



Document Title: Element 5 - Objectives and Goals		Document Identifier: 126559617
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1. PURPOSE

The Mosaic Objectives and Goals Element establishes the minimum requirements for the development, communication, and management of Mosaic's Environment, Health, and Safety (EHS) objectives and goals. The requirements support the continual improvement of the Mosaic Management System (MMS) and ensure that the organization is meeting current legal, strategic, and other obligations.

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** Partner with Business Unit (BU) Leadership to establish BU EHS objectives and goals consistent with the global objectives and goals.
- 3.1.2** Communicate any objectives and goals to the BU Leadership.
- 3.1.3** Review performance data to assess progress and identify and address gaps, ensuring the BUs meet intended outcomes.

3.2 EHS Services

- 3.2.1** Establish strategic EHS objectives and goals for the organization aligned with the MMS and communicate those objectives and goals with affected site employees.
- 3.2.2** Review performance data to assess progress and identify and address gaps, ensuring the organization meets intended outcomes.

3.3 Business Unit

- 3.3.1** Establish and define BU and operational EHS objectives and goals that align with global EHS objectives and goals and communicate these to Site Leadership.
- 3.3.2** Review performance data to assess progress and identify and address gaps, ensuring the sites meet intended outcomes.

3.4 Site

- 3.4.1** Define site level EHS objectives and goals that align with BU EHS objectives and goals and communicate those site EHS objectives and goals with site workers.
- 3.4.2** Develop action plans to meet those EHS objectives and goals.
- 3.4.3** Ensure worker's understanding of the objectives and goals as they apply to their work activities.
- 3.4.4** 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 improvement of this element at the site-level.
- 3.5.2** Serve as the key management contact to the Element Owner.
- 3.5.3** Facilitate resolution of identified issues and barriers to effective implementation of the MMS.

3.6 Element Owner

- 3.6.1** Ensure that global EHS objectives and goals are considered when developing the site EHS objectives and goals. Facilitate routine two-way feedback between Element Sponsors and Element Owners regarding EHS objectives.

3.7 Workers

- 3.7.1** Demonstrate a basic understanding of the objectives and goals for Mosaic.
- 3.7.2** Support the objectives and goals by adhering to requirements established in the MMS and action plans.
- 3.7.3** Understand their contribution to the achievement of Mosaic's EHS objectives and goals.

4. SITE REQUIREMENTS

4.1 Objectives and Goals

- 4.1.1** Implement a process to identify and prioritize proactive and reactive EHS objectives and goals that consider the following criteria:
 - Align with global EHS objectives and goals;
 - Commitments made in the Mosaic EHS Policy;
 - Performance expectations;
 - MMS standards, applicable legal and other requirements and hazards and risks;
 - Continuous improvement;
 - Results of Assurance, inspections, and audits; and
 - Stakeholder and public interests.
- 4.1.2** Define site level EHS objectives and goals that align with BU EHS objectives and goals and communicate those site EHS objectives and goals with site workers.
- 4.1.3** Document plans to achieve the EHS objectives and goals such as strategy planning, and periodic review regarding how to achieve those goals.
- 4.1.4** Ensure that workers understand the EHS objectives and goals of their area and understand their contributions to work activities.
- 4.1.5** Establish associated performance indicators, metrics, or data needed to support performance monitoring against EHS objectives and goals as needed.

4.2 Action Plans and Review

- 4.2.1** Develop a plan considering actions, timelines, resources, and responsibilities that can be monitored and managed to completion.
- 4.2.2** Ensure that the site Leadership team conducts periodic reviews in accordance with Element 12 - Management Review, record compliance, operational, and other performance data to identify actions needed to address gaps in meeting established EHS objectives and goals.

5. TRAINING

All employees and contractors will receive training on the Objectives and Goals Element. The Mosaic Management System People Leader and Worker trainings are sufficient to cover this requirement. Refresher training will be provided in the event this element is modified or otherwise revised, as needed.

6. REVIEW

The Objectives and Goals Element will be reviewed at least every three years by EHS Services and updated as needed. Appropriate communication will occur, as needed, to ensure all employees and contractors are aware of the changes.

7. REFERENCES

- EHS Performance Index (EHSPI)
- EHSPI User Guide
- Element 12 - Management Review
- Element 13 - Assurance

8. DOCUMENT CONTROL

All MMS documents 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	1.0	6. changed review from “yearly” to “at least every three years” Changed “corporate” to “global” throughout document 5. Changed “training on the Objectives and Targets of the MMS” to “training on the Objectives and Goals Element” Added “MMS People Leader/Worker trainings cover this requirement”
April 1, 2025	2.0	3.6.1. Remove reference to sponsor communication and replace with “Ensure that global EHS objectives and goals are considered when developing the site EHS objectives and goals.” 3.2.1. Change “stakeholders” to “site employees” Combine 3.3.1 and 3.3.2 to state “Establish and define BU and operational EHS objectives and goals that align with global EHS objectives and goals, and communicate these to Site Leadership.”

		4.1.1. Remove “significant” 4.2.2. Change “Site Leader and Steering Committee” to “Site Leadership team”
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