional deicing products by as much as 30%. This efficiency saves money in terms of the amount of product needed, and reduces the application frequency, saving on fuel and labor costs and reducing carbon emissions associated with plow hours. Furthermore, since less salt product is applied, there is less runoff into waterways.

**American Highway Users Alliance and HIS Global Insight
"The Economic Costs of Disruption from a Snowstorm"*



We actively promote responsible rock salt use, including proper storage. Here, rock salt is stored at a depot before distribution.

5. SOCIAL
RESPONSIBILITY[1. Message From Our CEO](#)[2. About Compass Minerals](#)[3. Sustainability at
Compass Minerals](#)[4. The Environment](#)[5. Social Responsibility](#)[5.1 About Our Workforce](#)[5.2 Health & Safety](#)[5.3 Employment Conditions,
Turnover, Engagement](#)[5.4 Compensation
& Benefits](#)[5.5 Community Relations](#)[» 5.6 Stakeholder Engagement](#)[Our Sustainability
Progress and Goals](#)[In The News](#)[APPENDICES](#)[CONTENT INDEX](#)

Innovating Products: Supporting Healthy Nut Tree Production

Almond growers are important customers to us.

Through our long-standing relationship with the Almond Board of California, we continue to learn more about the technical challenges that growers face. For a variety of reasons, California soils are often deficient in potassium and sulfur, two nutrients essential for healthy trees, good growth rates and robust nut production. Complicating this challenge, a typical fertilizer used to supplement potassium nutrient requirements for other crops – muriate of potash – contains chloride, which can be damaging to almond trees and their nut yield.

We help our customers overcome these challenges with Protassium+, our branded sulfate of potash product containing potassium and sulfur with almost no chloride. In response to growing market demand, we took the extra steps needed to earn certification by the California Department of Food and Agriculture and the Organic Materials Review Institute for our Protassium+ organic product line, the only organic brand of sulfate of potash available in the U.S. market.

Protassium+ meets growers' needs to maximize the value of their fruit and nut crops, as well as for ornamentals and turf. We invest in research and tools to assist growers in

understanding how to use our products most efficiently and safely. Working closely with retailers, we help increase growers' awareness of their potassium fertilizer options. The business has grown steadily as a result.

Through this strategic initiative, we're able to demonstrate our commitment to this market. Almonds, like most of the other key crops we target, support healthy diets, and we feel good about playing a role in the growth of this industry.



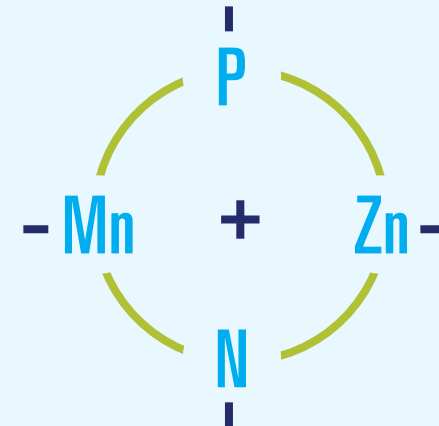
Almond growth benefits from the use of Protassium+.

5. SOCIAL
RESPONSIBILITY[1. Message From Our CEO](#)[2. About Compass Minerals](#)[3. Sustainability at
Compass Minerals](#)[4. The Environment](#)[5. Social Responsibility](#)[5.1 About Our Workforce](#)[5.2 Health & Safety](#)[5.3 Employment Conditions,
Turnover, Engagement](#)[5.4 Compensation
& Benefits](#)[5.5 Community Relations](#)[» 5.6 Stakeholder Engagement](#)[Our Sustainability
Progress and Goals](#)[In The News](#)[APPENDICES](#)[CONTENT INDEX](#)

Water Quality Protection: Introducing Solutions for Phosphorous Runoff Minimization

Nu-Trax P+ is one of our new innovative Wolf Trax products that has the potential to favorably impact the phosphorus fertilizer runoff issues becoming evident in water bodies in the U.S. such as the Chesapeake Bay, Lake Erie, the Mississippi Delta and others areas in Europe. Farmers have become accustomed to adding additional phosphate fertilizers to build soil phosphate levels in an attempt to ensure adequate crop uptake. At times, phosphate fertilizers are likely applied at levels in excess of plant uptake capability. That excess can find its way into rivers and streams, and the result can be increased algae bloom and other water quality issues. The challenge is providing phosphorous to crops that depend on it for growth, while also reducing the phosphate level in field runoff that could negatively impact water systems.

Phosphorus plays a critical role in plant growth and yield, and because phosphorous is an essential nutrient, that role cannot be performed by any other plant nutrient. Because phosphorus is responsible for energy production in the plant, plants benefit when phosphorus is applied early in their life cycle.



We've introduced a new phosphorous plus micronutrients solution that excels where there is a need for managing early season crop nutrition and ensuring phosphorus nutrient stewardship. Nu-Trax P+ is the solution that brings together three technologies for optimal growth: the CropStart™ Nutrient Package, EvenCoat™ Technology and PlantActiv™ Formulation.

