



## Modern Slavery Statement

Policy Number: IS11

Policy Owner: UK Business team

Effective Date: September 2023

Policy Contact(s): Quality & Compliance Manager

Date of Last Review: January 2026

### Purpose

The purpose of this Modern Slavery Statement (this "Statement") is to report on the actions of the Compass Minerals UK and DeepStore businesses (together, with the applicable business entities and affiliates, the "Company" or "we") to identify, assess risk and take mitigating steps to prevent the occurrence of modern slavery, human trafficking and other human rights abuses in its business and supply chains.

### Scope

This Statement applies to the Company's UK operations and all employees, and directors working for or on behalf of the Company's UK operations.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act

2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

### **Organisational structure**

Compass Minerals operates locations in North America and the UK. The ultimate parent entity of our business, including the UK business, is Compass Minerals International, Inc., a publicly listed company on a United States stock market. The UK business is comprised of two segments. One segment produces salt products that keep roadways safe during winter weather (mined from the Winsford Mine, the largest dedicated rock salt mine in the UK). The other segment, the DeepStore business, provides records management services and operates out of excavated areas of the Winsford Mine, as well as a satellite location in the London Metropolitan area.

The labour supplied to the Organisation in pursuance of its operation is carried out in within the UK and at times where deemed necessary at other locations within the United States and Canada.

### **Supply chain structure**

Compass Minerals is a leading global provider of essential minerals focused on safely delivering where and when it matters to help solve nature's challenges for customers and communities. By responsibly transforming Earth's natural resources, we help keep people safe, feed the world and enrich lives.

The Company's (Compass Minerals UK and DeepStore) suppliers and contractors are based in the UK.

Compass Minerals UK has in place an agreement with GMB Union in relation to bargaining terms and conditions, this relates to all unionised employees for both Compass Minerals UK Ltd and Compass Minerals Storage and Archives Ltd.

### **Organisational policies**

The Organisation has the following policies which further define its stance on modern slavery

All employees undertake training regarding our Core Values, [Code of Ethics and Business Conduct](#), anti-discrimination and anti-harassment.

Please see Compass Minerals' [Human Rights Policy](#) and [latest ESG report](#) for more information on the foundational steps we take to ensure human rights are respected when we do business.

Our supplier requirements are explained in our [Supplier Code of Conduct](#).

### **Assessing and managing risk**

There are no areas of the business that could give rise to highest modern slavery risks.

If we suspect a case of Modern Slavery in our supply chains, we will inform our internal Legal department while reviewing the issue(s) with the supplier.

We will also investigate the termination of business relationships or contracts with suppliers that fail to improve their performance in line with an action plan or where our agreed terms of trading have been breached.

We review our Supplier Code of Conduct at appropriate intervals to ensure that it is appropriate and relevant and contains clear obligations for our suppliers regarding the prevention of Modern Slavery.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **Due diligence in relation to modern slavery**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

We aim to build relationships with our suppliers to ensure they comply with our values and that they are aware of our commitment to protect human rights.

We enforce our Standards of Business Conduct and Supplier Code of Conduct through supplier contracts, supplier assessments and audits and corrective action.

Together, these components comprise a comprehensive due diligence process that identifies, monitors, and mitigates the risk of modern slavery and human trafficking in our supply chains.

## **Training**

The Organisation provides the following training to staff to effectively implement its stance on modern slavery.

We recognise the importance of ensuring all of our staff understand how to combat slavery and human trafficking.

All employees are bound, by virtue of their terms of employment, by our policies and codes of conduct.

Modern slavery and trafficking communication is covered through the Employee Handbook.

## **Monitoring and evaluation**

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

The Company is in a position to report on the following key performance indicators (KPIs):

Performance of due diligence on our suppliers. The responses of our suppliers via any Third Party Supplier Evaluation forms received have been reviewed and the Company can now report the percentage of non-satisfactory responses. Any unsatisfactory responses shall be followed up and investigated further.

Between September 2024 and September 2025, the Company received 32 completed Third Party Evaluation Forms. All the responses were satisfactory in relation to the Modern Slavery Section. Percentage of non-satisfactory responses between 2024 and 2025 = 0%.

## **Steps**

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

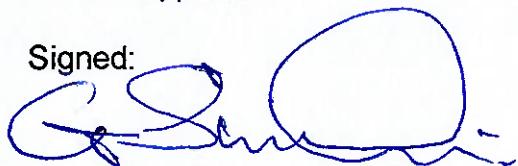
- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery

- A zero-tolerance policy towards modern slavery
- Training provided to staff on modern slavery as stated above.
- All Company employees have a duty to abide by all Company policies and procedures and report any concerns in a timely and effective manner.

This statement is made in pursuance of s.54(1) of the Modern Slavery Act 2015 and will be reviewed for each year.

Date of approval:

Signed:

A handwritten signature in blue ink, appearing to read "G. Sinclair".

Gary Sinclair  
Managing Director  
23/01/2026