

SOCIAL RESPONSIBILITY



OUR COMMITMENT TO YOU

- » PEOPLE
- » CHARITY
- » STAKEHOLDERS
- » ENVIRONMENT
- » SUSTAINABILITY

Compass Minerals has a strong commitment to being responsible stewards of the natural resources entrusted to our care, supporting local communities through donations of time, money and resources, promoting equal opportunities for all current and future employees and ensuring a safe and efficient work place.

These values are incorporated into our 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 the use of widely recognized reporting standards such as the Global Reporting Initiative™ (GRI) standards.

In the UK, we bring these principles to life on a daily basis.





EQUAL OPPORTUNITIES AND DIVERSITY

Compass Minerals is committed to equal opportunity and diversity in employment, and we recognise how essential this is to ensuring the success and growth of the organisation. Additional details of our commitment can be obtained by referring to our Code of Ethics and Business Conduct, available on the Corporate Governance section of our website at www.compassminerals.com/corporate-governance.

OUR PEOPLE

Compass Minerals recognises that our employees are our greatest asset and key to our continued growth and success. We are committed to providing careers and safe working environments in which our employees can achieve their fullest potential.

Developing future talent is fundamental to Compass Minerals. Apprenticeship and graduate recruitment programmes have been introduced within our UK businesses, and we have developed strong links with the local educational and training providers to ensure the achievement of recognised professional qualifications alongside on-the-job learning and development.



CHARITABLE GIVING

In the UK, Compass Minerals has an employee-led charity committee with the aim of supporting local charities and sponsoring events. Activities include:

- Donations to local charities
- Sponsoring employees who take part in charity sports events
- Annual charity raffle using prizes donated by suppliers
- Glynn Carter Memorial Trophy, a charity football match and family day to raise money for a local charity in memory of a former UK employee
- Winsford 10k Run, a company-sponsored event with employees participating in both the run and the organisation of the event



STAKEHOLDERS

Compass Minerals takes into account the interests of all its stakeholders, including our employees, our customers and our suppliers, as well as the local community and the environment in which we operate. We also engage in a bi-annual assessment of stakeholder interests and priorities in terms of our broad sustainability data. The results of these assessments can be found in our sustainability report.



ENVIRONMENT, HEALTH, SAFETY AND WELFARE AT WORK

Compass Minerals is committed to excellence in environmental, health, safety and security stewardship. All employees strive to improve environmental, health, safety and site security performance and we are committed to meeting or exceeding all environmental, health, safety and security laws and regulations. Where those laws and regulations do not exist, we apply industry/trade association best practices and standards. More details of our commitment can be obtained by referring to our Environmental Health, Safety and Security Policy, available on the Corporate Governance section of our website at www.compassminerals.com/corporate-governance.



SUSTAINABILITY

At Compass Minerals, we 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 and records management company for our customers, employees and shareholders. In 2015, Compass Minerals produced Taking Care of the Essentials, a data-driven sustainability report that conforms to the Global Reporting Initiative™ G4 framework. The report and future updates can be found on our website at www.compassminerals.com.



MORE INFORMATION

Further details are set out in the Corporate Responsibility section of our website at www.compassminerals.com/who-we-are/corporate-responsibility

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