



Phosphate Program – Environmental, Health and Safety (EHS) Department

Vehicles and Roadways - Fleet Safety Program

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1. PURPOSE

This program establishes minimum safety requirements for vehicle operations used for company business. Mosaic is committed to maintaining a safe work environment and protecting the public and communities from potentially avoidable injury and property loss.

Vehicle operations must comply with all applicable federal, state, and local laws. Where requirements differ, the more stringent requirement applies.

2. SCOPE

This program applies to all Mosaic Phosphates Business Unit personnel who operate Mosaic and authorized contractors operating vehicles for company business (owned, leased, rented or personal) motor vehicles on or off company property, across all locations and states of operations.

3. ROLES AND RESPONSIBILITIES

3.1 Leadership:

- 3.1.1 Leadership is responsible for establishing, supporting, and enforcing the requirements of this program, promoting a culture of safe driving and accountability at all levels of the organization, and ensuring compliance with applicable regulatory requirements and company standards.

3.2 Supervisors:

- 3.2.1 Supervisors are responsible for ensuring that only authorized and qualified drivers operate vehicles and equipment, required inspections are completed and deficiencies corrected, unsafe behaviors are addressed, and incidents are reported and investigated

3.3 Drivers:

- 3.3.1 Drivers are responsible for operating vehicles safely, complying with this program, and adhering to all applicable company and regulatory requirements.

4. DRIVER QUALIFICATION & AUTHORIZATION

4.1 Licensing Requirements

- 4.1.1 All individuals operating a vehicle for company business must possess a valid and current driver's license appropriate for the class of vehicle being operated and the jurisdiction in which the vehicle is operated.
- 4.1.2 Drivers must maintain their license in good standing, comply with all restrictions or endorsements.
- 4.1.3 Any suspension, revocation, expiration, or change in license status must be reported immediately to supervisor or Human Resource Department.
- 4.1.4 Failure to maintain a valid license may result in suspension or revocation of driving privileges and disciplinary action.
- 4.1.5 Possession of more than one valid driver's license is prohibited.
- 4.1.6 The Vehicle Chart / License Classes (in Appendix A) will be followed for proper licensing of drivers.

4.2 Qualification:

- 4.2.1 Drivers must be authorized by Mosaic prior to operating company-owned, leased, rented, or personal vehicles on company business. Authorization may include verification of licensing status, completion of required training, and compliance with company requirements.



4.3 Motor Vehicle Record (MVR) Review

- 4.3.1 Mosaic reserves the right to obtain, review, and monitor Motor Vehicle Records (MVRs) for all individuals authorized to operate vehicles on Company business. MVR checks may be performed prior to assignment of driving responsibilities and periodically thereafter to ensure compliance with applicable laws, Company requirements, and fleet safety standards.

4.4 Medical Fitness

- 4.4.1 Must meet applicable DOT or company medical requirements, if operating regulated vehicles
- 4.4.2 Provide medical certification when required

4.5 Driver De-Authorization and Disqualification

- 4.5.1 A Driver shall be de-authorized and disqualified from performing any jobs which duties requiring the operation of motor vehicles under the following conditions:
 - a. Regulatory Violations - Violations of applicable U.S. Department of Transportation (DOT) regulations or other governing statutes that require cessation of driving activities or result in mandatory suspension or revocation of the driver's license.
 - b. Failure to Provide Required Information – Failure to provide complete, accurate, and truthful information as required for the administration of this program, including but not limited to licensing status, driving history, medical qualifications, or other relevant records.
 - c. Violation of Company Driver Rules – In coordination with Human Resources, any violation of company driving rules or driver program requirements that result in disciplinary action, including but not limited to unsafe driving behaviors, non-compliance with company policies, or repeated safety violations.

5. DRIVER CONDUCT & SAFE DRIVING RULES

5.1 General Requirements:

- 5.1.1 Maintaining compliance with all applicable traffic laws, company driving policies, and the requirements outlined in Vehicle and Roadway Program.
- 5.1.2 All drivers operating Mosaic owned, leased, or rented vehicles must comply with the EHS-Phos Safe Driver Program, which encompasses Mosaic's approved fleet video safety and telematics systems, including participation in monitoring, coaching, and corrective action processes as applicable.
- 5.1.3 Driving in a courteous and defensive manner.
- 5.1.4 Not exceeding the manufacturer's seating capacity.
- 5.1.5 Seat belts are to be worn and properly adjusted at all times when the vehicle is in motion. The driver and all authorized occupants are required to wear seat belts. The driver is responsible for ensuring that all passengers are properly secured before the vehicle is operated.
- 5.1.6 Children shall not be transported in company vehicles unless approved and documented through the Vehicle Use Exception Request process. When authorized, the driver must comply with all applicable local, state, and federal child safety seat requirements.
- 5.1.7 Passenger and Riding Restrictions
 - a. Riding in the bed of a truck is strictly prohibited.
 - b. Only authorized passengers shall be transported in accordance with company policy.



