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1. PURPOSE

The Mosaic Management Review Element establishes the minimum requirements for the review of the Mosaic Management System, its elements, and its performance to ensure it continues to be suitable, adequate, and effective at managing risks and supporting continual improvement of EHS performance.

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 Participate on the EHS Council to review and challenge programs, performance, and governance processes.

3.2 EHS Services

- 3.2.1 Establish the strategic leading and lagging performance indicators for EHS Management System performance.
- 3.2.2 Designate responsibility and authority for reporting MMS performance.
- 3.2.3 Review performance data and compare it to the MMS strategy, objectives and goals.
- 3.2.4 Communicate performance evaluation results to Business Units (BU).

3.3 Business Unit

- 3.3.1 Develop evaluation process to monitor, measure, and record EHS performance on a regular basis.
- 3.3.2 Implement measures used to evaluate EHS performance.
- 3.3.3 Track leading and lagging indicator data.
- 3.3.4 Communicate performance evaluation results with EHS Services and site management.
- 3.3.5 Evaluate objectives and goals against performance indicators.

3.4 Site

- 3.4.1 Review EHS performance data.
- 3.4.2 Evaluate and manage objectives and goals.
- 3.4.3 Implement evaluation process to monitor, measure, and record EHS performance on a regular basis.
- 3.4.4 Conduct EHS performance evaluations at the site level per defined calendar.
- 3.4.5 Communicate EHS performance evaluation results to BU leadership and workers.
- 3.4.6 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 Participate in the EHS Management Review process, either annually or more frequently as scheduled.

- 3.5.3 Ensure communication of EHS Management Review results to workers as appropriate
- 3.5.4 Provide support to the Element Owner to enable a comprehensive EHS Management Review.

3.6 Element Owner

- 3.6.1 Establish and implement the EHS Management Review process.
- 3.6.2 Ensure appropriate involvement from others in conducting the EHS Management Review.
- 3.6.3 Ensure necessary data and records are made available and gathered for review as part of the EHS Management Review.
- 3.6.4 Develop plans to address gaps and/or opportunities and ensure maturity of this Element.

3.7 Workers

- 3.7.1 Participate, as applicable, in the review of EHS performance evaluation data through the meetings, available tools, or forums.
- 3.7.2 Provide recommendations for continual improvement when attending those forums, meetings or through the existent tools at site.

4. SITE REQUIREMENTS

4.1 Performance Evaluation Process

- 4.1.1 Schedule and conduct EHS Management Reviews to assess the site's MMS and EHS performance. EHS Management Review meetings shall meet the following minimum requirements:
 - Attendance by the Site Leader and MMS Element Sponsors, and
 - EHS Management Review meetings shall be conducted annually, at a minimum.
 - Note: Additional EHS Management Reviews may be conducted, as determined by Senior Leadership, based on the location's EHS risk, complexity, and historical performance.
- 4.1.2 The EHS Management Review meeting must include an evaluation of the following:
 - Open EHS action item review and closure planning, including the status of corrective and preventive actions identified during previous EHS Management Reviews;
 - Environmental, Health and Safety Performance Index (EHSPI) Metrics Review;
 - Site Tier 1 (if approved by legal), Tier 2, Tier 3 environmental, and Tier 3 safety recordable incidents.
 - MMS Self-Assessments, if applicable;
 - Management of Change metrics;
 - Compliance audit status and action plan review, if applicable;
 - EHS communications (are EHS communications to workers effective, is the audience correct, does anything need to change...);
 - EHS observations/ findings/ trends/lessons learned;
 - Review CAPAs that were extended and evaluation of effectiveness.
 - Results of Global EHS or other third-party EHS audits;
 - Results of risk assessments conducted since the previous review;
 - New legal and other requirements that pose an actual or potential impact to location operations;
 - Communication from stakeholders, internal or external parties, if applicable;
 - Performance and progress on EHS objectives and targets; and

- Recommended changes to the MMS.
- Resources allocation (EHS headcount, risk reduction projects, capital projects that are associated with EHS, Element Owner and Sponsors etc...).

4.1.3 Alongside the comprehensive annual Environmental, Health, and Safety (EHS) Management Review process, a concise monthly EHS Steering Committee meeting must be held with the General Manager/Site Leader, Element Owners/Sponsors, and the site's leadership team, as available. This streamlined meeting has the intent of addressing select topics from the annual EHS review in a more focused timeframe, ensuring continuous attention to critical EHS matters throughout the year.

4.1.4 The EHS Steering Committee minutes, must be documented and uploaded to the EHS online platform.

4.2 Performance Evaluation Communication

4.2.1 Communicate relevant outputs of management reviews to the following:

- To employees;
- To contractors, as appropriate or where legally required; and
- To outside parties, as appropriate or where legally required.

5. TRAINING

All employees will receive management review training as appropriate to their duties/tasks. Refresher training will be provided in the event the MMS is modified or otherwise revised.

6. REVIEW

The Management Review 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 contractor are aware of the changes.

7. REFERENCES

- [Environment, Health, and Safety Performance Index \(EHSPI\) Guide](#)
- [Environment, Health, and Safety Performance Index \(EHSPI\) Dashboard](#)
- [Element 8 – Document and Record Control](#)
- [EHS Audit and Assurance Program](#)

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 and Record Control and local retention schedules.

Document and distribute EHS Management Review meeting minutes and action plans. Documentation shall include a summary of the following:

- Information, including supporting metrics, that were evaluated

- Date of the review and list of participants
- Copies of material evaluated and assessed
- Recommended changes to the site's MMS processes
- Action plans necessary to improve the site's MMS or overall performance

9. REVISION HISTORY

Revision Date	Revision Number	Description of Change
April 1, 2024	1.0	3.7.1 Reviewed for "Actively Participate, as applicable, in the review of EHS performance evaluation data through the meetings, tools, or forums." 3.7.2 Reviewed for "Provide recommendations for continual improvement when attending those forums, meetings or thorough the existent tools at site." 4.1.1. Changed "Standard Sponsors" to "Element Sponsors" 4.1.2. Replaced Performance Management to EHS Management Review meeting and clarified the topics that needs to be discussed on that meeting. 4.1.2. Included "Review CAPAs that were extended and corrective action evaluation of effectiveness" and removed review of actions planned greater than 180 days. 4.1.3 Clarified the scope and required topics for the Steering Committee meeting. 4.1.2. Removed Management of Changes Effectiveness and included Management of Change Metrics. 6. Changed review from "yearly" to "at least every three years"
April 1, 2025	2.0	3.1.1. Change "EHS Advisory Council" to "EHS Council" 3.5.3. Remove "Ensure accountability for the MMS ownership based on the EHS Management Review results" 3.6.5. Remove "Continually assess and monitor this Element and provide feedback to the Element Sponsor." 4.1.2. 3rd bullet Change "Significant incidents sharing (Recordables, Potential Serious Incident (PSI));" to "Site Tier 1 (if approved by legal), Tier 2, Tier 3 environmental, and Tier 3 safety recordable incidents" 4.1.2. 4th bullet, 6th bullet, 13th bullet Add "if applicable" 4.1.2. 7th bullet Add "are EHS communications to workers effective, is the audience correct, does anything need to change"

		4.1.2. 14th bullet Remove "Alignment with the business plan and application of the EHS Policy" 4.1.2. 17th bullet Added examples 4.1.3. Added "site leader, element owners/sponsors,.....as available" 4.2.2. Remove "Performance measures and evaluations shall be documented as per the Element 8 - Document and Record Control."
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