In working with partners like The Fertilizer Institute, we are helping educate growers on the power behind the 4Rs for responsible fertilizer use: the right source, at the right rate, at the right place — at the right time.

5. SOCIAL
RESPONSIBILITY[1. Message From Our CEO](#)[2. About Compass Minerals](#)[3. Sustainability at
Compass Minerals](#)[4. The Environment](#)[5. Social Responsibility](#)

- 5.1 About Our Workforce
- 5.2 Health & Safety
- 5.3 Employment Conditions,
Turnover, Engagement
- 5.4 Compensation
& Benefits
- 5.5 Community Relations

[» 5.6 Stakeholder Engagement](#)[Our Sustainability
Progress and Goals](#)[In The News](#)[APPENDICES](#)[CONTENT INDEX](#)Advancing Road Safety Education:
Gravel Roads Academy

If you have ever driven on an unpaved road you are probably familiar with the hazards that flying gravel and dusty air can create. Good gravel road design and maintenance can prevent accidents and improve air quality in an environmentally friendly way.

Through the Gravel Roads Academy®, we work with local technical advisory programs of state universities and distributors throughout the western U.S. and Canada to make roads safer.

As part of this program, we educate road maintenance employees and decision makers about the need for road stabilization and the features and benefits of using magnesium chloride in road stabilization. This educational program is free-of-charge and includes much more than

just classroom instruction. Participants receive hands-on learning by preparing and spraying a quarter-mile area of road. To date, we have trained more than 4,500 people, virtually and on-site, on best management practices regarding gravel road design, materials, building, maintenance and dust control.

We have also created innovative products to make gravel roads safer. Our DustGard product, for example, is an organically certified mineral product that naturally attracts moisture from the air, keeping the ground slightly damp and preventing dust and dirt from blowing. This road stabilization approach can greatly reduce gravel road safety hazards and the amount of grading and gravel replacement needed relative to untreated roads.

OUR SUSTAINABILITY PROGRESS AND GOALS

- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
- » **Our Sustainability Progress and Goals**
- In The News
- APPENDICES
- CONTENT INDEX

Looking Ahead »

With the introduction of GRI sustainability reporting at Compass Minerals, we have reached a significant milestone in our progression toward becoming a more sustainable, transparent corporate citizen. As the various elements of this report highlight, we have initiated several programs and projects that support key sustainability pillars. In 2015 we expect to establish a range of specific goals and targets that further our journey toward making certain we're not only generating financial and social value for our stakeholders, but are doing so in a manner that ensures our sustainable operations for decades to come.

SUSTAINABILITY PILLAR	NEAR-TERM OBJECTIVES
Financial Performance	Grow earnings while continuing to invest in our business and deliver value for shareholders.
Environmental Performance	<p>Initiate investment in expanding continuous mining in our rock salt mines for optimization and hazard risk reduction.</p> <p>Further define and develop data management systems for a range of environmental measure, including:</p> <ul style="list-style-type: none"> » Site-level water discharge. » Up/downstream transportation metrics to disclose Scope 3 emissions figures.
Social Performance	<p>Develop a diversity council and implement company-wide diversity and inclusion programs.</p> <p>Increase diversity throughout the company, including at the board of directors level.</p>
Our Workforce	<p>Deepen role of Core Values in performance review and development processes.</p> <p>Expand Top-Nine audits of facilities in 2015 to identify risks, close safety gaps and share best practices between sites.</p>
The Community	Establish corporate approach on community investments and charitable activity.

IN THE NEWS

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability
Progress and Goals

» **In The News**

APPENDICES

CONTENT INDEX

Awards & Accolades »



Ace Honors Compass Minerals with Vendor of the Year Award

Ace Hardware selected Compass Minerals as one of its 2014 merchandising Vendors of the Year. This honor is testimony to the company's great customer service and commitment to forging strong relationships.



Do-It-Best Corporation Honors Compass Minerals

Indiana-based Do-It-Best Corporation, one of the largest independent hardware co-ops, bestowed its highest praise on Compass Minerals, presenting the company with its "Collaborative Vendor of the Year – Supply Chain Excellence" award. The award is one of the cooperative's top three annual honors. Do-It-Best serves 3,800 member-owned locations throughout the United States and in 53 countries, and is one of the top hardware U.S. cooperatives. Along with this top accolade, Do-It-Best also presented Compass Minerals the "Lawn & Garden Vendor of the Year" award.



Almond Replenish Campaign Earns Top Honors in Marketing Excellence

Compass Minerals earned national recognition for its multimedia "Almond Replenish" advertising campaign, developed within the Plant Nutrition Division. The Almond Replenish campaign centers on the sulfate of potash (SOP) product. SOP is a soil treatment that provides potassium to specialty crops, such as almonds, to create high yields. After earning "Best of Show" at the National Agri-Marketing Association (NAMA) Region II competition, the campaign moved to the finals at the national award level.



Compass Minerals Earns Supplier Recognition

Canadian Tire named Compass Minerals "Vendor of the Year – Seasonal and Gardening," recognizing our company's exemplary efforts during the 2013–2014 deicing season.

