

TAKING CARE OF THE ESSENTIALS

2015 ENVIRONMENTAL & SOCIAL RESPONSIBILITY UPDATE

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- For questions regarding this report or its contents,
• please contact sustainability@compassminerals.com.
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• iCompli for environmental metrics.



» ABOUT COMPASS MINERALS

2015 Developments

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**ABOUT
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**SUSTAINABILITY AT
COMPASS MINERALS**

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About Compass Minerals »

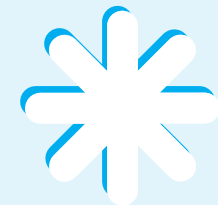
Compass Minerals is a leading provider of essential minerals that solve nature’s challenges, including salt for winter roadway safety and other consumer, industrial and agricultural uses, and specialty plant nutrition minerals that improve the quality and yield of crops. We call these minerals essential because there are few economical substitutes for their end-uses, and they offer 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 nutrition that helps growers meet the increasing global demand for food, Compass Minerals is committed to being the best essential minerals company – by delivering where and when it matters.

Compass Minerals is headquartered in
Overland Park, Kansas

Through its legacy companies, Compass Minerals has been producing essential minerals needed to help keep people safe, feed the world and enrich lives since
1844.

For a full report of our financial performance, please see our [2015 Annual Report »](#)

For our complete 2015 GRI index, [click here»](#)





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Acquired a 35% stake in the Brazilian company Produquímica Indústria e Comércio S.A., a leading provider of specialty plant nutrients and other specialty chemicals with a 50-year history

Named to Forbes 100 Most Trustworthy Companies list

2015 Developments »

Increased the company's dividend to stockholders for the 13th consecutive year

Opened new rock salt packaging facility in Buffalo, New York, to economically and efficiently serve additional consumer and professional deicing markets in the northeast



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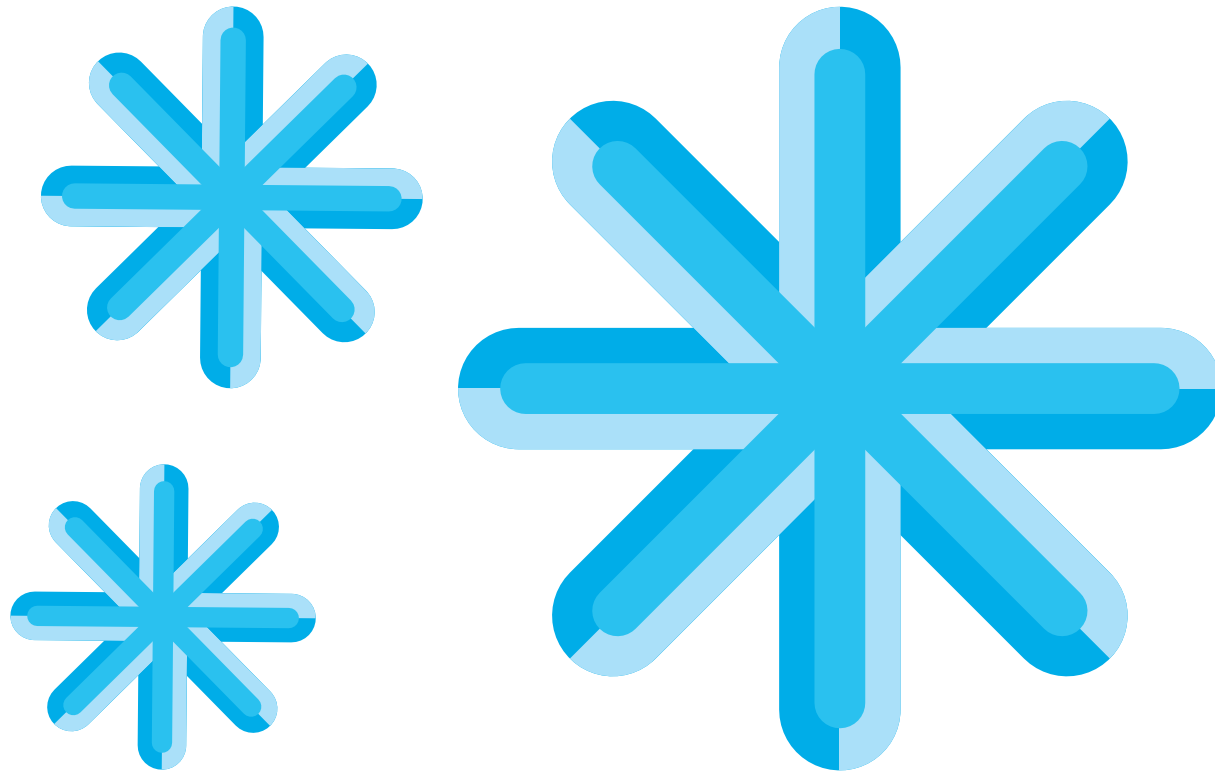
OUR ENVIRONMENT

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About this report »

Compass Minerals published its first full sustainability report using the Global Reporting Initiative (GRI) G4 framework in 2015 and intends to continue publishing a full report every two years. We selected the GRI framework because we believe it represents the most widely recognized structure for holistic, data-driven sustainability reporting, and is in keeping with our commitment to transparency and accountability to our stakeholders.

