**The Rail Safety Program and rail operations at Mosaic’s Saskatchewan potash facilities are integrated as part of the overall Mosaic Management System (MMS). The MMS applies to all operations conducted at Mosaic, including rail operations. As such, elements of a Railway Safety Management Plan (RSMP) as per PRG 1005 shall be met within the elements of the MMS as follows:**

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| ACCOUNTABILITY |
| Roles and responsibilities shall be defined and adhered to as per Element 2 – Leadership and Accountability and the Rail Safety Program.For the purposes of an RSMP:* Site General Managers and designates are deemed as the Accountable Executives
* Safety Critical Positions include Loadout Operators and Loadout Supervisors
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| POLICY AND COMMUNICATION |
| The commitment to promoting railway safety is considered part of the overall company EHS policy commitment: [EHS Policy](https://doculink.mosaicco.com/livelink/llisapi.dll?func=brava.bravaviewer&nodeid=33355923&vernum=0&OpenInNewWin=_blank&NewWinParam=resizable)Employee communication and consultation shall be undertaken according to Element 7 – Communication, Participation, and Consultation. |

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| COMPLIANCE |
| The Rail Safety Program and site-specific rail operating procedures shall comply with *The Railway Act*, Saskatchewan *Provincial Railway Guides*, and the *Canadian Railway Operating Rules.* Documents shall be accessed from the Mosaic document control system to ensure the use and application of current versions.Documents shall be managed through the controlled document process as per MMS Element 8 – Documentation and Record Control.Employees shall remain informed of the program, procedures, and any changes therein through Management of Change (MOC) processes (Element 10). |

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| INCIDENT AND EMERGENCY MANAGEMENT |
| Emergencies involving the railway shall be managed according to the Emergency Action Plan (EAP) for each site.Accident and incident reporting shall be managed according to the Handling of Incidents under Element 14 and within the requirements of the Mosaic Incident Management Program and the Rail Safety Program. Documentation shall be maintained in the Mosaic Incident Management System. |

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| IDENTIFYING SAFETY CONCERNS AND RISK FACTORSRISK ASSESSMENTREMEDIAL ACTION IMPLEMENTATION AND EVALUATIONREPORTING |
| Risk factors shall be identified, risk assessments completed, and remedial actions implemented as per the methods established in Element 3 – Risk Assessment and Planning, Element 9 – Operational Control, Element 10 – Management of Change, Element 14 – Preventive Actions, Handling of Incidents, and Nonconformities. Risk factors shall be identified, assessed and controlled through:Employee training and reporting avenuesConsultation with employees and Occupational Health & Safety Committees (OHCs)Field Level Hazard Assessments (FLHA)FLHA Quality AssessmentsAction Based Safety ObservationsWorkplace inspectionsEquipment inspectionsIncident investigationsOHC inspectionsOperational proceduresMosaic Risk Assessment Matrix (RAM)Mosaic Management of Change processes MMS Audits and Self-Assessments (Element 13 – Assurance)Remedial actions shall be developed and captured as part of the above processes. Effectiveness of remedial actions shall be evaluated as per the Mosaic Incident Management Program.Reporting avenues for employees include supervision, OHC, and EHS. Employees are encouraged to correct hazards as found and have the ability to stop work if a high-risk hazard is identified. Documentation shall be completed and retained as per Element 8 – Documentation and Record Control using the Mosaic incident management system, the Mosaic maintenance operating system, the Mosaic Risk Register, and safety meeting and OHC minutes.  |

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| SAFETY PERFORMANCE TARGETS |
| Goals and targets shall be established according to Element 5 – Objectives and Goals and captured within the EHS Key Performance Indicators (KPI).KPIs and trends shall be monitored and reviewed as per Element 12 – Management Review. |

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| MANAGING KNOWLEDGE |
| Employee knowledge shall be managed according to Element 6 – Training and Competency. Skills and qualifications shall be defined and tracked within the Mosaic Learning Management System (LMS). Employees involved in rail operations shall obtain competency as per the training requirements set out in the Rail Safety Program. |

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| FITNESS FOR DUTY |
| Employees shall comply with the Mosaic Fit for Duty Program (Canada) and Mosaic’s Drug and Alcohol Policy (Global). Employees shall not exceed work hours as per the Saskatchewan Employment Act and shall report to their supervisor is they are experiencing a level of fatigue that they feel may affect their ability to safely perform rail duties. General medical assessments for employees involved in rail operations shall be completed as outlined in the Rail Safety Program. |

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| CONTINUAL IMPROVEMENT |
| Results of audits and assessment shall be used to contribute to the continual improvement of elements of the MMS and shall be conducted as per Element 13 – Assurance. MMS Compliance Audits and site Self-Assessment shall be conducted in accordance with the MMS Audit Schedule.  |