



### EHS Variance Request Form

- Corporate   
  North America Business   
  Mosaic Fertilizantes  
 U.S. Distribution   
  Miski Mayo   
  Phosphates   
  Potash

See page 6 for instructions on completing the form.

A. Requestor Information	
Applicant Name:	Date:
Contractors: Company: Mosaic Contact:	Location:
<input type="checkbox"/> New Variance – time period requested (max 1 year) - Expiration date: _____ Go to Section C through F  <input type="checkbox"/> Existing Variance – extension requested (max 1 year) - Expiration date: _____ Go to Section B through F	
B. Extension to Existing Variance <i>*For extension variances only</i>	
1. Is the variance related to a significant risk (inherent score of 200 or higher) in the Risk Register?  2. Did incident(s) occur on a process or structure covered by temporary variance? If yes, how many and severity?  3. Was capital requested for a permanent solution and what priority has the permanent solution been given?	
C. Name of EHS standard or program:	
D. Summary of standard or program requirement for which variance is being requested:	
E. Provide reason for standard or program variance request:	



### EHS Variance Request Form

- Corporate   
  North America Business   
  Mosaic Fertilizantes  
 U.S. Distribution   
  Miski Mayo   
  Phosphates   
  Potash

**F. Provide mitigation plan - attach supporting documents if applicable:**

#### VARIANCE APPROVAL MATRIX – NORTH AMERICA BUSINESS FACILITIES

Required approvals are indicated numerically below and must be obtained in the order specified.  
 N/A = level of approval not required.

	EHS Corporate Standard	Security Corp Standard	NAB BU Program	Phos / Potash Program	Name	Signature	Date
Sr Manager, Health & Safety or Environmental	1	N/A	1	1			
General Manager – Site	2	1	2	2			
Manager Security Services	N/A	2	N/A	N/A			
Corporate Sr. Manager Security	N/A	3	N/A	N/A			
Director, Health & Safety or Environmental	3	N/A	3	3			
VP Operations Services	4	N/A	4	N/A			
VP Operations or Capital	5	4	5	N/A			
VP EHS	6	N/A	N/A	N/A			
Senior VP	N/A	5	N/A	N/A			



### EHS Variance Request Form

- Corporate  
  North America Business  
  Mosaic Fertilizantes  
 U.S. Distribution  
  Miski Mayo  
  Phosphates  
  Potash

#### VARIANCE APPROVAL MATRIX - U.S. DISTRIBUTION FACILITIES

Required approvals are indicated numerically below and must be obtained in the order specified.  
 N/A = level of approval not required.

	EHS Corporate Standard	Security Corporate Standard	U.S. Distribution Program	Name	Signature	Date
General Manager / Superintendent – Site	1	1	1			
U.S. Distribution EHS	2	N/A	2			
Senior Director Warehousing	3	2	3			
Manager Security Services	N/A	3	N/A			
Corporate Sr. Manager Security	N/A	4	N/A			
VP EHS	4	N/A	N/A			
VP Supply Chain	N/A	5	N/A			
Senior VP Supply Chain	N/A	6	N/A			



## EHS Variance Request Form

- Corporate   
  North America Business   
  Mosaic Fertilizantes  
 U.S. Distribution   
  Miski Mayo   
  Phosphates   
  Potash

### VARIANCE APPROVAL MATRIX - MOSAIC FERTILIZANTES FACILITIES

Required approvals are indicated numerically below and must be obtained in the order specified.  
 N/A = level of approval not required.

	EHS Corporate Standard	Security Corporate Standard	Mosaic Fertilizantes Program	Name	Signature	Date
EHS Site Manager	1	N/A	1			
Site Security Representative	N/A	1	N/A			
General Manager – Site	2	2	2			
EHS Director	3	3	3			
Security Manager	N/A	4	N/A			
VP Operations	4	5	4			
VP COE	5	6	5			
VP EHS	6	N/A	N/A			
Corporate Sr. Manager Security	N/A	7	N/A			



## EHS Variance Request Form

- Corporate   
  North America Business   
  Mosaic Fertilizantes  
 U.S. Distribution   
  Miski Mayo   
  Phosphates   
  Potash
- 

### VARIANCE APPROVAL MATRIX – MISKI MAYO

Required approvals are indicated numerically below and must be obtained in the order specified.  
 N/A = level of approval not required.