» APPENDICES

- A. Stakeholder Inclusiveness and Material Issues
- B. Management Assertions and Measurement Techniques
- C. External Assurance Statement
- D. Non-GAAP Reconciliation

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» A. Stakeholder Inclusiveness & Material Issues

- B. Management Assertions
- C. External Assurance Statement
- D. Non-GAAP Reconciliation

CONTENT INDEX

Stakeholder Inclusiveness and Material Issues »

We value working closely with our stakeholders to proactively avoid risk, capture opportunities and engage them as partners in our sustainability journey.

Inclusivity and Responsiveness

We define “stakeholders” as those who are impacted by our operations and products, along with those who have an interest in, or can influence how, we manage our businesses.

We have many and varied methods for engaging with these groups, including news releases; investor conference calls and presentations; local media outreach; trade shows and industry conferences; retailer communications; company and trade publications, including our annual reports, sustainability reports and customer newsletters; representation in local councils and industry associations; and our corporate website at www.compassminerals.com.

While each Compass Minerals stakeholder has unique interests, the profiles of selected key stakeholders demonstrate our philosophy on engagement and how we seek to collaborate to build a better, sustainable business that protects the environmental, health and safety interests of our stakeholders and the community at large.

Materiality

To maximize positive impact of our sustainability efforts, we have to determine what matters most to our businesses and stakeholders. We recognize the opportunities that multiple perspectives can uncover. We value our stakeholders’ views of our company, the industries in which we participate, and the inherent and potential risks under which we operate.

Through our baseline evaluation of the three AA1000 AccountAbility Principles (namely the Principles of Inclusivity, Materiality and Responsiveness), we have created a framework for our stakeholders to identify and effectively address our material issues.

Materiality, or the process of determining relevance, hasn’t resulted from a single exercise, but has evolved over time.

- » 2012: Internal deliberation based on our understanding of stakeholder perceptions.
- » 2013: Formal industry and best-in-class benchmarking to refine issues most relevant to our company.
- » 2014: Stakeholder survey cast widely to each stakeholder group, asking for assistance in rating each major sustainability issue area identified by the GRI framework, along with those shortlisted to date as being unique to our operating environment.

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
- Our Sustainability Progress and Goals
- In The News
- APPENDICES
- » A. Stakeholder Inclusiveness & Material Issues
- B. Management Assertions
- C. External Assurance Statement
- D. Non-GAAP Reconciliation
- CONTENT INDEX

Materiality (continued)

More than 50 internal and external stakeholders responded to our 2014 survey asking for assistance in rating each major sustainability issue area identified by the GRI framework. The following aspects were ranked on a scale of 1 to 5.

We believe these results provide a fair and balanced representation of our material issues.

Category	Aspect	External	Internal
Social	Impact on Local Communities	3.24	4.33
	Anti-corruption Policies	2.95	3.73
	Public Policy	2.82	3.47
	Anti-competitive Behavior	2.82	3.40
	Compliance with Laws and Regulations	3.21	3.92
	Supplier Assessment for Impacts on Society	2.58	3.36
	Grievance Mechanisms for Impacts on Society	2.70	3.13
	Economic	Economic Performance	3.61
Market Presence		3.41	4.00
Indirect Economic Impacts		3.29	3.53
Procurement Practices		2.87	2.87
Human Resources	Human Rights Screening	2.95	3.47
	Incidents of Discrimination	2.92	3.40
	Freedom of Association and Collective Bargaining	2.82	3.33
	Child Labor Policy	2.87	3.40
	Forced or Compulsory Labor Policy	2.84	3.13
	Security Practices Concerning Human Rights	2.84	3.47
	Indigenous Rights Policy	2.84	3.13
	Human Rights Reviews	2.74	3.27
	Supplier Human Rights Assessment	2.58	3.27
	Human Rights Grievance Mechanisms	2.82	3.07

Category	Aspect	External	Internal
Environment	Materials Consumed	3.05	2.93
	Energy Usage	3.10	3.20
	Water Usage	3.18	3.20
	Biodiversity Impacts	3.16	3.20
	Emissions	3.46	3.27
	Effluents and Waste Impacts	3.44	3.33
	Environmental Impact of Products	3.31	3.71
	Environmental Compliance	3.71	4.13
	Impacts from Transport	3.00	3.13
	Overall Environmental Protection Expenditures and Investments	3.38	3.53
	Supplier Environmental Assessment	3.05	3.27
	Environmental Grievance Mechanisms	3.03	2.93
	Labor	Employment	2.62
Labor/Management Relations		2.74	3.20
Occupational Health and Safety		3.18	3.93
Training and Education		2.95	3.73
Diversity and Equal Opportunity		3.05	3.87
Equal Remuneration for Women and Men		2.92	3.87
Supplier Assessment for Labor Practices		2.61	3.07
Labor Practices Grievance Mechanisms		2.55	2.93
Product Responsibility	Customer Health and Safety Impacts	3.49	4.13
	Product and Service Labeling	3.03	3.73
	Marketing Communications	2.97	3.86
	Customer Privacy Policy	3.16	3.71
	Product Compliance	3.37	3.86

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» **A. Stakeholder Inclusiveness & Material Issues**

