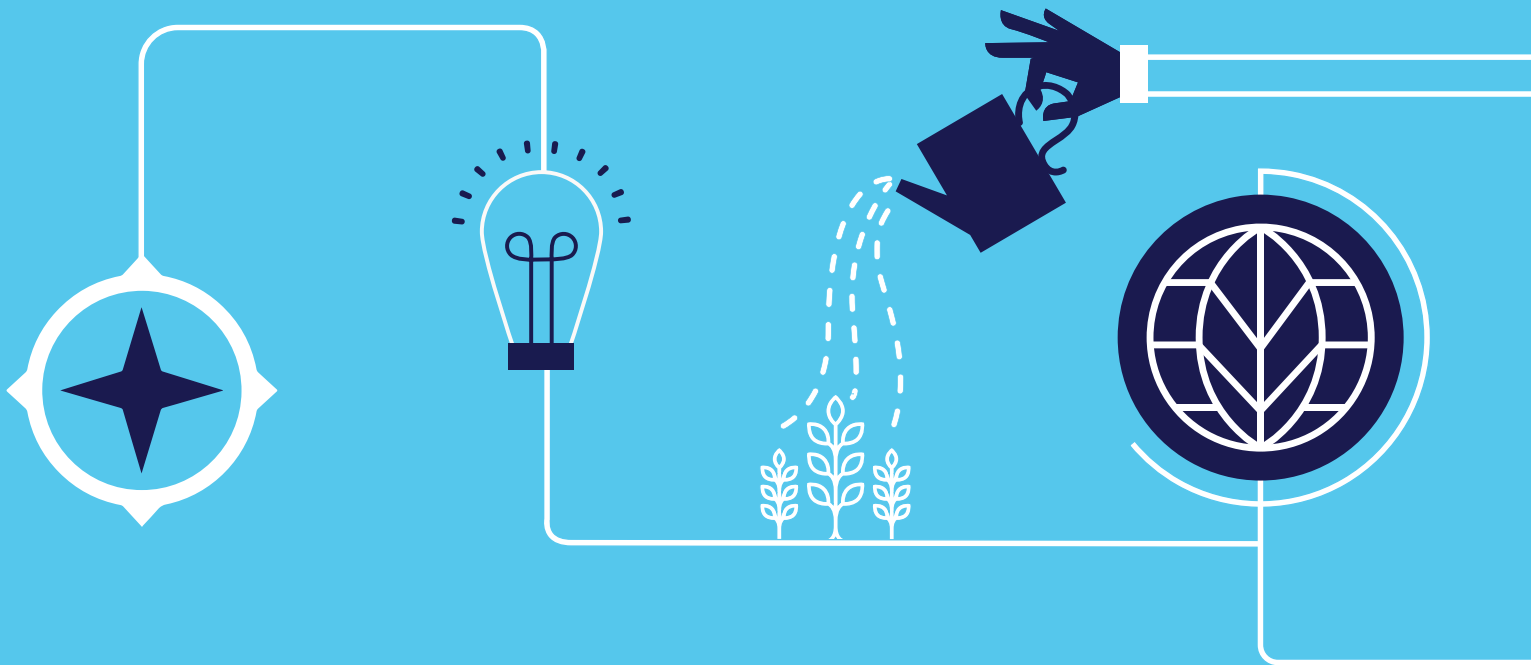


2016 SUSTAINABILITY REPORT SUMMARY



Guided by Our Compass



At Compass Minerals, we have a clear vision of our corporate purpose. Through the minerals we mine and harvest and the products we produce, we help keep people safe, feed the world and enrich lives every day. This means building a sustainable company. This means ensuring safety throughout our operations for our employees and the communities in which we operate. This means stewardship of the resources we manage and working to minimize or mitigate our environmental impact.

Sustainability for Compass Minerals also means achieving long-term growth to drive strong financial results and real returns for our shareholders. And, it means doing all of this with transparency and accountability. These concepts form the four points of our compass: **safety**, **growth**, **stewardship** and **transparency**. As we build our company, innovate and bring new products to market, we will always keep this compass in mind.



SAFETY

While growth is clearly important, it must be achieved while maintaining a safe working environment for our employees. In 2016, we continued to make progress with reducing the severity of safety incidents that occur at our operations. We have achieved this through a risk-based approach that works to eliminate the top nine risks and hazards in our operations and through heightened engagement with our Hearts & Minds safety campaign. We are targeting an additional 10% reduction in our Injury Severity Index for 2017.

We must continue to build our safety culture so we can make additional progress with the ultimate goal of having an injury-free workplace for all. This year we experienced an increase in low-level injuries, which resulted in year-over-year increases in several safety metrics. Through additional education and compliance audits, we expect to drive improvements in our broader safety metrics.