This report is an interim update on key sustainability metrics and is intended to keep our stakeholders informed regarding our environmental, social and economic progress. This report covers three years of performance, unless otherwise noted. All financial metrics are presented in U.S. dollars, and all environmental data is reported in metric units unless noted otherwise.





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13

production &
packaging facilities

1.1

billion dollars
in sales

KEY
STATS

1,984

employees

11.4

million tons
of product sold





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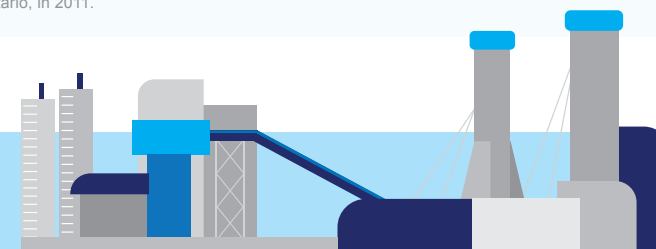
Financial Highlights »

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

<i>(In millions of U.S. Dollars)</i>	2012	2013	2014*	2015
Direct Economic Value Generated				
Gross Revenue	\$941.9	\$1,129.6	\$1,282.5	\$1,098.7
Net revenue	\$703.8	\$827.9	\$944.8	\$837.2
Economic Value Distributed				
Operating costs	\$574.0	\$635.7	\$632.7	\$615.6
Payments to providers of capital	\$18.2	\$17.9	\$20.1	\$21.5
Payments to government	\$22.4	\$43.3	\$73.9	\$55.3
Community investments	\$0.3	\$0.2	\$0.2	\$0.2
Economic Value Retained				
(Value generated – Value distributed)	\$88.9	\$130.8	\$217.9	\$159.2

NOTE: Please see the company's 2015 Annual Report on Form 10-K for financial statements prepared in conformity with U.S. generally accepted accounting principles.

*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.





» **SUSTAINABILITY AT
COMPASS MINERALS**

.....
Our Sustainability Vision

Stories from Our Value Chain



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AT COMPASS
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Our Sustainability Vision »

Based on the following key principals:

Act with integrity in our corporate governance practices and maintain the highest ethical business standards.

Build strong relationships that enhance our communities.

Support transparency in these efforts through use of widely recognized reporting standards, in particular, the GRI sustainability reporting framework.

Operate in a manner that protects the health and safety of our workforce and our communities.

Apply and reward innovations that maximize the efficient use of resources and minimize emissions, waste and other impacts.

Deliver real economic value to our shareholders and employees through sustainable growth and disciplined capital allocation.

Recognize the finite nature of the minerals we extract, and practice and promote their responsible use.

Ensure decisions are consistent with a long-term view of sustainability and stewardship.





**SUSTAINABILITY
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Our Sustainability
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OUR VALUE CHAIN

WHERE SUSTAINABILITY BECOMES REALITY »

Environmental Initiatives

We look for innovative opportunities throughout our operations to reduce our environmental impact. Here are a few examples from our U.K. operations.



Employees in the Winsford mine have begun using electric-assist bikes to travel underground. The use of the bike instead of a diesel vehicle prevents additional release of pollutants into the mine, and it promotes employee fitness and well-being.

Our Winsford mine introduced an electrically powered shuttle car to work with its continuous miner. As a result, workers can move 47percent more rock with each journey because of the car's increased carrying capacity. In addition, miners are less exposed to diesel particulates and nitrous oxides.

1

DEVELOPMENT MINING



Safety Initiatives

Compass Minerals adopted the Energy Institute's "Hearts & Minds" toolkit to help develop and strengthen a common safety culture throughout the company. The methodology offers a set of tools that complements the company's efforts in achieving safety excellence. Our locations also run site-specific programs such as the Ogden Plant's "Pro-Active Safety Days" during which teams were trained on a variety of key safety situations. The Unity Plant held its first Annual Safety Stand-Down in 2015 with approximately 50 employees, staff members and contractors. By pausing from their day-to-day activities, the site was better able to focus solely on safety.