B. Management Assertions

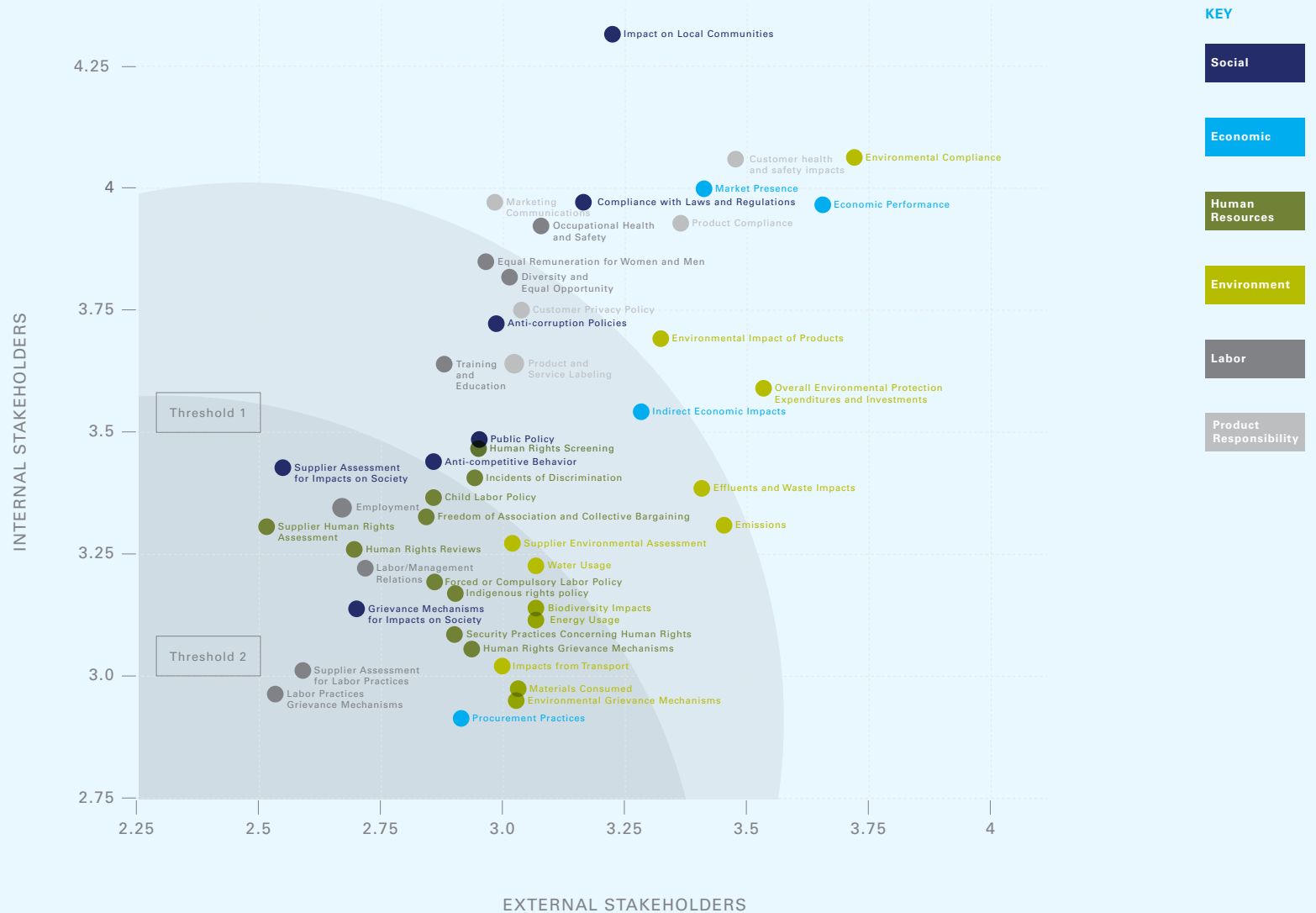
C. External Assurance Statement

D. Non-GAAP Reconciliation

CONTENT INDEX

Materiality (continued)

The diagram below highlights issues of highest priority to Compass Minerals and to our stakeholders.



Threshold 1 - measuring the average rating among internal stakeholders.

Threshold 2 - measuring the average rating overall in order to begin addressing issues that may not be affected by mitigation strategies in the near future.

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» **A. Stakeholder Inclusiveness & Material Issues**

B. Management Assertions

C. External Assurance Statement

D. Non-GAAP Reconciliation

CONTENT INDEX

Stakeholder Inclusiveness and Material Issues (continued) »

Materiality

Additionally, we intend to offer further transparency on issues that our management believes are relevant to the company by expanding beyond the threshold to address the items shown in the table below.

With the aim of continuing to improve our performance on core issues, we will focus our efforts on putting the mechanisms in place to incrementally expand the scope of our reporting in years to come.