- 10% reduction in Severity Index
- Achieve 100% closure of findings resulting from our Top 9 audits
- 100% execution of our Hearts & Minds action plans and our safety management system action plans

To engage our employees in driving a progressively more evolved and pervasive safety culture, we use the Energy Institute's Hearts & Minds safety excellence toolkit. This toolkit supports hazard identification, safe work practices and improved supervisory skills, among other focus areas. Employees at most sites also have the opportunity to serve on health and safety committees, which include joint representation of union and management groups. In addition, focus groups at our non-union sites engage team members on the ground in best practices toward reaching our health and safety goals.

In addition to standard industry measures like Total Case Injury Rate and Lost Days Rate, we also monitor potential severity of both injury cases and near miss incidents. These incidents are evaluated for potential severity using a methodology based on a U.S. Navy protocol. It considers most likely consequence, exposure frequency and probability of actual outcome. Making progress on this measure has been a key focus area for Compass Minerals and we have seen our results improve. The average Severity Index (SI) of injury cases at the end of 2016 declined to 10.8 from 16 at the end of 2015. Three of the 15 Compass Minerals' sites remained injury-free throughout 2016.

We have identified the highest-risk activities inherent within our industries, which include mineral extraction and processing. We focus on the potential consequence of incidents, regardless of likelihood, with an emphasis on the prevention of Significant Incidents and Fatalities (SIFs). To prevent incidents in these top risk areas, we allocate added attention and resources to mitigate hazards and reduce risks where possible. At our sites, this process is reinforced by a designated team leader for each of the Top 9 risk areas (see sidebar).



TOP 9 RISK AREAS

The following focus areas represent the Top 9 safety risks identified and managed at our sites:

1. Mine shafts & Conveyances
2. Ground Control
3. Fires
4. Electrical Hazards
5. Hazardous Energy Isolation/
Lock Out Tag Out
6. Working at Heights
7. Bulk Loading
8. Interaction with Moving Vehicles
9. Stockpile Risks


GROWTH

Our strategy is to build a stronger, more balanced company—one that we believe will drive increased shareholder value for years to come. A key component of this plan has been capital investments in our existing assets.

2014-2016
TOTAL CAPITAL
INVESTMENTS

\$525 MILLION

These investments are expected to increase productivity and drive growth by the long-term integrity of our advantaged assets and provide us with additional cost-efficient capacity and growth potential in both businesses. These key projects include:

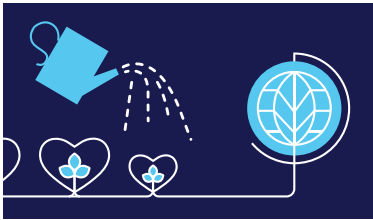
- Installing continuous mining at our Goderich, Ontario, rock salt mine, which we believe will significantly increase our efficiency
- Relining two essential mine shafts at our Goderich rock salt mine, which is expected to provide longevity and access to an additional one million tons of annual production capacity
- Expanding our plant at our Ogden, Utah, facility designed to increase SOP production capacity by 150,000 tons annually
- Completing yield enhancements at our Ogden production facility

Another element of our investment plan has been identifying attractive acquisitions to expand our business. In 2015, we purchased a 35 percent stake in Produquímica, a leading Brazilian specialty plant nutrition and specialty chemical company. We acquired the remaining 65 percent of this company in October 2016. With this investment, we gained access to one of the world's most important agriculture markets and a company with a 50-year history of innovation and growth in the Brazilian specialty plant nutrition market. In addition to a complete portfolio of specialty plant nutrients and an extensive distribution network, Produquímica also has an attractive business manufacturing and marketing specialty chemicals to serve the growing need for clean water and process chemicals throughout Brazil. We expect this investment to improve our growth prospects, provide greater diversification of our earnings and lower our winter weather dependency.

In short, we are diligently working to minimize the impact of market pressures which are beyond our control, while positioning our company for resiliency and building a high performance culture.

 **STEWARDSHIP**

The drive to reduce our environmental impact is the same drive we have to build a more efficient and effective company. Reducing our emissions, our use of fossil fuels and our use of fresh water is not just good for the environment, it is also good for our profitability. Thus, these efforts are critical to ensuring the long-term sustainability of our company.



To demonstrate our commitment, this year we are establishing specific targets on important environmental metrics. These targets, which are detailed later in the report, help provide an internal framework for our sustainability efforts and represent another important step in our sustainability journey.

