

Global EHS Standard

LIFE SAVING RULES

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1 PURPOSE

The purpose of this standard is to prevent life altering injuries and fatalities by establishing a set of “Life Saving Rules” (LSRs) that define mandatory behaviors for personnel performing work activities that have been proven to have the potential for serious incidents if not done correctly. This standard establishes those rules, provides examples, and sets expectations for the management of deviations from the LSRs.

2 SCOPE & APPLICABILITY

Mosaic EHS Standards apply to all facilities globally, and to all Mosaic employees and contractors when on property owned or managed by Mosaic.

3 DESCRIPTION

Mosaic Life Saving Rules are a set of mandatory requirements to be implemented when conducting work that carries an inherent risk of fatalities, serious injuries, or potentially significant incidents. When the LSRs are followed diligently, these work activities can consistently be completed safely and without incident. The Mosaic Life Saving Rules are one of the many proactive operational controls in the Mosaic Management System (MMS).

4 REQUIREMENTS

- 4.1 Each individual is personally responsible and accountable for their own compliance with the Life Saving Rules.
- 4.2 All reports of Life Saving Rules infractions shall be evaluated to confirm if a violation occurred. Refer to Section 6 of this Standard for Accountability.
- 4.3 A confirmed violation of a Life Saving Rule is a serious matter. Confirmed violations shall be addressed through Mosaic’s Human Resource Department, following the applicable Business Unit processes for disciplinary actions.
- 4.4 Non-compliance with the listed “Do Not Behaviors” for each of the Life Saving Rules, is an automatic Life Saving Rule violation.
- 4.5 A confirmed LSR violations, is by definition a near miss (at the minimum) and may meet additional incident criteria. All confirmed LSR violations shall be documented via entry into Mosaic’s Incident Management System.
- 4.6 Workers shall follow applicable Standards of work, Regional, Business Unit, or Country specific Programs, and any Site Procedures that align and support the Life Saving Rules. Multiple programs may support a single Life Saving Rule.
- 4.7 A violation of a program that supports one of the Life Saving Rules does not automatically constitute a Life Saving Rule Violation. Program violations shall be evaluated to determine if a Life Saving Rule was violated.

5 LIFE SAVING RULES (LSRs)

5.1 The nine (9) Mosaic Life Saving Rules are:

#1 – Mobile Equipment and Driving Safely. Operate vehicles and mobile equipment for their intended purpose only when properly trained and authorized. Ensure that equipment operation has your undivided attention and maintain compliance with key safety controls.
#2 – Working from Heights. Only use inspected and approved fall protection equipment and be tied off properly whenever required.
#3 – Lockout / Tagout. Fully Lockout/Tagout equipment as required and verify isolation of all hazardous energy sources before work begins.
#4 – Lifting Operations. Only operate lifting equipment within safe working limits and clearances, while complying with prescribed lifting plans and procedures. Ensure that you are not positioned under a suspended load.
#5 – Confined Space Entry. Obtain authorization before entering a confined space. Ensure that overhead hazards have been mitigated, valid atmospheric testing has been completed, and entrants are continuously monitored.
#6 – Equipment Safeguarding and Barricading. Only operate equipment when all machine guards and critical safety devices are in place. Use a Critical Safety Bypass permit if a safety device is removed. Access barricaded or restricted areas only when authorized to do so. Install proper barricades when required.
#7 – Electrical Safety. Only work on electrical equipment when authorized to do so and when wearing proper protective equipment. Only access restricted areas containing electrical devices after receiving required training and an authorization.
#8 – Geotechnical, Ground Control and Stability. Inspect and manage ground stability conditions (surface and underground) throughout the entire work task, including during trenching and excavation and when working around bulk material piles.
#9 – Hazardous Chemicals and Explosives. Work with hazardous chemicals and explosives only when properly trained on how to handle and store them. Use all specialized protective equipment required for the work.

5.2 Each Life Saving Rules is explained in detail on the following pages.

5.3 LIFE SAVING RULE #1 – Mobile Equipment and Driving Safely



Rule: *Operate Vehicle and mobile equipment for their intended purpose only when properly trained and authorized. Ensure that equipment operation has your undivided attention and maintain compliance with key safety controls.*

5.3.1 Details: Driving and operating mobile equipment creates a variety of hazards for the operator and for others in the vicinity. It is critical that users operate vehicles consistent with their design and intended function. Critical safety equipment such as seat belts must be used, and the operator must not be distracted.