OUR JUSTIFICATION FOR EXPANDING THE SCOPE	
Energy	<ul style="list-style-type: none"> • A large portion of the products we produce makes use of solar energy for the purpose of evaporation. This is not solar energy that is converted to electrical energy, but the use of direct sunlight that would otherwise be wasted if not put to use by Compass Minerals.
Water	<ul style="list-style-type: none"> • Water shortages tend to shift geographically depending on the prevailing weather conditions. However, these shifts are merely noise in the baseline on the graph of ever-increasing demand for fresh water as the world population continues to grow. Fresh water availability concerns will continue to escalate. Compass Minerals moves and uses about 50 billion gallons of water per year, making us a significant water user. However, more than 80% of our water usage is not from fresh water; rather, it is brine pumped from the Great Salt Lake, and as such, cannot be used for irrigation or consumption. About 20 billion gallons is actually consumed at the Great Salt Lake operation through evaporation.
Materials Consumption	<ul style="list-style-type: none"> • Most consumers lack awareness of the enormous amount of salt, a commodity mineral, produced by companies such as Compass Minerals. Compass Minerals produces more than 12 million tons of salt each year. Energy and water consumption levels are put into perspective when compared with salt production volume.

We firmly believe in expanding relationships with our stakeholders and maintaining open lines of communication throughout the year. We work diligently and proactively to understand and respond to issues brought forth by our internal and external stakeholders. This engagement allows us to target our actions to where we can make the most impact. Case studies highlighting our responsive actions are presented throughout this report.

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
- Our Sustainability Progress and Goals
- In The News
- APPENDICES
- » **A. Stakeholder Inclusiveness & Material Issues**
- B. Management Assertions
- C. External Assurance Statement
- D. Non-GAAP Reconciliation
- CONTENT INDEX

Stakeholder Inclusiveness and Material Issues (continued) »

Collaboration and Partnership Arrangements (continued)

		LEVEL OF ENGAGEMENT		
		General Involvement	Formal Membership	Governance Body Representation/ Committee
Canada	Ontario Good Roads Association	X		
	Ontario Mining Association	X	X	
	Chamber of Marine Commerce	X		
United Kingdom	Ferticon		X	
	U.K. Highway Term Maintenance Association		X	
	U.K. Mining Association		X	X
	U.K. Salt Association			X

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
- Our Sustainability Progress and Goals
- In The News
- APPENDICES
- » A. Stakeholder Inclusiveness & Material Issues
- B. Management Assertions
- C. External Assurance Statement
- D. Non-GAAP Reconciliation
- CONTENT INDEX

Stakeholder Inclusiveness and Material Issues (continued) »

Collaboration and Partnership Arrangements (continued)

		LEVEL OF ENGAGEMENT (continued)		
		General Involvement	Formal Membership	Governance Body Representation/Committee
United States	Agricultural Retailers Association		X	
	Almond Board	X		
	American Public Works Association		X	
	The Fertilizer Institute		X	
	Manufacturers Alliance for Productivity and Innovation (new in 2014)	X		
	Salt Institute		X	X
	Solution Mining Research Institute		X	
	Pacific Northwest Snow Fighters	X		
	Road Dust Institute	X		
	Western Plant Health Association		X	X
	Great Salt Lake Technical Team	X		
	Great Salt Lake Advisory Council	X		
Willard Spur Water Quality Review Team			X	

Appendix A

STAKEHOLDER INCLUSIVENESS AND MATERIAL ISSUES

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» **A. Stakeholder Inclusiveness & Material Issues**

B. Management Assertions

C. External Assurance Statement

D. Non-GAAP Reconciliation

CONTENT INDEX

Stakeholder Inclusiveness and Material Issues (continued) »

Collaboration and Partnership Arrangements (continued)

		LEVEL OF ENGAGEMENT (continued)		
		General Involvement	Formal Membership	Governance Body Representation/ Committee
International	European Union Salt Producers' Association		X	X
	International Fertilizer Association		X	
	International Plant Nutrition Institute		X	X
	Sulfate of Potash Information Board		X	
	Water Quality Association	X	X	

Appendix B

MANAGEMENT ASSERTIONS & MEASUREMENT TECHNIQUES

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

A. Stakeholder
Inclusiveness &
Material Issues

» B. Management
Assertions

C. External Assurance
Statement

D. Non-GAAP
Reconciliation

CONTENT INDEX

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 Sustainability Report for the year ending December 31, 2014. 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 the Compass Minerals Sustainability Report identified and denoted by a green dot (●) in the Content Index, 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 2014. A complete discussion of financial results and risks can be found in the company’s 2014 annual report and/or 10K. Data collection principles used in the report have been informed by the GRI Reporting Guidelines as well as the GHG protocol.

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

Uncertainty & Approximations

As noted in the verification statement of iCompli, the environmental data was found to be accurate. It should be noted however that the consumed water and solar energy data from our Ogden facility contains an approximation of water volumes that seeps from the 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 are confident that the water values were calculated by the most logical and scientific means available to us however, we recognize that small errors in such large values significantly impact the total water and energy numbers for Compass Minerals. For this reason, the Great Salt Lake water values and the solar energy consumed at the Ogden facility are broken out from the smaller, more precise energy and water data.

GHG emission factors

The GHG emissions associated with the activities noted above 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.