- 5.1.8 Vehicles and drivers carrying hazardous materials in placarded amounts shall be in compliance with the Commercial Motor Vehicles Program and the HAZMAT-DOT Program.
- 5.2 Prohibited Behaviors (including but not limited to):
 - 5.2.1 Reckless or Dangerous Driving: Engaging in reckless driving, racing, retaliatory driving, or any behavior that unnecessarily endangers the driver, passengers, or the public.
 - 5.2.2 Aggressive Driving: Including but not limited to speeding, tailgating, failure to signal lane changes, running red lights or stop signs, weaving in traffic, yelling, making obscene gestures, or excessive use of the horn.
 - 5.2.3 Theft or Property Damage: Theft, damage to, or destruction of company property or the property of drivers, contractors, customers, or the public.
 - 5.2.4 Unauthorized Passengers: Transporting individuals who are not authorized. Unauthorized passengers include anyone who is not an employee, contractor, or otherwise approved to conduct company business.
 - 5.2.5 Unauthorized Commercial Use: Employees may not use a company vehicle, or a personal vehicle while conducting company business, for any unauthorized commercial purpose. This includes requesting, accepting, or receiving compensation for transporting passengers or materials; providing services through ride-share platforms (e.g., Uber, Lyft); or participating in delivery services (e.g., DoorDash, Uber Eats).
 - 5.2.6 Prohibited Equipment Use: Use of radar detectors, laser detectors, or similar devices while operating a vehicle on company business is strictly prohibited.
- 5.3 Fatigue Management:
 - 5.3.1 Drivers are expected to recognize and manage fatigue in accordance with EHS-Phos Program - Safe Driver.

6. MOBILE DEVICES AND TECHNOLOGY

- 6.1 The safe operation of a vehicle requires a driver's full attention. Drivers must minimize distractions at all times.
- 6.2 Use of Wireless Communication Devices:
 - 6.2.1 Use of handheld communication devices while the vehicle is in motion is prohibited. Hands-free use is permitted only where allowed by applicable laws.
 - 6.2.2 Hands-free options may include integrated vehicle systems, headsets, or voice-activated dialing.
- 6.3 Electronic Devices:
 - 6.3.1 Drivers are strictly prohibited from reading, typing, or responding to text messages, emails, or other communications while operating a vehicle, including while temporarily stopped in traffic, at a traffic signal, or at a stop sign, except as provided by applicable law.
- 6.4 Stopping Requirements
 - 6.4.1 If a driver must use a device that is not hands-free, the vehicle must be safely parked prior to use.

7. DRUG AND ALCOHOL USE

- 7.1 Substances such as alcohol, illegal drugs, certain prescription or over-the-counter medications, cannabis (including derivatives), and other products may impair a driver's ability to safely operate a vehicle.
- 7.2 The use of alcohol, or illegal drugs, is prohibited on Mosaic property, while operating a Mosaic vehicle or during the operation of a vehicle while on Mosaic business.



- 7.3 Employees and contractors are responsible for understanding the potential effects of any prescription medication or over-the-counter product they are using and for ensuring they are fit to drive.
- 7.4 Commercial Driver's License (CDL) drivers shall comply with all applicable U.S. DOT and FMCSA regulations.
- 7.5 Additional requirements are defined in the EHS-Phos Program - Drug Alcohol and Substance Abuse for the United States.