Training for the unlikely but potentially fatal events is critical in mining operations. That's why our miners compete in rescue team challenges with other mines to hone their skills year-round, and compete in intense field competitions to test their teamwork and emergency response capabilities. The mine rescue team from the Goderich Mine placed first in the 2015 Southern Ontario District Mines Rescue Competition.

In 2015, the Chicago Plant achieved two and a half years and 250,000-plus hours without an injury. This was a strong reflection of our growing safety culture.



2

PRODUCTION





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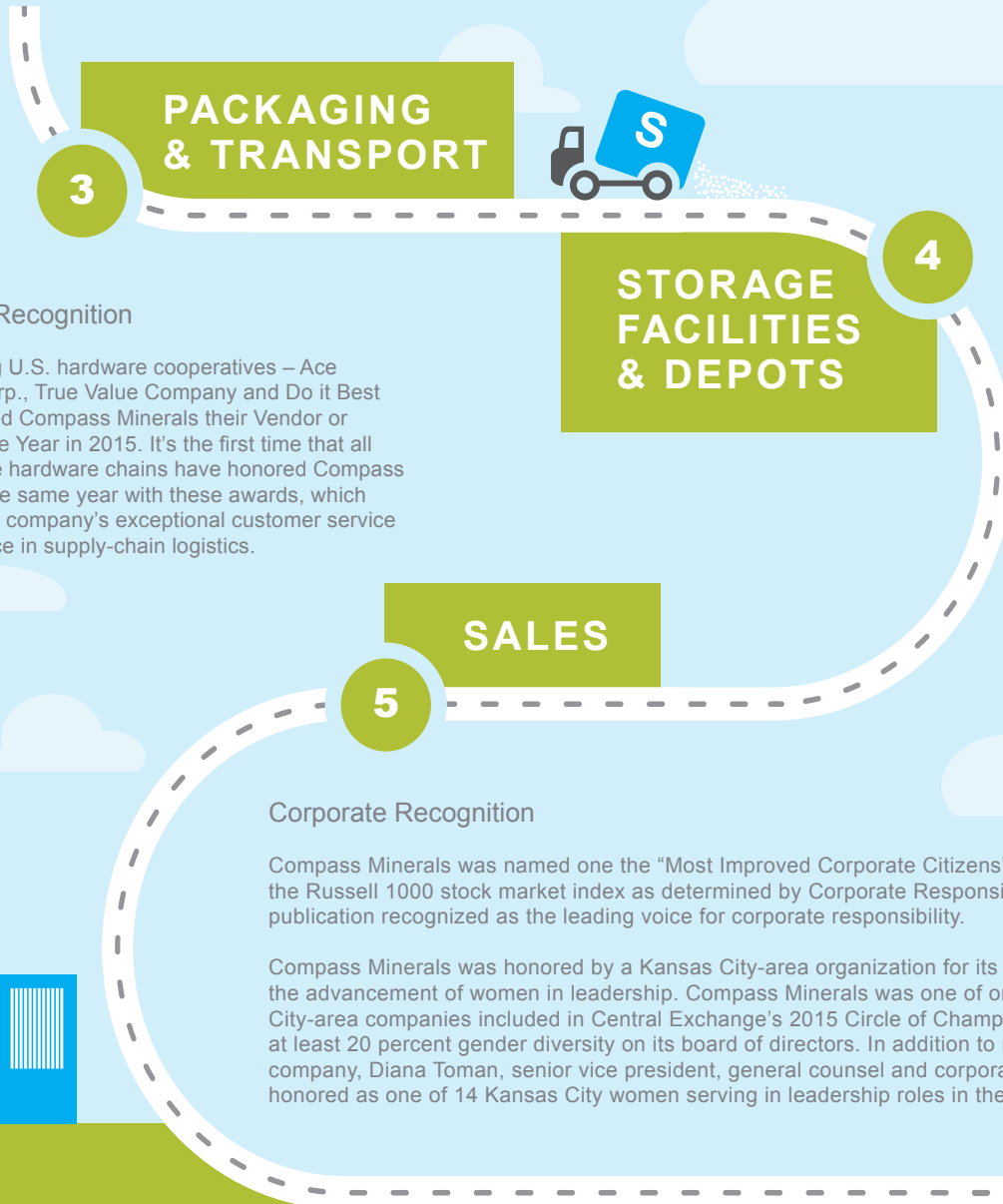
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WHERE SUSTAINABILITY BECOMES REALITY »

(CONTINUED)



3 PACKAGING & TRANSPORT

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Customer Recognition

Three leading U.S. hardware cooperatives – Ace Hardware Corp., True Value Company and Do it Best Corp. – named Compass Minerals their Vendor or Supplier of the Year in 2015. It's the first time that all three of these hardware chains have honored Compass Minerals in the same year with these awards, which recognize the company's exceptional customer service and excellence in supply-chain logistics.