Appendix B

MANAGEMENT ASSERTIONS & MEASUREMENT TECHNIQUES

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

A. Stakeholder Inclusiveness & Material Issues

» **B. Management Assertions**

C. External Assurance Statement

D. Non-GAAP Reconciliation

CONTENT INDEX

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 factors from 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. Version date was April, 2014. 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 2014.

Base data

Environmental data for 2013 was accounted and summarized in this report and now serves as the base year for that data. The 2013 and 2014 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.

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 fairly accurately determined 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.

Appendix C

EXTERNAL ASSURANCE STATEMENT

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

A. Stakeholder
Inclusiveness &
Material Issues

B. Management
Assertions

» **C. External Assurance
Statement**

D. Non-GAAP
Reconciliation

CONTENT INDEX

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 and 2014 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](#).

Appendix D

NON-GAAP RECONCILIATION

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

- A. Stakeholder
Inclusiveness &
Material Issues
- B. Management
Assertions
- C. External Assurance
Statement

» **D. Non-GAAP
Reconciliation**

CONTENT INDEX

RECONCILIATION FOR EBITDA AND ADJUSTED EBITDA (UNAUDITED) (IN MILLIONS)

	12 MONTHS ENDED DECEMBER 31, 2013
NET EARNINGS	\$130.8
INTEREST EXPENSE	\$17.9
Income tax expense	\$43.3
Depreciation, depletion and amortization	\$73.0
EBITDA	\$265.0
Adjustments to EBITDA	
Gain from insurance settlement ⁽¹⁾	(\$9.0)
Estimated costs of a legal ruling ⁽²⁾	\$4.7
Other (income) expense ⁽³⁾	(\$6.4)
ADJUSTED EBITDA	\$254.3

(1) The company received \$9.0 million (\$5.7 million, net of taxes) from an insurance settlement resulting from a 2010 mineral-brine loss at the company's Ogden, Utah, solar-pond facility.

(2) The company recorded a reserve of \$4.7 million (\$2.8 million, net of taxes) related to a ruling against the company from a 2010 labor matter.

(3) Primarily includes interest income and foreign exchange gains and losses.

» CONTENT INDEX

Global Reporting Initiative (GRI)

Content Index




- 1. Message From Our CEO
- 2. About Compass Minerals
- 3. Sustainability at Compass Minerals
- 4. The Environment
- 5. Social Responsibility
- Our Sustainability Progress and Goals
- In The News
- APPENDICES
- » **CONTENT INDEX**

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 reporting framework it has established enables all organizations to measure, understand and communicate sustainability information with a globally recognized standard reporting methodology.










KEY

Coverage

 Complete  Partial  Incomplete

External Assurance



Indicator	Description	Coverage	Page	Notes/Omissions
G4-1	Message from CEO		05	
G4-2	Description of key impacts, risks and opportunities		27	
G4-3	Name of organization		08	
G4-4	Primary brands and products		14	
G4-5	Location of headquarters		14	
G4-6	Number of countries operating in		18	
G4-7	Nature of ownership and legal form		11	
G4-8	Markets served		15	
G4-9	Scale of the reporting organization (employees, operations, net sales, capitalization, quantity of products/services)		19	

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» CONTENT INDEX

Indicator	Description	Coverage	Page	Notes/Omissions
G4-10	Total number of employees by region, type, gender		46	As of December 31, 2014, we had 1,949 employees, of which 972 are employed in the U.S., 806 in Canada and 171 in the U.K.
G4-11	Percentage of employees covered by collective bargaining		46	Approximately 30% of our U.S. workforce and approximately 50% of our global workforce is represented by labor unions. Of our 12 Collective Bargaining Agreements, three will expire in 2015, four will expire in 2016, four will expire in 2017 and one will expire in 2019. [Ref. 2014 10k]
G4-12	Describe the organization's supply chain		30	
G4-13	Report if precautionary approach is taken		02	
G4-16	List of association memberships		78	
G4-17	Entities in consolidated financial statement		11	
G4-18	Process for defining the report content and Aspect Boundaries		74	
G4-19	Material aspects		75	
G4-20	Internal aspect boundary		76	Operational procedures, economic performance, environmental safeguards and all labor related issues, including health and safety, apply to activities within our control across our organization.
G4-21	External aspect boundary		76	Initiatives related to community outreach, the environment and educational activities expand beyond the boundaries of our organization to include external stakeholders.

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment

5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» CONTENT INDEX

Indicator	Description	Coverage	Page	Notes/Omissions
G4-22	Effect of restatement of information	N.A.	N.A.	
G4-23	Report significant changes in the Scope and Aspect Boundaries		77	
G4-24	List of stakeholders engaged		78	
G4-25	Basis for stakeholder identification		74	
G4-26	Approach to stakeholder engagement		65	
G4-27	Key topics of concern raised by stakeholders		75	
G4-28	Reporting period		81	
G4-29	Date of most previous report		81	
G4-30	Reporting cycle		81	
G4-31	Contact point for questions		03	Sustainability@compassminerals.com
G4-32	"In accordance with" option		03	GRI G4 "Core" in Accordance
G4-33	External assurance for report		83	
G4-34	Governance structure		24	