8. VEHICLE & EQUIPMENT SAFETY REQUIREMENTS

- 8.1 Required Safety Features/Equipment
 - 8.1.1 Functional seat belts are required for all occupants.
 - 8.1.2 When operating a Mosaic vehicle, seat belts must have an orange high-visibility cover if not already equipped with a manufacturer-installed high-visibility feature.
 - 8.1.3 All Mosaic vehicles (owned, leased, or rented) shall be equipped with Mosaic's approved fleet video safety and telematics system technology in accordance with the EHS-Phos Program – Safe Driver.
 - 8.1.4 A minimum 5lb ABC fire extinguisher is required in any Mosaic vehicle and must be mounted or secured to prevent movement during operation.
- 8.2 Identification and Marking
 - 8.2.1 Standard Vehicles:
 - a. All company-owned, leased, or rented vehicles must display clear, visible, and properly maintained exterior identification using approved methods (e.g., door decals and vehicle identification numbers). Markings must include:
 - i. Company name, vehicle number, and vehicle class
 - ii. Required regulatory markings and placards for hazardous materials, when applicable.
 - 8.2.2 Designated Vehicles (Safety, Security, Environmental, and Senior Staff):
 - a. Designated Safety, Security, Environmental, and Senior Staff vehicles are exempt from the standard exterior door identification requirements of this program. However, a company identification placard must be affixed to the lower corner of the rear of the vehicle on either the driver or passenger side.
 - 8.2.3 Removal of Authorized Vehicle Markings
 - a. Personnel are prohibited from removing, altering, obscuring, or tampering with any Company-authorized stickers, decals, identification markings, or safety-related signage affixed to Company-owned, leased, or rented vehicles.
 - b. The designation of authorized vehicle stickers and decals is the sole responsibility of the Fleet Manager.
 - 8.2.4 Application of Unauthorized Stickers or Decals:
 - a. Personnel are prohibited from applying, displaying, or affixing any unauthorized stickers, decals, signs, graphics, or other markings to Company-owned, leased, or rented vehicles.
 - b. Only stickers and decals approved and designated by the Fleet Manager may be displayed on Company vehicles.
- 8.3 Required Vehicle Documentation
 - 8.3.1 All roadworthy fleet vehicles must maintain the following documents in the vehicle at all times:
 - a. Current Mosaic Insurance Card, Fleet Registration Letter, and Vehicle Accident Response Reporting Guide.



- 8.3.2 Drivers are responsible for ensuring all documentation is current, legible, and readily available for inspection.
- 8.3.3 Failure to provide required documentation upon request by law enforcement may result in the driver being held personally responsible for any resulting citation, fine, or penalty.
- 8.4 Vehicle Condition Requirements
 - 8.4.1 Vehicles must be maintained in safe operating condition, including functional brakes, lighting, steering, and visibility systems. Any vehicle found to have a safety defect shall not be operated until repairs are completed.
- 8.5 Rental Vehicle Process (Operational Use Only)
 - 8.5.1 This process applies to rental vehicles used for operational purposes (e.g., site work, field activities, inspections), excluding business travel.
 - 8.5.2 Pre-Use Requirements (Entry Inspection)
 - a. All rental vehicles must be routed through a designated Mosaic Maintenance Shop prior to use. The Maintenance Shop shall verify the vehicle is in safe operating condition and meets all requirements of this program, including seat belt compliance, Mosaic's approved fleet video safety and telematics systems, required placards and emergency equipment, and overall mechanical condition. Required Mosaic safety equipment must be installed prior to release.
 - 8.5.3 In-Service Requirements
 - a. Rental vehicles must be maintained in accordance with Mosaic safety standards. Operators are responsible for conducting pre-use inspections, reporting defects immediately, and must not operate vehicles that do not meet safety requirements.
 - 8.5.4 Pre-Return Requirements (Exit Inspection)
 - a. Prior to return, rental vehicles must be inspected by the Maintenance Shop to verify acceptable conditions, document any damage, and ensure all Mosaic-installed equipment is removed or accounted for, unless otherwise required by contract.

9. VEHICLE INSPECTION REQUIREMENTS

- 9.1 Pre-Trip Inspection
 - 9.1.1 Vehicle inspections are required to be completed and documented as follows:
 - a. Daily Vehicle Checklists (Appendix B) shall be completed prior to use.
 - b. Completed inspection records shall be maintained in either paper or electronic format and be readily available for review.
 - c. When paper forms are used, a copy shall be maintained in the vehicle and the original submitted to the supervisor.
 - 9.1.2 Golf carts, ATV, and UTVs inspections are required to be completed and documented as follows:
 - a. Personnel Carrier Inspection Forms (Appendix C) shall be completed at the start of each shift and initialed by subsequent operators.
 - b. Completed inspection records shall be maintained in either paper or electronic format and be readily available for review.
 - c. When paper forms are used, a copy shall be maintained in the vehicle and the original submitted to the supervisor.
 - 9.1.3 Vehicles identified with safety defects shall not be operated until repairs are completed.
 - 9.1.4 Drivers are responsible for reporting defects immediately and ensuring corrective action is taken.



