1. **Purpose / Objective:** Numerous injuries at Mosaic Potash facilities have occurred on walk paths, stairways, and in parking lots. The purpose of this business unit program is to establish a safety standard for walking and working in these areas.
2. **Scope:** This program applies to employees, contractors, and visitors onsite at Mosaic Potash owned or leased facilities.
3. **Responsibilities**
   1. Employees working at Mosaic sites are expected to**:**
      1. Follow all of the requirements established in this program. Failure to follow the requirements may result in discipline as outlined in the North America Discipline Policy.
      2. Ensure all contractors and visitors being hosted are aware of and trained on this program.
   2. Contractors and Visitors to Mosaic sites are expected to:

Follow all of the requirements established in this program. Failure to follow the program may result in the contractor or visitor being asked to leave the Mosaic facility.

1. **Safe Behaviors in Walking and Working Areas:**
   1. **General Requirements:**
      1. No running, except in emergency circumstances; such as escape from an imminent hazard.
      2. No walking while talking / texting on a phone (except in cases where a hands free device is used)
      3. Keep hands out of pockets when walking. This ensures that hands are readily available to help break a fall, if needed.
      4. Use designated walkways when one is available.
      5. Inspect the condition of walking and working surfaces routinely during use. If deficiencies are identified, take the following action:
         1. When possible, correct minor walking and working surface hazards immediately.
         2. Use an appropriate barricade and hazard identification tag to restrict access to more significant hazards, in accordance with site barricading procedures. Enter a service request and / or report deficiencies to supervision.
   2. **Parking Lot Requirements (Mosaic owned or leased Parking Lots):**
      1. Refer to the individual site specific dress code policy for footwear requirements appropriate for parking lots and outdoor walkways.
      2. When PPE is required in these areas due to the type of work being performed, the PPE Program shall be followed.
      3. No stepping or climbing over guardrails.
   3. **Stairs**:
      1. Handrail should be held with at least one hand whenever ascending or descending stairs.
      2. Ascend and descend stairs one at a time.

**Alternative Practice:** If unable to hold the hand rail due to carrying materials, workers are encouraged to have an approved job plan detailing the potential hazards and the steps taken to mitigate the risk of not holding the hand rail.

1. **References:**
   1. Personal Protective Equipment (PPE) Program

[Potash PPE Program](https://doculink.mosaicco.com/livelink/llisapi.dll/open/55895919)

* 1. North America Discipline Policy

[North\_America\_Discipline\_Policy](https://doculink.mosaicco.com/cs/cs.exe/fetch/2000/136116/42784578/43149483/307611/-/North_America_Discipline_Policy_-_U.S._and_Canada.pdf?nodeid=122386086&vernum=-2)

* 1. Site Specific Dress Code Policies