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment










5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	Notes/Omissions
G4-35	Delegation of authority for economic, environmental and social topics		24	
G4-37	Process for communicating stakeholder concerns to Board		26	
G4-49	Process for communicating critical concerns to Board		26	
G4-56	Organization's values, principles and standards		22	
ECONOMIC	DMA		19, 20, 84	
G4-EC1	Direct economic value generated and distributed		19	Employee wage spending is not currently disclosed for competitive reasons.
G4-EC3	Coverage of benefits plan obligations		62	All employees, including some unionized laborers, are eligible for benefits. However, medical insurance, retirement savings plans, stock ownership and educational assistance were not available to part-time employees in 2014.
G4-EC7	Development and impact of infrastructure investments and services supported		41	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		64	

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment











5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	Notes/Omissions
ENVIRONMENT	DMA		27, 28, 33	
G4-EN1	Materials used by weight and volume		34	Exact figures, aside from packaging, are not disclosed as they are considered to be business confidential.
G4-EN3 ●	Energy consumption within the organization		35	
G4-EN4	Energy consumption outside the organization		N.A.	Though it is considered material, adequate tracking mechanisms are not currently in place. Compass Minerals has already begun to investigate methods in order to convey this detail publicly in the near future.
G4-EN5	Energy intensity		35	
G4-EN6	Energy saved due to conservation and efficiency improvements		71	Our energy efficiency tracking mechanisms continue to evolve. Several efficiency enhancements are underway, which will 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		38	
G4-EN9	Water sources significantly affected by withdrawal of water		37	
G4-EN10	Percentage and total volume of water recycled and reused		38	
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		42	

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment










5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	Notes/Omissions
G4-EN13	Habitats protected or restored		42	Compass Minerals is currently working with partners to implement a restoration plan in the Bear River Bay region of the Great Salt Lake.
G4-EN15 ● (Scope 1)	Direct GHG emissions		36	
G4-EN16 ● (Scope 2)	Energy indirect GHG emissions		36	
G4-EN17 (Scope 3)	Other indirect GHG emissions		36	Though material, no data is currently available for this item. In the near future, tracking mechanisms are expected to be implemented to capture up/down stream transport-related data.
G4-EN18	GHG intensity		36	
G4-EN21	NOx, SOx and other significant air emissions by type		36	
G4-EN22	Total water discharged by quality and destination		38	Though material, systems for data capture at the enterprise level are still in development.
G4-EN23	Total weight of waste by type and disposal method		Content Index Description	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. We utilize recyclable packaging where practical.
G4-EN29	Fines for non-compliance with environmental regulation		44	

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment








5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	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		40	We do not currently track workforce transportation metrics.
LABOR	DMA		46, 51 - 59	
G4-LA1	Employee turnover by age group, gender and region		56	
G4-LA2	Benefits provided to full-time employees		62	
G4-LA3	Return to work and retention after parental leave		62	Parental leave is a component of our medical benefits — categorized under short-term disability. It isn't tracked separately and therefore, we do not currently have mechanisms in place to adequately report this item to the public.
G4-LA4	Minimum notice periods regarding operational changes		Content Index Description	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 are no minimum notice periods required before any operational changes can be made. Nevertheless, in the case of a major operational change, the company would attempt to give as much notice as is practical to any affected employee. In keeping with our Core Values, we would 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		Content Index Description	Compass Minerals Collective Bargaining Agreements (CBAs) stipulate that union members are to participate in company-sponsored safety programs. Approximately 50% of our global workforce is represented by CBAs and therefore, it's that portion of our workforce that participates in company-sponsored health and safety activities.

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment








5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» CONTENT INDEX

Indicator	Description	Coverage	Page	Notes/Omissions
G4-LA6	Type of injury and rates of injury, etc.		52	
G4-LA7	Workers with high incidence or high risk of diseases related to their work		52	
G4-LA8	Health and safety topics in formal agreements		53	Health and safety topics are addressed in all Collective Bargaining Agreements (excluding Goderich Mine and Plant). 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		25	Aside from required hours for compliance training and financial contributions made for employee training company-wide, a specific breakdown of training types, hours and by workforce category has not been captured. Tracking mechanisms are in place across the organization.
G4-LA11	Percentage of employees receiving regular performance reviews		61	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 via our online human capital management system, "myCOMPASS."
G4-LA12	Composition of governance bodies by category for diversity indicators		48	
G4-LA13	Remuneration of men to women by employee category		62	

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at
Compass Minerals

4. The Environment








5. Social Responsibility

Our Sustainability
Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	Notes/Omissions
HUMAN RIGHTS	DMA		46, 48, 54	
G4-HR2	Total hours of employee training on human rights policies/procedures		25	Though not explicitly mentioned as such, human rights are a component of our annual compliance training program. In 2014, approximately 705 hours of compliance training were completed.
G4-HR3	Total number of incidents of discrimination and corrective action		48	There were no incidents of discrimination in 2014.
G4-HR5	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor		Content Index Description	We do not currently have operations in countries at risk for child labor.
G4-HR8	Indigenous rights violations		Content Index Description	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	DMA		64	
G4-SO3	Percentage of operations assessed for risks related to corruption		59	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.