5.3.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Operate only vehicles and equipment you are trained to use
- Operate the vehicle or equipment only as it is intended to be used
- Perform pre-use inspections when required
- Utilize the vehicle and equipment provided safety equipment
- Keep mind on task – stay focused on what you are doing

5.3.3 DO NOT Behaviors:

- Failure to use a seatbelt – operator or passenger.
- Driving without a license, or operating equipment such as a crane without training and authorization.
- Driving while impaired – influenced by substances, extreme fatigue, etc.
- Reckless or careless driving – extreme speed, aggressive driving, driving through deep water or water of unknown depth, driving near a water's edge (ponds, rivers, dams, lakes) without the required controls.
- Distracted driving – using a hand-held communication device or eating with both hands off the wheel.
- Unintended purpose – using an aerial work platform as a crane/lifting device, overloading a forklift, or elevating people without an approved personnel conveyance.

5.4 LIFE SAVING RULE #2 - WORKING FROM HEIGHTS



Rule: Only use inspected and approved fall protection equipment and be tied off properly whenever required.

5.4.1 Details: Working at heights without a risk assessment and / or without the required controls in place may result in serious injuries and fatalities.

5.4.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply.
- Use only approved fall protection equipment.
- Inspect fall protection equipment before use.
- Always tie off as required.
- Turn in fall protection equipment that is damaged or out of date.

5.4.3 DO NOT Behaviors:

- Working at heights without approved fall protection equipment.
- Tying off to an improper anchor point, such as a guardrail.
- Working from a ladder (above allowable height) without fall protection.
- Failure to maintain 100% tie-off at all times while working at heights.
- Standing on a guardrail or leaning far over a guardrail to perform a task.
- Working on rooftops, tops of tanks, etc., without authorization and confirmation of working surface integrity.
- Using fall protection equipment that is damaged or in unknown condition.
- Making unauthorized changes to scaffolding or work platforms.

5.5 LIFE SAVING RULE #3 – LOCKOUT/TAGOUT (LOTO)



Rule: Fully Lockout/Tagout equipment as required and verify isolation of all hazardous energy sources before work begins.

5.5.1 **Details:** Starting tasks in systems that are not fully de-energized can lead to incidents such as electrocution or being crushed under moving parts.

5.5.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Ensure a proper walk down of the lockout/tagout is conducted
- Ensure the correct equipment is locked or tagged out prior to beginning work
- Test all equipment activation switches (control room, at equipment, etc.) prior to beginning work
- Verify if there are any bypass switches associated with the equipment before beginning work
- Stop and ask questions if something does not look correct

5.5.3 DO NOT Behaviors:

- Performing work on equipment without locking and tagging all energy sources, regardless of task duration or complexity.
NOTE: Authorized electrical workers may perform testing and troubleshooting while equipment is energized.
- Leaving the key in the lock during a Lockout.
- Performing work without applying your personal lock.
- Unauthorized removal of someone else's lock from a lockbox or equipment.

5.6 LIFE SAVING RULE #4 – LIFTING OPERATIONS



Rule: Only operate lifting equipment within safe working limits and clearances, while complying with prescribed lifting plans and procedures.

Ensure that you are not positioned under a suspended load.

5.6.1 **Details:** Deterioration of machinery, overloading equipment, untrained operators, dropping of a load and many other risks can be associated with lifting operations that are not properly executed and can lead to serious incidents and fatalities.

5.6.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Know what is being lifted, how much it weighs, and the equipment has the correct capacity for the lift
- Ensure lifting equipment is set up correctly
- Ensure the load is rigged correctly for the lift
- Ensure good communication between operator and lift workers
- Stop and ask questions if something does not look correct

5.6.3 DO NOT Behaviors:

- Failure to complete pre-use inspection of lifting equipment.
- Performing a lift without an approved lift plan when a lifting plan is required.
- Working under a suspended load.
- Moving a suspended load over workers.
- Exceeding the lifting capacity of the equipment or using equipment with unknown capacity or condition.
- Operating lifting equipment within the restricted area around high voltage electrical equipment without appropriate authorization.
- Operating lifting equipment without proper training and authorization.

