



## Commitment to Human Rights

May 1, 2013

Acting with integrity – doing the right thing – is really about making the right choice, taking the right path in any given situation. As signatory to the United Nations Global Compact, The Mosaic Company (“Mosaic”) is committed to the protection and advancement of human rights. Mosaic’s Code of Business Conduct and Ethics forms the basis of our Commitment to Human Rights. Our commitment is guided by the Universal Declaration of Human Rights (UDHR), the most widely recognized definition of human rights and the responsibilities of national governments; the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work; and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Within its sphere of influence, Mosaic supports and respects the protection of internationally proclaimed human rights and ensures that it is not complicit in human rights abuses. We aim to strengthen and enforce those rights in our policies and operations globally, including in our supply chain. Mosaic expects our operations and our business partners to treat their employees and contractors fairly and with dignity and respect.

### Non-Discrimination

Mosaic does not discriminate with regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social or ethnic origin. Protecting the rights of all stakeholders is upheld at all levels as outlined in our [Commitment to Inclusion](#).

### Labor

No form of forced, compulsory or child labor is tolerated by Mosaic. We expect all of our operations and business partners to comply with labor and employment laws in effect in the countries where we operate, including laws pertaining to child and forced labor. Within Mosaic, we adhere to the definition of child labor adopted by UNICEF and the International Labor Organization (ILO). Generally, we consider anyone working below the age of 16 to be a child laborer and Mosaic requires that all employees be at least 18 years of age. Our company is strongly committed to detecting and eliminating the use of child labor by our business partners, regardless of whether the practice is permitted under local law.

### Freedom of Association

Freedom of association and the right to collective bargaining is respected in all Mosaic operations.

If you have any concerns about human rights issues that arise in our operations or those of our business partners, you should seek guidance immediately from Mosaic’s Social Responsibility team at [sustainability@mosaicco.com](mailto:sustainability@mosaicco.com).