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment





5. Social Responsibility

Our Sustainability Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	Notes/Omissions
G4-SO4	Communications and training of anti-corruption policies		59	The group's Business Ethics policy outlines the approach to eradicating bribery and corruption. The company's policies on International Operations (U.S. and Canada) and Compliance with the Law (U.K.) cover bribery and corruption law topics. All salaried Compass Minerals employees receive information on bribery and corruption laws as part of the annual compliance training program. In addition to the annual compliance training program, targeted groups of employees receive additional training on bribery and corruption laws. Except for our CEO, our board members are not company employees and do not conduct foreign transactions on behalf of the company, so no specific anti-corruption training is provided to non-employee directors regarding foreign corrupt practice prohibitions.
G4-SO5	Confirmed incidents of corruption and actions taken		59	We have not experienced any incidents of corruption in recent years, including 2014.
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes		25	Compass Minerals has not been the subject of any anti-competitive behavior, anti-trust or monopoly practices. However, the company was mentioned in the complaint filed by the state of Ohio concerning the highway deicing market in the state where two of the company's competitors have been charged with anti-competitive behavior.
PRODUCT RESPONSIBILITY (via Case Studies)		DMA	39, 67 - 70	
PR1	Percentage of significant product and service categories assessed for improvement		67 - 70	Though a percentage is not provided, case studies found within the report provide details as to how we constantly strive for continuous improvement of our products and underlying production processes.

(continued) »

Content Index

1. Message From Our CEO

2. About Compass Minerals

3. Sustainability at Compass Minerals

4. The Environment




5. Social Responsibility

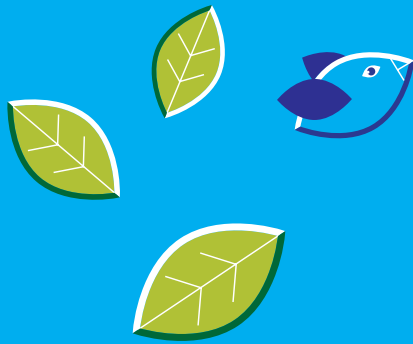
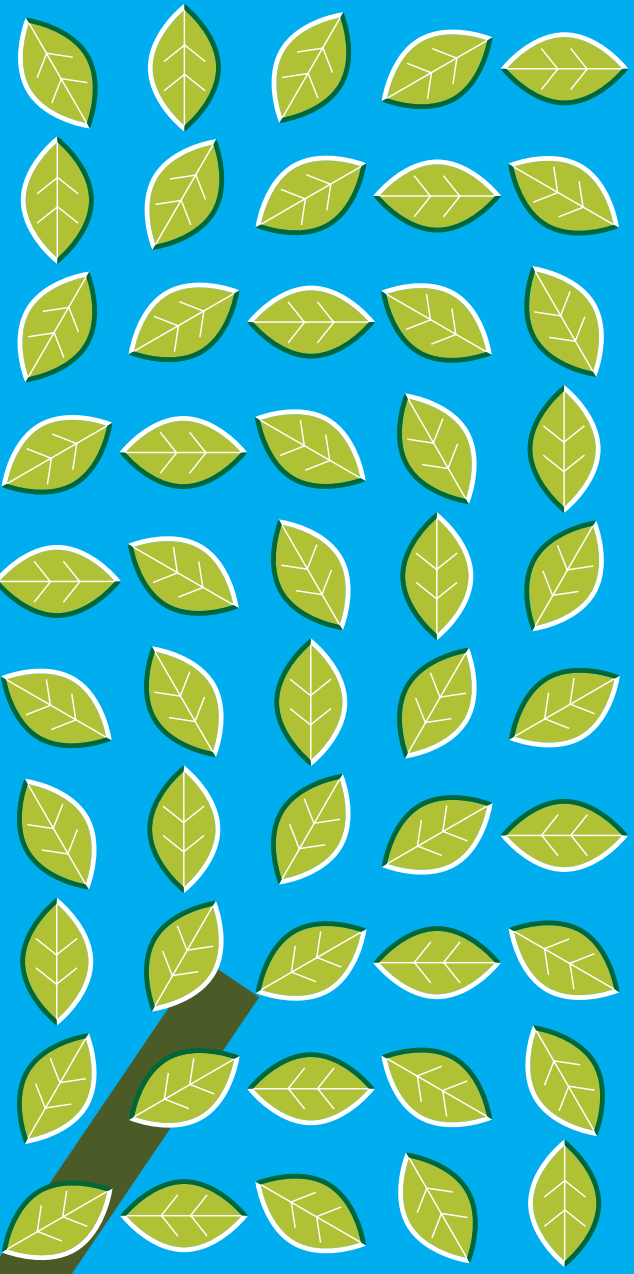
Our Sustainability Progress and Goals

In The News

APPENDICES

» **CONTENT INDEX**

Indicator	Description	Coverage	Page	Notes/Omissions
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		67 - 70	Though specifics are not noted, cases are presented 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, is financially immaterial.
MINING & METALS SECTOR SUPPLEMENT				
G4-MM4	Number of strikes and lock-outs exceeding one week's duration, by country		54	
G4-MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities		Content Index Description	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.



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