4 STORAGE FACILITIES & DEPOTS

4

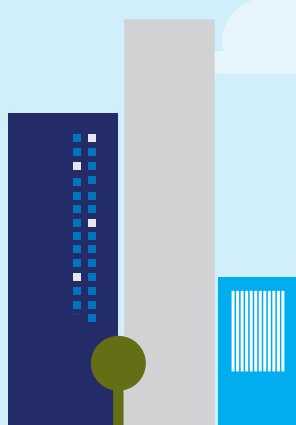
5 SALES

5

Corporate Recognition

Compass Minerals was named one of the "Most Improved Corporate Citizens" in 2015 within the Russell 1000 stock market index as determined by Corporate Responsibility Magazine, a publication recognized as the leading voice for corporate responsibility.

Compass Minerals was honored by a Kansas City-area organization for its efforts to support the advancement of women in leadership. Compass Minerals was one of only 12 Kansas City-area companies included in Central Exchange's 2015 Circle of Champions for achieving at least 20 percent gender diversity on its board of directors. In addition to recognition of the company, Diana Toman, senior vice president, general counsel and corporate secretary, was honored as one of 14 Kansas City women serving in leadership roles in their company.





» THE ENVIRONMENT

Our Environmental Impact

Energy and Emissions

Water and Waste



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We remain committed to minimizing adverse environmental impacts and promoting sustainable business practices throughout our operations. We understand these actions are essential for the longevity and profitability of our company. In addition to climate change factors, water management is a key concern for us and our stakeholders. The data provided in this report will be the basis for the company's future performance targets.

Improvements in greenhouse gas emissions in 2015 were driven primarily by an increase in production at our Goderich rock salt mine, which has lower environmental impacts. Water improvements were driven by a 14 percent reduction in fresh water use at our Ogden solar evaporation facility.





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GREENHOUSE GAS EMISSIONS

	2013	2014	2015
Scope 1 Direct Emissions* <i>(Tonnes CO2e)</i>	230,036	248,267	225,818
Scope 2 Energy Indirect Emissions <i>(Tonnes CO2e)</i>	112,192	110,819	98,451
Scope 1 Emission Intensity <i>(Kg CO2e/tons production*)</i>	18.8	19.3	17.3
Scope 1 + 2 Emission Intensity <i>(Kg CO2e/tons production*)</i>	28.0	27.9	24.8

*Results include ammonium nitrate fuel oil, which is used in drill and blast mining. Previously we did not include ammonium nitrate fuel oil in our reporting.

TOTAL ENERGY AND ENERGY INTENSITY

	2013	2014	2015
Energy from Fuel Combustion <i>(thousands GJ)</i>	4,357	4,693	4,303
Energy from Electrical <i>(thousands GJ)</i>	954	965	937
Total Energy <i>(thousands GJ)</i>	5,311	5,658	5,239
Energy Intensity <i>(GJ/ton of production)</i>	0.43	0.44	0.40



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**FRESH WATER SUMMARY
TOTAL WATER USED BY SOURCE**

<i>(all units millions of gallons)</i>	2013	2014	2015
Surface Water	13,066	11,999	10,818
Ground Water	1,939	1,818	1,815
Municipal Water	300	320	251
Total Fresh Water	15,305	14,136	12,884
Water Intensity <i>(gallons per ton of product)</i>	1,251	1,100	986
Recycled Water	9,847	9,371	8,219
Percentage of water recycled	64%	66%	64%

PRIORITY POLLUTANT EMISSIONS

<i>(TONNES)</i>	2013	2014	2015
NOx	472	554	609
SOx	26	29	34
CO	274	344	300
VOC	71	86	59
PM(10)	528	636	366





» SOCIAL RESPONSIBILITY

About Our Workforce

Employment Conditions, Turnover and Engagement

Health and Safety



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The Workforce »

Compass Minerals strives to create a high-performance workforce, and we recognize the role diversity and engagement play in reaching this goal. In 2015, the company increased representation of women at the highest levels of the organization, including the board of directors. The company has made improvements in pay equity, as well.

In addition, the company has maintained strong and beneficial relationships with the unions representing our workers. Three labor contracts were successfully negotiated in 2015, including at our largest facility, the Goderich mine.

