

Mosaic's 2025 ESG Performance Targets



Our sustainability journey continues, and our 2025 targets are representative of where we're headed over the next several years. These targets will guide our efforts as we hold ourselves accountable to measurable progress. We're proud to be a responsible company and a global industry leader in this space.

Our Sustainability Focus Areas



PEOPLE



SAFETY & WELLNESS



INCLUSION



ENGAGEMENT



SOCIETY



FOOD SECURITY & AGRICULTURAL PRODUCTIVITY



COMMUNITY



NUTRIENT STEWARDSHIP



ENVIRONMENT



WATER



AIR



LAND



COMPANY



LONG-TERM PERFORMANCE



TRANSPARENCY



ETHICS & COMPLIANCE

Our Sustainability Targets

Define and track metrics that address geographic- and business-specific diversity and gender balancing needs.



Advance risk reduction as a way to drive health and safety performance.



Update Mosaic's Commitment to Inclusion and engage employees in its principles by 2021.



Implement worker wellness programs that enhance worker safety and health, engage employees in development opportunities, and promote inclusivity.



Establish companywide systems for capturing volunteer hours; report results annually.



Engage suppliers and service providers annually, representing 80% of Mosaic's total North American procurement and supply chain expenditures, to assess their commitment to and performance in key ESG areas such as environment, diversity and human rights.



Increase Indigenous representation to 15% by 2025 in Canada in three pillar areas: community investment, workforce new hires representation, and procurement.



Eliminate significant environmental incidents.



Enact a holistic companywide governance structure for ongoing management of tailings areas; achieve governance reviews of all tailings management areas to assess against a global standard by 2021.



Reduce greenhouse gas emissions by 20% per tonne of product by 2025.



Reduce freshwater use by 20% per tonne of product by 2025.



Empower farmers in key growing areas in North America to reduce the impact of crop nutrient products on the environment by facilitating the implementation of 4R Nutrient Stewardship on 25 million acres by 2025.



Promote Mosaic's performance products as part of an effort to increase crop yields and contribute to key agricultural outcomes: intensified productivity of agricultural lands; improved food security; and farmer prosperity. Achieve 30% performance product sales as a share of total production of phosphate and potash crop nutrient tonnes by 2025.