- 9.1.5 Mosaic vehicles are to be maintained in accordance with manufacturer recommendations. Unauthorized modifications to vehicles are strictly prohibited. Any vehicle modification, alteration, or equipment installation must be reviewed and approved through the applicable Management of Change (MOC) process prior to implementation.

10. AUTHORIZED USE OF COMPANY VEHICLES

- 10.1 Company vehicles are provided for business purposes only. Personal use, including errands or transport of unauthorized passengers, is prohibited unless prior written approval is obtained through a Vehicle Use Exception Request process.
- 10.2 Any approved use shall comply with the requirements of this program, applicable company policies, and all governing IRS regulations.

11. VEHICLE ASSIGNMENT, PARKING, AND AUTHORIZED USE

- 11.1 Mosaic vehicles are assigned to a designated work location, office, or operational facility. When not in use, vehicles are expected to be parked at their assigned location to maintain control of company assets, operational visibility, and compliance with company and regulatory requirements.
- 11.2 Company vehicles are not to be used for commuting or in a manner that substitutes for personal transportation. Vehicles must not be positioned, assigned, or relocated to reduce a driver's personal commuting cost or for convenience.
- 11.3 Vehicles must not be parked at alternate locations, including personal residences or other non-designated areas, without formal approval. Any deviation from the assigned parking location is considered an exception and requires documented business justification and approval obtained through a Vehicle Use Exception Request process.
- 11.4 Alternate parking approvals are limited in scope, granted only under exceptional circumstances, and apply only to the driver's current role and business need. An Assigned Vehicle Alternate Parking Location Request Form must be completed and approved prior to authorization. Approval may be modified or revoked at any time based on operational or compliance considerations.

12. TAKE-HOME VEHICLE AUTHORIZATION

- 12.1 The use of a Mosaic vehicle for commuting between a driver's residence and a work location is an exception to standard vehicle use and is not considered normal practice.
- 12.2 Drivers are not permitted to take a company vehicle home unless a legitimate business need exists and formal written approval has been granted. All approved arrangements must be reviewed for compliance with applicable company policies and IRS requirements and require Vice President approval.
- 12.3 Take-home vehicle approvals are limited, granted only under exceptional circumstances, and apply only to the driver's current role and business need. Approval must be obtained and documented through the Vehicle Use Exception Request process before a vehicle may be taken home. Approval may be modified or revoked at any time based on operational, compliance, or organizational considerations.

13. USE OF PERSONAL VEHICLES FOR COMPANY BUSINESS

- 13.1 Drivers who drive their personal vehicle on company business are subject to the requirements of this program including.
- 13.1.1 Maintain a valid driver's license.
- 13.1.2 Maintain current insurance that complies with applicable state laws or as required by contract.
- 13.1.3 Maintain current state vehicle inspections when required.



- 13.1.4 Maintain the vehicle in safe operating condition when used for company business.
- 13.1.5 Provide proof of insurance (e.g., declaration page or certificate of insurance) upon request.
- 13.1.6 Acknowledge that personal auto insurance is primary in the event of a collision while conducting company business and that the driver is responsible for liabilities arising from vehicle operation.
- 13.1.7 No other use of the vehicle is permitted while conducting company business. This includes participating in ride-share, delivery, or other for-hire services for compensation (e.g., Uber, Lyft, DoorDash, Uber Eats).
- 13.1.8 Ensure any vehicle used for towing or hauling equipment/materials is properly designed and rated for the task.
- 13.2 The use of licensed motorcycles or motorized trikes for conducting Mosaic-related business, including inter-site and intra-site travel, is prohibited. Drivers may use these vehicles only for personal transportation to and from work or for off-site personal business during the workday.

