

# Commitment to Human Rights

October 2021

Acting with integrity – doing the right thing - is about making the right choice and taking the right path in any given situation. Our Code of Business Conduct and Ethics and our Supplier Code of Conduct set forth Mosaic's commitment to operate responsibly and with integrity at all times and provide the basis for our Commitment to Human Rights.

As a signatory to the United Nations Global Compact, a global framework for companies that are committed to sustainability and responsible business practices, The Mosaic Company ("Mosaic") has affirmed its commitment to respect and support the protection and advancement of all internationally recognized human rights in our operations, the communities in which we operate and among the companies with which we do business. This Commitment sets out Mosaic's expectations of its employees and business partners, including joint ventures, suppliers, and vendors globally to respect, protect and advance human rights and to address any adverse human rights impacts linked to our operations and business relationships wherever we operate.

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; the UN Guiding Principles on Business and Human Rights; and the Organization for Economic Co-Operation and Development (OECD) Guidelines for Multinational Enterprises

## **Commitments**

Mosaic is committed to respecting all internationally recognized human rights and taking reasonable efforts to identify and assess potential impacts on human rights within our global operations prior to entering business relationships or taking on new endeavors. Our approach, including exercising due diligence in screening and auditing third parties to verify they share our high standards of ethical and legal business conduct, provides avenues for Mosaic to identify and manage human rights impacts, enable effective remediation and course correction and reduce potential deviations within our sphere of influence. Mosaic's Supplier Code of Conduct and Ethics further outlines the standards of business integrity to which we hold ourselves and our suppliers accountable.

### Non-discrimination and Non-harassment

Discrimination in employment denies individuals opportunities and infringes their basic human rights. Discrimination is not tolerated at Mosaic. Mosaic's Equal Employment Opportunity and Nondiscrimination Policy provides for equal employment opportunities to all qualified applicants and

employees based on the individual's qualifications for the role, skills and experience and not based on race, gender, national origin, religion, sexual orientation or other protected characteristics. Mosaic's commitment applies to all terms and conditions of employment, including recruiting and hiring, training and promotion, compensation and benefits, performance assessments, transfers, terminations, layoffs or recalls, leaves of absence, and company-sponsored training and education. Mosaic periodically reviews human rights issues within the geographies in which we operate to confirm particular attention is paid to those individuals belonging to groups or populations that are at increased risk of adverse human rights impacts, including indigenous people, women, national, religious or ethnic minorities, LGBTQ populations and persons with disabilities.

Mosaic further prohibits any type of physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse or other forms of intimidation. Retaliation or reprisal toward any employee or worker who reports alleged violations of this policy or who has exercised their rights under this policy is strictly prohibited.

#### Forced Labor and Child Labor

Mosaic is committed to eliminating all forms of forced and compulsory labor, including human trafficking, modern slavery and child labor. Forced labor is a fundamental violation of human rights and occurs where work or service is demanded by individuals or entities that have the will and power to threaten workers with severe deprivations, such as withholding food, land or wages; physical violence or sexual abuse; restricting peoples' movements; or detained them against their will.

Forced labor includes recruiting, harboring, transporting, sheltering or securing a person for work or services through force, fraud or coercion for the purpose of involuntary servitude or slavery; any work or service not of free will, demanded under threat of penalty, including practices such as restricting movement or imprisonment; withholding wages or identity documents to force a worker to stay on the job; or entangling workers in fraudulent debt.

Mosaic 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. Within Mosaic, we adhere to the definition of child labor adopted by UNICEF and the 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. Mosaic does participate in regional apprenticeship programs governed by national and local laws, which occasionally provide apprenticeship opportunities for those under 18.

Mosaic exercises due diligence in screening and ongoing auditing of third parties for labor violations, modern slavery and human trafficking and supply chains and will exercise its influence on third parties and affiliates to combat known or suspected violations.

## Freedom of Association and Collective Bargaining

Mosaic respects the rights of all workers to freely and voluntarily establish and join groups and trades unions without fear of intimidation, discrimination or retaliation. Mosaic supports and engages with workers and their freely designated representatives to bargain in good faith over terms and conditions of the employment relationship. Workers' representatives are not discriminated against and have appropriate access to carry out their organizational activities in all operating regions.

Additionally, Mosaic does not discriminate based on association and works with our worker's representatives to ensure safe working environments, equitable pay and equal access to employment and employment opportunities.

## Safe Working Conditions

It is Mosaic's policy to conduct all business activities in a way that reflects good stewardship of the environment and that the health and safety of our employees, contractors, customers and communities is paramount. Environmental stewardship, health and safety are integrated into all business practices at Mosaic sites.

Mosaic's Environmental Health and Safety Management System integrates internationally regarded best management practices into our operations while affirming our ongoing commitment to safe and environmentally responsible performance. Mosaic works to identify risks and take measures to minimize, so far as is reasonably practicable, the causes of potential hazards in the working environment to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work.

Mosaic also prioritizes the safety of contractors and service providers working on our sites. Mosaic screens, selects and audits contractors using the ISNetworld Rating – a global system in which contractors and suppliers report their safety performance and conformance to regulatory and company-prescribed health, safety and procurement standards. We use the ISN Site Tracker Tool to further drive contractor safety improvements, improve accountability and accurately track safety performance.