ETHNIC DIVERSITY OF U.S. WORKFORCE			
	2013	2014	2015
White	80%	80%	80%
African American	10%	9%	8%
Asian	1%	1%	1%
Hispanic	7%	7%	8%
Undisclosed	1%	1%	1%
Other	1%	2%	2%





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FEMALE TO MALE PAY RATIO

	2014	2015
Canada	76%	78%
United Kingdom	86%	89%
United States	100%	102%
TOTAL	90%	92%

FEMALE EMPLOYMENT

	2014	2015
Canada	9%	10%
United Kingdom	11%	10%
United States	15%	16%
TOTAL	12%	13%

TURNOVER RATE BY GENDER

	2013			2014			2015		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Canada	11%	7%	8%	24%	8%	10%	22%	8%	10%
United Kingdom	5%	6%	6%	28%	9%	11%	28%	10%	12%
United States	12%	14%	14%	16%	14%	15%	23%	15%	17%
TOTAL	11%	11%	11%	19%	11%	12%	23%	12%	13%





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DIVERSITY CHARACTERISTICS OF BOARD OF DIRECTORS

	% OF TOTAL	2013	2014	2015
By Age Category				
30-50		22%	22%	13%
>50		78%	78%	87%
By Ethnicity Group				
African American		11%	11%	13%
White		89%	89%	87%
By Gender				
Male		89%	89%	75%
Female		11%	11%	25%



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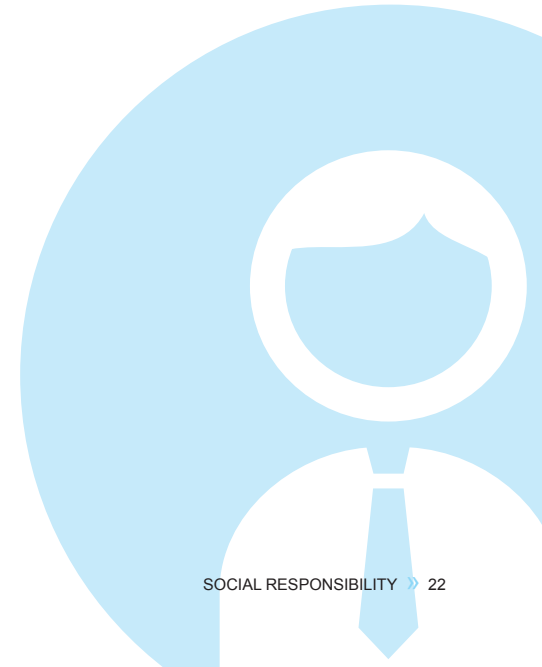
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Employment Conditions, Turnover and Engagement

» Health and Safety

Safety »

At Compass Minerals, assuring the safety and well-being of our employees is absolutely critical for our success. We are well into a multi-year strategic initiative focused on prevention of serious injury incidents through implementation of a comprehensive approach to achieve world class safety performance. Our approach includes enhanced risk mitigation, implementation of safety management systems, and building a robust safety culture. In addition to traditional injury rate measures, we track our performance by assessing the potential severity of near miss and injury events using a severity index. As evidence of how our safety initiatives have taken hold, five of our 13 production and packaging sites ended 2015 injury-free, our 2015 lost day rate declined 45 percent from 2014 results, and our severity index dropped from 33 in 2014 to 21 in 2015.





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2013 TOTAL WORKFORCE

Region	Total Injuries	Total Case Injury Rate	Lost Days	Lost Day Rate (LDR)	Occupational Disease Rate	Work-Related Fatalities
United States	22	2.21	219	22.00	0.60	1
Canada	17	2.56	254	38.30	0	0
United Kingdom	0	0.00	0	0	0	0
TOTAL	39	2.15	473	26.04	0.33	1

2014 TOTAL WORKFORCE

Region	Total Injuries	Total Case Injury Rate	Lost Days	Lost Day Rate (LDR)	Occupational Disease Rate	Work-Related Fatalities
United States	34	3.00	299	26.35	0.35	0
Canada	15	2.16	227	32.63	0	0
United Kingdom	3	1.98	2	1.32	0	0
TOTAL	52	2.62	528	26.64	0.20	0

2015 TOTAL WORKFORCE

Region	Total Injuries	Total Case Injury Rate	Lost Days	Lost Day Rate (LDR)	Occupational Disease Rate	Work-Related Fatalities
United States	25	2.15	15	1.29	0.52	0
Canada	15	2.17	201	29.08	0	0
United Kingdom	3	2.39	77	61.29	0	0
TOTAL	43	2.17	293	14.81	0.30	0