14. VEHICLE OPERATIONS ON MOSAIC PROPERTY

- 14.1 Vehicle operation on Mosaic-controlled property is subject to additional requirements due to the presence of heavy mobile equipment, limited visibility conditions, and dynamic work environments.
- 14.2 Unless otherwise posted, speed limits on Mosaic property shall be:
 - 14.2.1 15 miles per hour in plant and port areas
 - 14.2.2 35 miles per hour in mine areas
 - 14.2.3 15 miles per hour on Dams, Gyp Stacks, and BMPs
 - 14.2.4 Drivers must reduce speed below posted limits when conditions warrant, including reduced visibility, poor road conditions, proximity to pedestrians or equipment, and congested work areas.
- 14.3 Fueling Activities
 - 14.3.1 Vehicles must be shut off while being fueled.
 - 14.3.2 Smoking is strictly prohibited during fueling operations.
 - 14.3.3 Portable fuel containers must be removed from the vehicle prior to being filled.
 - 14.3.4 If fuel is acquired at a Mosaic site, it is for the use of Mosaic equipment or vehicles only. Personal vehicles cannot be fueled at site.
- 14.4 Vehicle Control and Securement Requirements
 - 14.4.1 Cargo Securement
 - a. Loads and cargo shall be properly distribute and secure to prevent shifting, loss of load, or unsafe operations.
 - 14.4.2 Disabled Vehicles
 - a. Disabled vehicles shall be secured in accordance with applicable Federal, State, and local requirements. Where practical and safe to do so, vehicles shall be moved off the road and hazard warning flashers activated.
 - 14.4.3 Battery Jump-Starting
 - a. Battery jumping-starting will only be performed by an Auto Shop mechanic or other qualified person using approved equipment and procedures..
- 14.5 Parking
 - 14.5.1 Mobile equipment shall not be left unattended unless the controls are placed in the park position and the parking brake, if equipped, is set. When parked on a grade, the wheels or tracks of mobile equipment shall be either chocked or turned into a bank.



- a. No company or personal vehicles shall be parked within the swing radius of a dragline, Excavator, or Crane, unless equipment is shut down for service, fueling, or maintenance.
- b. Drivers shall make contact with the equipment operator via radio or eye contact prior to entering the equipment's area of operation. Never park behind a piece of equipment or in the operator's area of restricted view.
- c. Vehicles shall not be left unattended unless they are placed in park and the parking brake is set.
- d. When parking on a grade, additional precautions shall be taken to prevent vehicle movement, including chocking the wheels or turning the wheels into a bank, curb, or other suitable barrier.

14.6 Backing up

- 14.6.1 It is the vehicle operator's responsibility to visually check the area behind the vehicle before backing up.
- 14.6.2 Never open the cab door to look behind the vehicle.
- 14.6.3 Never back around a corner without a spotter.
- 14.6.4 Always back slowly keeping the vehicle under control.

15. VEHICLE RECOVERY

- 15.1.1 When any vehicle or heavy mobile equipment becomes bogged or stuck, it shall be considered in need of "recovery."
- 15.1.2 For the purpose of this section (4.8 Vehicle Recovery) "vehicle" refers to any vehicle (example: light truck, UTV/ATV, heavy mobile equipment, etc.).
- 15.1.3 When a vehicle first becomes bogged or stuck, the operator / driver may attempt to free the vehicle after assessing the situation and determining if a safe attempt can be made. See Appendix D - Vehicle Recovery Operations, for recommended methods to get a vehicle unstuck.
- 15.1.4 Operators / drivers shall not attempt to free any bogged or stuck vehicle once it has been determined that assistance from another person or vehicle is required for recovery. A qualified person shall be immediately called and informed of the situation.
- 15.1.5 All vehicle recovery operations shall be conducted in accordance with the requirements, controls, and procedures detailed in Appendix D – Vehicle Recovery Operations:

16. SPECIAL SECTION: TRICYCLES / GOLF CARTS / ATV / UTV

16.1 General Requirements (All Units)

- 16.1.1 All units shall be visually inspected prior to use.
- 16.1.2 Occupants shall not exceed the manufacturer's designed seating capacity.
- 16.1.3 Operators shall comply with all site traffic and safety rules.
- 16.1.4 Equipment shall be maintained in safe working condition at all times.

16.2 Tricycles

- 16.2.1 Shall be equipped with:
 - a. High visibility flag
 - b. Operational brakes
 - c. Front and rear reflectors