2020 ENVIRONMENTAL TARGETS

Compass Minerals set the following company-wide intensity-based targets for 2020 with a three-year average as our baseline. We chose the three-year average as a baseline to account for the variability in our production levels. This variability can distort the underlying performance of the company when metrics are based on per-unit data. For our salt products, year-to-year production variability is largely driven by winter weather variations impacting demand in our end markets. Production of our SOP products can vary as a result of swings in demand due to the broader agriculture market as well as from weather-related conditions, such as drought or low water levels in the Great Salt Lake.


ENERGY & AIR EMISSIONS

Since energy powers and fuels our operations, it represents the greatest opportunity to reduce GHG emissions and combat climate change. The carbon footprint of our industrial products is quite small relative to chemical producers for a number of reasons: our products are naturally occurring, we use solar evaporation in a significant portion of our production and few chemical processes are needed for production at our facilities.

Our carbon footprint results from electricity usage and the fuel used for harvesting, drying or mining minerals. A significant portion of our purchased electricity from our local utility providers is produced with natural gas. Other purchased fuels, such as diesel, gasoline and kerosene, power our underground rock salt mining, mechanical evaporation operations and our packaging facilities.

Energy and emissions are managed under our overall environmental management approach. We regularly look for ways to conserve energy, increase efficiency and reduce costs. Through improvements and innovations in processes and technology as well as investments in fuel-efficient equipment, we achieve economic and environmental benefits. Some improvements are small in scale, such as optimizing forklift routing.

Large-scale improvement projects, such as the increasing use of continuous mining at the Goderich rock salt mine, deliver environmental and efficiency benefits. The continuous mining process will reduce the use of diesel-powered equipment we historically have used by replacing it with high-efficiency, electric-powered equipment. Continuous mining will also replace the drill-and-blast mining process, eliminating the explosive blasting used in this process. Both activities will improve air quality underground. Once fully implemented, we expect continuous mining not only to reduce our carbon footprint at Goderich, but also to decrease our annual operating costs by \$30 million.



2020
ENVIRONMENTAL
TARGETS

ENERGY INTENSITY

- Reduce by at least 4%

GHG EMISSIONS INTENSITY

- Scope 1: Reduce by at least 7%
- Scope 1+2: Reduce by at least 8%

FRESH WATER INTENSITY

- Reduce by 5%

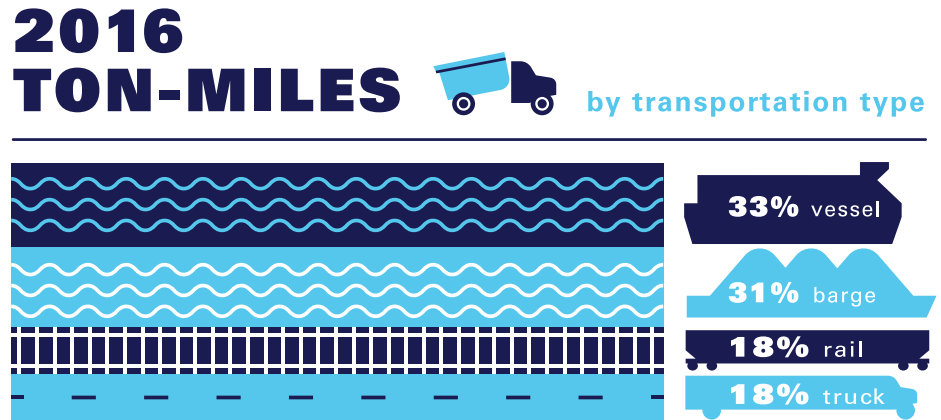
Our 2016 Greenhouse Gas (GHG) emissions intensity and energy intensity metrics were each above our baseline. These results reflect the impact of reduced production levels at our salt mines in 2016, which was caused by lower demand for our deicing rock salt due to mild weather throughout the 2015-2016 winter season in our markets. We estimate that variations from normalized production levels negatively impacted our per-unit GHG and energy intensity results by approximately 20 percent.

TRANSPORTATION

Getting our products to the markets we serve contributes to the environmental impact of our products. We manage the environmental impacts of product transportation by identifying the most efficient and cost-effective form

of product distribution. Because of the weight and market price of bulk rock salt, it is generally not economical to transport more than 200 miles unless shipped by water. As a result, 60 to 65% of our ton miles shipped are via water transport. We have developed an extensive depot network to complement our waterway transportation system, which enables us to serve our

customers efficiently. By using vessels when possible to deliver our deicing salt to our key markets in North America, we reduce fuel usage and emissions—and minimize costs. We also partner with transportation providers who actively seek to reduce their own carbon footprint.