Workers receive regular training to ensure that environmental, health and safety standards and procedures are understood and implemented. Ultimately, our goal is zero harm to people and the environment. Globally, all Mosaic employees, service providers and contractors are held to the same high standards outlined in our Code of Business Conduct and Ethics.

## Work Hours, Wages and Benefits

Our global talent investment philosophy is to provide competitive compensation and benefits, with flexibility to choose programs that best meet our employees' needs. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards. In fact, in each significant location of operation, Mosaic's standard entry-level wage range is higher than the prevailing local

minimum wage. Mosaic regularly evaluates pay equity and compensation practices to ensure fair and equitable treatment of employees based on our pay-for-performance framework.

Working hours comply with national laws and collective agreements in all locations where Mosaic operates.

## **Governance**

Mosaic's commitment to human rights starts with our Board of Directors (Board). The Environmental Health, Safety and Sustainable Development (EHSS) Committee of Mosaic's Board provides oversight of our environmental, health, safety, and sustainable development strategic vision and performance.

The Board and the Company's Senior Leadership Team (SLT), led by our President and Chief Executive Officer, review the EHSS Committee's recommendations and stakeholder interests and activities in order to develop new companywide policies, initiatives, targets and goals. We identify our stakeholders as those who are affected by our activities and whose actions have the potential to affect the outcome of our business activities. Mosaic's stakeholders include our employees, investors, local communities, customers, growers, government and regulatory officials, civil society organizations, environmental organizations, suppliers, media, academia and others. Our stakeholders help shape our strategic priorities and give meaning to our mission to help the world grow the food it needs.

The SLT is supported in matters of sustainability by leading vice president- and director-level employees who are accountable for achieving the initiatives, commitments and goals through site-specific, business segment and companywide implementation. A team of employees, overseen by a Senior Vice President of Government and Public Affairs, manages sustainability initiatives and commitments on a day-to-day basis. Transparency and accountability are integral to our company's progress. We are committed to reporting human rights risks and performance in our annual sustainability disclosure.

This commitment has been developed in direct and indirect consultation with our diverse stakeholders, whose feedback we seek during continuous stakeholder engagement process and ongoing analyses of significant issues.

## **Responsibility**

At Mosaic, it is every employee and business partner's responsibility to conduct our global operations with the highest ethical and legal standards, including that operations meet our Commitment to Human Rights, at all times and everywhere in the world we do business.

This Commitment applies to all employees, officers and directors of Mosaic and its majority-controlled subsidiaries and joint ventures worldwide, all third-party business partners and anyone acting on behalf of Mosaic. In the case of subsidiaries and joint ventures in which Mosaic does not have a controlling interest, Mosaic will make good faith efforts to promote compliance. Mosaic

endeavors to comply with all applicable local, national and regional laws but will work to honor the principles of internationally recognized human rights when faced with conflicting local requirements.

### Training and Policies

Mosaic has developed policies and training designed to confirm respect of human rights in our relationship with our employees, our clients, our suppliers, vendors and other stakeholders. All Mosaic employees receive training annually on our Code of Business Conduct and Ethics, which includes elements of anti harassment, anti-discrimination, diversity and respect, workplace health and safety and third-party due diligence. Certain Mosaic employees, officers, directors and third-parties acting on Mosaic's behalf are educated and trained on this Commitment on a regular basis to reinforce awareness and understanding of our operations impacts on global human rights and how we can work to identify and combat violations.

Mosaic's Worldwide Third-Party Screening Policy requires that before entering into a relationship with any business partner or third-party supplier, and during the course of the relationship, the third-party is appropriately screened for legal and ethical risks in relation to, among other things, modern slavery and other types of human rights violations.

Suppliers and partners are also required to abide by our regulations and Code and behave ethically at all times to establish relationships with their own suppliers and other companies with which they maintain business relationships to ensure compliance and to uphold similar values and respect of rights. All suppliers must commit to abide by our Supplier Code of Conduct and Commitment to Human Rights. All Mosaic employees, officers, directors and third parties acting on Mosaic's behalf must adhere to this third-party screening and due diligence process. Certain Mosaic employees, officers and directors will receive formal training applicable to third party screening and monitoring on a regular basis.

### Reporting

Mosaic employees, officers, directors and third-parties are encouraged to report suspected violations of human rights within our operations through several grievance avenues, including our confidential and anonymous ethics line at [Mosaic.ethicspoint.com](https://mosaic.ethicspoint.com), union grievance processes, to their direct Manager or through our compliance office at [law@mosaicco.com](mailto:law@mosaicco.com).

Mosaic strictly prohibits retaliation against employees, business partners or other stakeholders who have reported conduct believed in good faith to violate any local, state, federal, or country law or regulation, Mosaic's Commitment to Human Rights, Code of Business Conduct and Ethics, Supplier Code of Conduct or any other Mosaic policy. Mosaic also strictly prohibits retaliation against employees who have assisted in the investigation of such complaints.



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