16.3 Golf Carts / Utility Carts

- 16.3.1 Shall be equipped with:
 - a. Running Lights



- b. Horn (optional - but if equipped with a horn it must be functioning)
 - c. High Visibility Flag or Yellow Strobe Light if entering product storage buildings
 - d. Operational Brakes and parking Brake
 - e. Fire Extinguisher
- 16.3.2 Occupant Safety
 - a. Seat belts, where installed, are required to be worn at all times
 - b. Operators and passengers shall remain seated with hands and feet inside the vehicle while in motion.
- 16.3.3 Operation and Parking
 - a. Shall not be driven on catwalks, pedestrian bridges or elevators.
 - b. Operators shall never park carts where they will block emergency equipment, exits, or roadways.
 - c. Operators shall reduce their speed when entering covered buildings through doorways or openings.
 - d. When the cart is not in use, the operator must turn the key to the off position, keep the cart in gear and apply the brake. If on a grade chocks shall be used.
- 16.3.4 Towing and Maintenance
 - a. Disabled carts shall only be towed with an approved tow bar or transported via forklift
 - b. Follow manufacturer recommendations for battery charging and maintenance.
- 16.3.5 Fueling
 - a. When refueling a gasoline powered cart shut off the engine, remove the gas cap slowly to allow pressure to escape.
 - b. No smoking during refueling
- 16.3.6 Modifications and Equipment Installation
 - a. Golf carts and utility carts shall be maintained and operated in accordance with the manufacturer's specifications and company requirements.
 - b. Any modification, alteration, or installation of equipment on a golf cart or utility cart, including the installation of seat belts, must be reviewed and approved through the applicable Management of Change (MOC) process prior to implementation.
 - c. Seat belts shall not be installed on golf carts or utility carts unless the vehicle is equipped with an approved Roll-Over Protective Structure (ROPS) or the installation has been specifically evaluated and approved through the MOC process to ensure occupant safety.
- 16.3.7 Incident Reporting Requirements
 - a. All incidents involving damage to a cart must be reported to a supervisor immediately.
- 16.4 ATV/UTVs
 - 16.4.1 Maximum operating speed shall not exceed 20 mph.
 - 16.4.2 ATV/UTV requirements, including design, operation, and safety standards, shall comply with Appendix G – ATV/UTV Minimum Standards.

17. ROADWAYS

- 17.1 Berms
 - 17.1.1 Berms or guardrails shall be provided and maintained on the banks of roadways where a drop-off exists of sufficient grade or depth to cause a vehicle to overturn or endanger persons or equipment.

- 17.1.2 Berms or guardrails shall be at least mid-axle height of the largest self-propelled mobile equipment which usually travels the roadway.
- 17.1.3 Berms may have openings to the extent necessary for roadway drainage.
- 17.1.4 Where elevated roadways are infrequently traveled and used only by service or maintenance vehicles, berms or guardrails are not required when all of the following are met:
 - a. Locked gates are installed at the entrance points to the roadway;
 - b. Signs are posted warning that the roadway is not bermed;
 - c. Delineators are installed along the perimeter of the elevated roadway so that, for both directions of travel, the reflective surfaces of at least three delineators along each elevated shoulder are always visible to the driver and spaced at intervals sufficient to indicate the edges, and layout of the roadway.
 - d. A maximum speed limit is posted and observed for the elevated unbermed portions of the roadway. Factors to consider when establishing the maximum speed limit shall include the width, slope and alignment of the road, the type of equipment using the road, the road materials, and any hazardous conditions which may exist.
 - e. Road surface traction is not impaired by weather conditions unless corrective measures are taken to improve traction.
- 17.2 Road Maintenance
 - 17.2.1 Water, debris, or spilled material on roadways which creates hazards to the operation of mobile equipment shall be removed. Be alert to roadway areas with poor drainage where storm runoff either accumulates or causes erosion.
- 17.3 Public Road Crossings
 - 17.3.1 Proper uniform traffic control devices shall be used when working on or near public highways (i.e. signage, lighting, traffic vests, etc.)
- 17.4 Company Property
 - 17.4.1 Each mine or concentrate plant road exhibits its own peculiarities and may require signal definition. Proper care must be taken to ensure that all signs installed are at a height and location that is within the eyesight of drivers operating vehicles with the most restricted visibility.
 - 17.4.2 Drivers should pay attention while driving on company property to posted traffic signs delineating stopping points, speed limits, entrance to congested areas, curve or intersection warning signs, culvert crossing markers, limited access designators, safety access designators.
 - 17.4.3 Pipes used as barricades to block access to company property shall be visibly marked for both day and night applications.

18. CONTACTORS AND THIRD-PARTY DRIVERS

- 18.1 Contractors and Third-Party Drivers (Vehicles Only)
 - 18.1.1 Contractors and third-party drivers are prohibited from operating Mosaic-owned, leased, or rented roadworthy vehicles under normal circumstances.
 - 18.1.2 Operation of Mosaic vehicles by contractors is considered an exception, is not standard practice, and requires prior approval through the Vehicle Use Exception Request process based on a valid business need and a signed waiver before such operation can begin.
 - 18.1.3 Operation of heavy mobile equipment (e.g., loaders, haul trucks, dozers) is governed under the EHS-Phos Program - Heavy Mobile Equipment and is outside the scope of this section.