WATER

Water is a precious natural resource for all life, and it plays an important role in our production processes. Compass Minerals uses water from a variety of sources, including lake brine from the Great Salt Lake, untreated ground water and municipal potable water. Most of the water used is derived from salt water sources and does not negatively impact fresh water availability in the watersheds where we operate.

Our management approach, which is part of our overall environmental management approach, focuses on minimizing the consumption of fresh water, ensuring the quality of water released back into the resource stream and addressing site-specific water issues. For example, salt mining, evaporation and storage processes, as well as salt product use, carry risks of salt contamination of the aquifers and aquatic ecosystems. We work to mitigate potential impacts through process improvements as well as education and training on the responsible use of our products.

Water impacts and issues vary by location; therefore, ongoing engagement, collaboration and coordination with local stakeholder groups, such as participation in working groups on water policy, is another aspect of our management approach.

We evaluate the effectiveness of our approach by monitoring performance on a number of measures. In addition, we have set a 5% reduction goal from our 2013-2015 baseline average for fresh water intensity (gallons per ton of product) by 2020 and assess progress to goals at each site and company-wide. Oversight and improvement are coordinated through our overall environmental management approach.

TRANSPARENCY

At Compass Minerals, we believe our greatest resource is our people and our success is driven by the strength of our human capital. Each and every day we work to ensure that success through a detailed workplace strategy supported by a three-step methodology to make that strategy a reality.

In keeping with our commitment to transparency and accountability, we have identified several key metrics, which we believe are important indicators for us to monitor in terms of our progress with our social targets. Voluntary targets related to the metrics listed below will be published in our 2017 sustainability report and will serve as a benchmark for our future performance analysis. Each of these metrics specifically relates to one of the three core areas of our people strategy.





SOCIAL METRICS

EMPLOYEE DEVELOPMENT

- Spend on employee training/development
- Retention rate of employees with tenure of two years or less
- Participation in resource groups

DIVERSITY AND INCLUSION

- Diversity in candidate pool for salaried positions
- Diversity of new hires and internal promotions
- Diversity in manager-level positions and above

COMPENSATION AND BENEFITS

- Gender pay equity
- Health and retirement benefit programs compared to regional markets

IMPROVING THROUGH DIVERSITY AND INCLUSION

Competing in any industry in the 21st century requires harnessing the power of a variety of perspectives. This cannot be accomplished without a diverse and inclusive workforce. For these reasons, Compass Minerals is working to build its workforce of people with different backgrounds, education, skills and experiences. This emphasis on diversity and inclusion is not only consistent with our Core Values, but we believe it also increases employee engagement and improves performance. We are also conducting a comprehensive review of compensation, turnover and reasons employees leave our organization, to identify potential gender discrepancies and other opportunities for improvement.

KEY PERFORMANCE INDICATORS

	2014	2015	2016
OUR BUSINESS			
Revenue (\$ in millions)	\$1,282.5	\$1,098.7	\$1,138.0
Net Income (\$ in millions)	\$217.9 ⁽¹⁾	\$159.2	\$162.7
Capital Investments (\$ in millions)	\$125.2	\$217.6	\$182.2
Employees at year end	1,949	1,984	3,103 ⁽²⁾
OUR PEOPLE			
Injury Severity Index	33.0	16.0	10.7
Total Case Injury Rate	2.62	2.33	3.38
Women in workforce	12%	12%	13%
Women on Board of Directors	11%	25%	25%
Diversity of Board of Directors	11%	12%	12%
ENVIRONMENTAL STEWARDSHIP			
Energy Intensity (GJ/ton of production) ⁽³⁾	0.44	0.40	0.52
Scope 1 Intensity (Kg CO ₂ e/tons production) ⁽³⁾	19.3	17.3	22.5
Scope 1+2 Intensity (Kg CO ₂ e/tons production) ⁽³⁾	27.9	24.8	31.7
Fresh Water Intensity (gallons per ton)	1,100	986	1,054

(1) The 2014 results include a \$60.6 million after tax gain 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.

(2) The increase in employees in 2016 relates to the company's acquisition of Produquímica in October 2016. Because Compass Minerals only controlled Produquímica for a portion of the year, all statistics regarding diversity, safety and environmental stewardship exclude results from Produquímica.

(3) Our 2016 Greenhouse Gas (GHG) emissions intensity and energy intensity metrics were each impacted by reduced production levels at our salt mines in 2016, which was caused by lower demand for our deicing rock salt due to mild weather throughout the 2015-2016 winter season in our markets. We estimate that variations from normalized production levels negatively impacted our per-unit GHG and energy intensity results by approximately 20%.