5.7 LIFE SAVING RULE #5 – CONFINED SPACE ENTRY



Rule: *Obtain authorization before entering a confined space. Ensure that overhead hazards have been mitigated, valid atmospheric testing has been completed, and entrants are continuously monitored.*

5.7.1 **Details:** Working in a confined space requires controls to protect workers against inadequate atmosphere, potential mechanical hazards, and limited means of egress.

5.7.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Ensure the space has been properly tested for air quality and is monitored throughout the job (as required)
- Ensure it is safe to enter from hazards
- Ensure a rescue crew is available (as required)
- Stop and ask questions if something does not look correct

5.7.3 DO NOT Behaviors:

- Accessing a confined space without the proper training and authorization.
- Failure to perform a pre-entry atmospheric test.
- Failure to continuously monitor the confined space entrants.
- Knowingly using monitoring or testing equipment that is not properly calibrated or functioning properly.
- Entering a confined space without mitigating the risk of falling objects such as material buildup.
- Authorizing a confined space entry without mitigating known risks.

5.8 LIFE SAVING RULE #6 – EQUIPMENT SAFEGUARDING AND BARRICADING



Rule: *Only operate equipment when all machine guards and critical safety devices are in place. Use a Critical Safety Bypass permit if a safety device is removed. Access barricaded or restricted areas only when authorized to do so. Install proper barricade when required.*

5.8.1 Details: Moving machine parts have the potential to cause severe workplace injuries, such as crushed fingers or hands, amputations, burns, or blindness.

Any machine part or process that may cause injury must be safeguarded, including installations of handrails around docks and boats (Note: Floatation devices are required when working near water with an unprotected edge).

Barricades are used to prevent unauthorized entry into hazardous areas and prevent workers from being unnecessarily exposed to hazardous situations by generating awareness about the presence of risks.

5.8.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Keep situational awareness of fingers, hands, and clothing near moving, rotating, and any other equipment under motion
- Ensure equipment has the proper guards and safety devices before use
- Know what barricading colors and sign mean
- Barricade off any area underneath your work where tools or objects could fall
- Stop and ask questions if something does not look correct

5.8.3 DO NOT Behaviors:

- Operating equipment and machinery without the proper guards in place.
- Removing machine guards prior to the equipment being fully de-energized and isolated.
- Failing to replace machine guards after their removal for maintenance.
- Accessing barricading areas without authorizations.
- Leaving your work unbarricaded when a barricade is required.

5.9 LIFE SAVING RULE #7 – ELECTRICAL SAFETY



Rule: *Only work on electrical equipment when authorized to do so and when wearing proper protective equipment. Only access restricted areas containing electrical devices after receiving required training and an authorization.*

5.9.1 Details: Electrical hazards are common in all our facilities, and exposure to electricity can cause serious injuries or fatalities. Only qualified personnel with proper training, equipment and authorization are permitted to work on electrical equipment or access areas where electrical hazards exist.

5.9.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Assume all electrical wires are live until confirmed safe
- Ensure the appropriate PPE for the task (gloves, flash gear, etc.)
- Stop and ask questions if something does not look correct

5.9.3 DO NOT Behaviors:

- Unauthorized access to areas with electrical shock and/or an arc flash risk. Examples are substations, areas with open switchgear, restricted access Motor Control Centers (MCC).
- Working on live electrical equipment without an approved permit and protective equipment.
- Unauthorized work on, or opening of, energized electrical enclosures or devices such as switchgear, disconnect boxes, and control panels. Conducting any electrical work that you're not authorized to perform.
- Improper handling or use of electrical equipment; placing an unprotected high voltage cable on a permanent, designated road, driving over an unprotected high voltage cable, moving high voltage cables without the proper tools.

5.10 LIFE SAVING RULE #8 – GEOTECHNICAL, GROUND CONTROL AND STABILITY



Rule: *Inspect and manage ground stability conditions (surface and underground) throughout the entire work task, including during trenching and excavation and when working around bulk material piles.*

5.10.1 Details: Ground conditions in open pit and underground mines must be continually monitored and managed. Failure to do so can result in rock falls or subsidence that can trap or crush people and equipment.

Bulk material piles can develop shear faces that fail without warning, engulfing personnel, and equipment.