- 18.1.4 The restrictions outlined in this section do not apply to approved fleet maintenance contractors whose scope of work includes the inspection, servicing, maintenance, testing, repair, transport, or movement of Mosaic-owned, leased, or rented vehicles as part of their contracted responsibilities.
- 18.2 Contractor Compliance with Vehicle Safety Program
 - 18.2.1 Contractors will adhere to the EHS-Phos Program - Vehicles & Roadways, including the Vehicle Recovery Procedures outlined in Appendices D and E.
- 18.3 Contractor Vehicle Identification Requirements
 - 18.3.1 All contractor vehicles operating on Mosaic property must be clearly identified, with the company name displayed in a legible manner.
 - 18.3.2 Contractor vehicles transporting, storing, or utilizing hazardous materials shall display all applicable regulatory markings, placards, and warning labels as required by federal, state, and local regulations.
- 18.4 Contractor Vehicle Compliance Requirements
 - 18.4.1 Contractors are responsible for ensuring that vehicles operated on Mosaic property comply with all applicable contract requirements, including maintaining required insurance coverage and documentation.
 - 18.4.2 Contractors are responsible for ensuring that personal and company-owned vehicles operated on Mosaic property meet applicable contractual requirements, including required insurance coverage, vehicle registration, and any required documentation.

19. INCIDENT REPORTING AND INVESTIGATION

- 19.1 Purpose and General Requirements
 - 19.1.1 All vehicle-related incidents must be reported into Intelex
 - 19.1.2 Incidents involving third-party incidents or external parties are managed by Mosaic Security.
 - 19.1.3 Incidents involving company property damage and internal impacts are managed at the site level.
- 19.2 Property Damage and Internal Incidents
 - 19.2.1 Supervisor's Responsibilities:
 - a. Ensure the incident is documented in the incident management system (Intelex) within required timeframes and includes all relevant details, including personnel, equipment, and conditions at the time of the incident.
 - b. Submit a request to preserve any available Mosaic's approved fleet video safety and telematics systems footage; failure to do so in a timely manner may result in loss of critical data.
 - c. Ensure damage is assessed, documented, and repaired before returning the vehicle or equipment to service.
 - 19.2.2 Post-accident drug and alcohol testing is to follow the EHS-Phos Program – Drug Alcohol and Substance Abuse for the United States.
- 19.3 Third-Party Incidents
 - 19.3.1 Incidents involving third parties, including members of the public, non-Mosaic vehicles, or external property, regardless of location.
 - 19.3.2 Security, Law Department, and Risk Management are responsible for investigating all third-party liability incidents and coordinating the collection of information, evidence, and documentation necessary to support the Company's response, liability assessment, and claims management processes.



- 19.3.3 Immediate Actions:
 - a. Drivers must take immediate action to ensure safety, including:
 - b. Stop the vehicle and remain at the scene.
 - c. Activate hazard warning lights.
 - d. Move vehicles out of traffic when safe.
 - e. Move individuals to a safe location when possible.
 - f. Check for injuries and request medical assistance if needed
- 19.3.4 Prohibited Actions:
 - a. Leave the scene
 - b. Pursue another vehicle
 - c. Ignore minor incidents
- 19.3.5 Emergency Notification Requirements
 - a. Drivers are required to call 911 for all off-property incidents, regardless of severity.
 - b. If no officer is dispatched, document the date, time, and reason provided.
- 19.3.6 Aid the injured
 - a. Check on all party to determine if they need medical attention. Administer first aid, as appropriate and within your skill level.
- 19.3.7 Company Notification
 - a. Notify Mosaic Security immediately; Security is responsible for the immediate management of third-party incidents.
 - b. Notify supervisor as soon as practical.
 - c. For serious incidents (personal injury, major property or equipment damage, or fatality), Security or Health & Safety must notify Risk Management and the Law Department as soon as possible.
- 19.3.8 Conduct at the Scene
 - a. Cooperate with law enforcement
 - b. Provide insurance and registration documentation when requested
 - c. Exchange required information with other parties
 - i. Name, phone number, and address
 - ii. Driver's license number
 - iii. License plate number
 - iv. Insurance company and policy information
- 19.3.9 Statements
 - a. Do not make any statements (other than to police, company officials and company insurance representative).
 - b. Do not admit fault to anyone, including police.
 - c. Do not sign documents other than those required by law enforcement without appropriate guidance.
- 19.3.10 Document the incident by:
 - a. Taking photographs of vehicle damage, license plates, and the overall scene
 - b. Recording time of day, weather, and road conditions.
 - c. Obtaining witness names and contact information where available.
- 19.3.11 Post-Incident Requirements
 - a. Ensure an Intelex incident report is completed.



