



Document Element 1 – EHS Policy		Title:	Document Identifier: 126541783
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1. PURPOSE

The Mosaic Environment, Health, and Safety (EHS) Policy establishes the minimum requirements for the development, communication, and management of the EHS Policy. This Policy states the values and commitments of Mosaic related to the environment, health and safety of its workers and surrounding communities and ensures that the expectations are endorsed, communicated, and understood by all employees and key stakeholders.

2. SCOPE

The requirements of the MMS apply to all of Mosaic with limited exceptions of mergers and acquisitions that are not yet operated by Mosaic.

3. ROLES AND RESPONSIBILITIES

3.1 Senior Leadership

- 3.1.1** Provide timely access to the EHS Policy to Business Unit-level leadership and applicable external parties.
- 3.1.2** Provide management support for EHS activities related to development, communication, and execution of Mosaic's EHS Policy.
- 3.1.3** Ensure that this Policy is understood and followed by Business Unit Leadership and provide necessary resources.

3.2 EHS Services

- 3.2.1** Define and maintain a relevant and appropriate EHS Policy that is approved, dated, and signed by the CEO and the Vice President of EHS.
- 3.2.2** Assume overall accountability for the governance of the Mosaic EHS Policy.
- 3.2.3** Demonstrate support of EHS commitments.
- 3.2.4** Ensure that this Policy is understood and followed by Business Unit leadership.

3.3 Business Unit

- 3.3.1** Provide site-level leadership and applicable external parties timely access to the EHS Policy.
- 3.3.2** Demonstrate support of EHS commitments.
- 3.3.3** Ensure that this Policy is understood and followed by Site Leadership.
- 3.3.4** Provide the necessary resources (financial, human, and other) to ensure adherence to EHS Policy requirements.

3.4 Site

- 3.4.1** The GM or senior most leader must sign and post the EHS Policy in areas that are readily visible to all workers.
- 3.4.2** Communicate the Policy to all site employees, contractors, and applicable stakeholders.
- 3.4.3** Provide workers and applicable external parties access to the EHS Policy.
- 3.4.4** Request the necessary resources (financial, human, and other) to ensure adherence to EHS Policy requirements.
- 3.4.5** Demonstrate support of EHS commitments.
- 3.4.6** Ensure that this EHS Policy is understood and followed by site workers

- 3.4.7 Assign individuals from the site to assume overall responsibility for managing site implementation and compliance with this Element as Element Sponsor and Element Owner.

3.5 Element Sponsor

- 3.5.1 Champion the implementation, maturity, and leadership engagement efforts at the site-level.
- 3.5.2 Allocate resources necessary for the development of supporting processes or programs, implementation, and maturity.

3.6 Element Owner

- 3.6.1 Facilitate and influence the application and integration of this element and its requirements at the site.
- 3.6.2 Identify additional resources needed to support implementation.
- 3.6.3 Ensure and validate the requirements of this element are being met.

3.7 Workers

- 3.7.1 Demonstrate a basic understanding of the EHS Policy requirements.
- 3.7.2 Support EHS Policy commitments by adhering to requirements established in the MMS.

4. SITE REQUIREMENTS

4.1 EHS Policy Commitments

The EHS Policy communicates to internal and external stakeholders regarding the function, philosophy, and authority of EHS programs at Mosaic. Its commitments maintain Mosaic's high level of EHS excellence and fulfilment of compliance obligations.

4.2 EHS Policy Communication

The Mosaic EHS Policy must be:

- 4.2.1 Communicated to all workers and applicable stakeholders.
- 4.2.2 Posted in a visible location of a common area within sites in which Mosaic operates.
- 4.2.3 Made available for easy consultation by workers.
- 4.2.4 Available for consultation by applicable external interested parties.

5. TRAINING

All employees and contractors will receive training on the EHS Policy Element. The Mosaic Management System People Leader and Worker trainings are sufficient to cover this requirement. Communication will be provided if the EHS Policy is modified or otherwise revised, as needed.

6. REVIEW

The EHS Policy will be reviewed least every three years-by EHS Services and updated as needed. Appropriate communication will occur, as needed, to ensure all workers are aware of the changes.

7. REFERENCES

- Mosaic EHS Policy
- Element 2 - Leadership and Accountability
- Element 6 - Training and Competency
- Element 7 - Communication, Participation, and Consultation

8. DOCUMENT CONTROL

The EHS Policy will be controlled in the Mosaic document management system. Any printed documents must be date stamped with the date printed to monitor that the most current version is reviewed.

All documents and records must be retained per the requirements of Element 8 - Document Control and local retention schedules.

9. REVISION HISTORY

Revision Date	Revision Number	Description of Change
April 1, 2024	1	3.4.3. removed “timely” – “.....external parties timely access to the” to “.....external parties access to the.....” 5. Changed “training on the EHS Policy” to “training on the EHS Policy Element” Added “MMS People Leader/Worker trainings cover this requirement” 6. Changed from “yearly” review to “at least every three years”
April 1 2025	2	3.4.4. Provide the necessary resources... - Change “Provide” to “Request” for the site responsibility section and copy the original “Provide” statement to the BU responsibility section. 3.4.6 Ensure that this EHS Policy is understood and followed by site workers... Remove "that it is made available applicable stakeholders" because it is redundant with item 3.4.3.