5.10.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Stop and ask questions if something does not look correct

5.10.3 DO NOT Behaviors:

- Accessing unstable areas or areas with unknown stability, either underground or on the surface, without authorization.
 - Working on or operating equipment near a bulk material pile with a shear face that could result in engulfment of personnel or equipment.
- Failure to mark or barricade areas that have been identified as unstable.
 - Digging or entering trenches or excavations without authorization or without identifying and mitigating risks associated with buried pipelines, electrical cables, or other known hazards.
- Operating mobile equipment near water without authorization and controls in place to mitigate risk of ground subsidence.

5.11 LIFE SAVING STANDARD #9 – HAZARDOUS CHEMICALS AND EXPLOSIVES



Rule: *Work with hazardous chemicals and explosives only when properly trained on how to handle and store them. Use all specialized protective equipment required for the work.*

5.11.1 **Details:** Hazardous chemicals and explosives can result in serious harm to people, property, or environment. Working with these materials requires extensive training, protective equipment, and controls to mitigate risks.

5.11.2 DO Behaviors:

- Follow all Standards, Programs, Procedures and Checklists that apply
- Know where to get an SDS sheet
- Ensure the correct PPE for the chemical exposure
- Ensure proper storage, transfer, and cleanup of all hazardous chemicals/explosives
- Ensure the proper authorization and training is complete prior to work
- Stop and ask questions if something does not look correct

5.11.3 DO NOT Behaviors:

- Opening a pipe or equipment (line break) without authorization and proper protective equipment.
- Failure to use the proper PPE for the chemical being handled or when accessing restricted areas.
- Failure to maintain access to an approved escape respirator in areas where they are required.
- Failure to follow all applicable regulations and procedures for the storage, transportation, and use of explosives.

6 ACCOUNTABILITY PROCESS

- 6.1 Formal processes shall be established and followed to evaluate and confirm LSR violations. Each Business Unit will establish means to ensure consistent evaluation and handling of LSR infractions. At a minimum, each Business Unit process shall:
 - 6.1.1 Establish and maintain a data repository, for the storage of LSR documentation and outcomes of violations, by the respective Human Resources Department.
 - 6.1.2 Require cross functional and multi-site review when a site is in the process of determining whether an LSR violation has occurred.
 - 6.1.3 Ensure that any mitigating or aggravating circumstances are considered and documented about the incident (examples include but are not limited to willful misconduct/disregard, intent, level of training, situational judgement, and system deficiency). Severity of consequence can be adjusted by mitigating or aggravating circumstances.
 - 6.1.4 Ensure that new cases are compared with historical cases to ensure consistency and fairness.
 - 6.1.5 Ensure that LSR violations and their outcomes are communicated to the applicable Business Units Operational VP and General Managers/Site Leaders.
- 6.2 Confirmed Life Saving Rule violations shall be managed in accordance with existing Progressive Discipline Policy specific to and applicable for each Business Unit. Deference shall be given to local regulations in any circumstance where conflicts are present.
- 6.3 Enforcement of Life Saving Rules for contractors shall be limited to either the removal of the violating individual or removal of the entire contractor company, from the Mosaic work site.

7 TRAINING REQUIREMENTS

- 7.1 All Mosaic employees shall receive initial awareness training on the concept and details of Mosaic's Life Saving Rules per this Global Safety Standard.
 - 7.1.1 Additional or refresher training can be provided if/when the business or the Vice President of EHS deem necessary.
 - 7.1.2 Instructor Led (ILT) or Computer Based (CBT) training formats are both acceptable for Life Saving Rules training.
 - 7.1.3 Training records shall be maintained by the Learning Management System.

8 REFERENCES

References
NA HR Discipline Policy – Link: North America Discipline Policy - U.S. and Canada.pdf (mosaicco.com)
SA EHS Recognition and Discipline Policy – Link: SESuite 2.1 (mosaicco.com)
Life Saving Rules reference and printing material – Link: Global Life Saving Rules (mosaicco.com)

9 REVISION LOG

Rev. No.	Rev. Date	Revised By	Reason for Revision
00	April 15, 2025	N/A	Initial release
00	May 15, 2026	EHS PMO	Review conducted to reset 7 year cycle date. No Changes Made.