- b. Submit a request for historical Mosaic's approved fleet video safety and telematics systems footage within 24.

19.3.12 Repair(s) or salvage of Totaled vehicles

- a. Do not proceed with any repair or salvage of totaled vehicle until all investigation(s) are complete and such repair(s) and salvaged are authorized by appropriate persons.
- b. In the event of any related personal injury, significant property damage or fatality, approval from the Law Department must be obtained before any repair(s) or salvage can begin.

20. PERIODIC INSPECTIONS

- 20.1 The Daily Vehicle Checklist and Personnel Carrier Daily Inspection Form shall be completed by the first operator, on all non-personal vehicles, prior to first use each day and initialed by each additional operator. Personally owned vehicles used for company business are exempt from this requirement.

21. PROGRAM REVIEW

- 21.1 The program shall be reviewed annually or as required.
- 21.2 The Vehicles Chart / License Classes in Appendix A will be reviewed and updated, as necessary, at least annually by the department responsible for administration of this program.

22. APPENDICES

- 22.1 Appendix A - Vehicle Chart / License Classes
- 22.2 Appendix B - Daily Vehicle Checklist
- 22.3 Appendix C - Personnel Carrier Daily Inspection Form
- 22.4 Appendix D - Vehicle Recovery Operations
- 22.5 Appendix E - Vehicle Recovery Plan & Approval Form
- 22.6 Appendix G – ATV UTV Minimum Standards

23. REFERENCES

- 23.1 EHS-Phos Program – Safe Driver
- 23.2 MSHA
 - 23.2.1 30 CFR 56.9100 Traffic Control
 - 23.2.2 30 CFR 56.23003 Evaluate and update written program at least annually
 - 23.2.3 30 CFR 56.9200 Transporting persons
 - 23.2.4 30 CFR 56.9201 Loading, hauling, and unloading of equipment and supplies
 - 23.2.5 30 CFR 56.14131 Seat belts for haulage trucks
 - 23.2.6 30 CFR 56.14132 Horns and backup alarms
 - 23.2.7 30 CFR 56/57.14100 Safety Defects; examination, correction, and records
 - 23.2.8 30 CFR 56/57.14101 (a) Brakes / Minimum requirements
 - 23.2.9 30 CFR 56/57.14107 Moving machine parts
 - 23.2.10 30 CFR 56/57.14109 Unguarded conveyors with adjacent travel ways
 - 23.2.11 30 CFR 56/57.14130 Roll-over protective structures (ROPS) and seat belts
 - 23.2.12 30 CFR 56/57.14132 Horns and backup alarms for surface equipment.
 - 23.2.13 30 CFR 56.23003. Evaluate and update written programs at least annually



**Phosphate Business Unit Program
Environmental, Health and Safety (EHS) Department**

23.3 OSHA

23.3.1 29 CFR 1926.601 Motor Vehicles

23.3.2 29 CFR 1917.44 General rules applicable to vehicles

23.4 Florida Statutes (2022) Title XXIII Chapter 316 Section 302 Commercial motor vehicles; safety regulations; transporters and shippers of hazardous materials; enforcement

23.5 Florida Commercial Driver License Manual – Version 2022

REVISION LOG

Revision Log				
Rev. No.	Requested By	Approved By	Revised By	Rev. Date
0	Initial Issue for Mosaic	Safety Dept.	Safety Dept.	5/14/07
	Reformat for ISO		D. Allen	6/30/2011
1	Review for compliance; requested by Mike Neal		J. Anderson	12/3/2011
2			J. Anderson	6/5/2012
2	Reformat for ISO		R. Withers	6/28/2012
3	Safety Department		R. Withers	12/17/2012
4	Safety Department (RCA)	NAB Health and Safety	PMO	09/01/2021
5	Safety Department (RCA)	NAB Health and Safety	PMO	02/15/2023
6	Safety Department – new MSHA annual review required	Safety Department	PMO	05/15/2024
N/A	Required annual review	EHS	PMO	5/15/2025
7	Required MSHA annual review – approved Appendix D update, Appendix E name change/update, and deleted Appendix F (now Safe Driver program)	EHS	EHS PMO	5/19/2026
8	Business directed changes for vehicle use	VP EHS	Nichole Gizzi / PMO	10/01/2026