Position/Title	EHS Corporate Standard	Security Corp Standard	Miski Mayo Program	Name	Signature	Date
EHS Manager	1	N/A	1			
General Manager – Site	2	1	2			
Manager Security - Site	N/A	2	N/A			
Corporate Sr. Manager Security	N/A	3	N/A			
VP Operations	3	4	3			
VP EHS	4	N/A	N/A			
Senior VP	N/A	5	N/A			



## EHS Variance Request Form

- Corporate    North America Business    Mosaic Fertilizantes  
 U.S. Distribution    Miski Mayo    Phosphates    Potash
- 

### Instructions for completing the EHSS Variance Request Form

1. Header: Select the type of standard or program for the variance request.
2. Section A: Applicant Information:
  - Include the name of the initiator (s), date of application, company and Mosaic contact (if contractor), and the location(s) of facility or business unit that the variance applies to.
  - Indicate whether the request is for a new (temporary) or existing (extension) variance. *Variances are temporary and valid for up to one year from approval date.*
  - If the request is for a new variance, Section B does not need to be completed. If an extension to an existing variance is required beyond the expiration date, complete Section B through F.
3. Section B: Extension to Existing Variance
  - Complete this section only if requesting an extension to an existing variance.
4. Section C: Name of EHS Standard or Program:
  - Indicate the type and name of the standard or program that the variance request is for. Example: "Potash - Personal Protective Equipment Program". Include the section number if applicable.
5. Section D: Summary of standard or program requirement for which variance is being requested:
  - Include a summary description of the standard or program requirement that the business unit or facility is requesting a variance from.
6. Section E: Provide reason for standard or program variance request:
  - Include a detailed description of the reason for the request, clearly indicating why the existing standard or program requirements cannot be met.
7. Section F: Mitigation plan:
  - Explain what alternate/additional controls will be put into place to effectively manage the risks that will be introduced by the variance to the standard or program.
  - Include photos, drawings, specs etc. or other supplementary information to explain and support the mitigation plan if applicable.
8. Obtain the required approvals (paper or electronic) as per the applicable Approval Matrix (see pages 2-5).
9. Approved variance(s) will be retained in the appropriate Content Server folder as listed in the references.

**Note:** All approved variance forms must be filed using the following naming convention/nomenclature:

***Site name or business unit-document involved--expiration date [year-month-day]***  
*(example: NewWales-ContractorFP-2013-12-15)*



## EHS Variance Request Form

- Corporate   
  North America Business   
  Mosaic Fertilizantes  
 U.S. Distribution   
  Miski Mayo   
  Phosphates   
  Potash

**References:**

Document Title	Comments	Content Server Identifier	Location
Standard - <a href="#">Corporate EHS and Business Unit EHSS Variance Standard (English)</a>	Corporate Standard (English)	12602301	Content Server
Standard – Corporate EHS and Business Unit EHSS Variance Standard (Portuguese)	Corporate Standard (Portuguese)	11560351	Content Server
Standard – Corporate EHS and Business Unit EHSS Variance Standard (Spanish)	Corporate Standard (Spanish)	115616551	Content Server
EHS Variance Request Form (English)	Form in English	11925390	Content Server
EHS Variance Request Form (Portuguese)	Form in Portuguese	115635772	Content Server
EHS Variance Request Form (Spanish)	Form in Spanish	115661618	Content Server
Business Unit – <a href="#">Variance Request from Business Unit Requirement Records</a>	Content Server folder where completed, approved variances from business unit program are saved	113019852	Content Server
Corporate – <a href="#">Variance Request from Corporate Requirement Records</a>	Content Server folder where completed, approved variances from corporate standard are saved	16315613	Content Server
<a href="#">EHS Variance Standard and Forms</a> Folder	Content Server folder where standard and forms are saved, shortcut to folder where completed, approved variances are saved	12591651	Content Server