

Our K+S Sustainability Goals to secure license to operate



People

- **HEALTH & SAFETY:** Providing a healthy and safe work environment to protect our employees who constitute our most valuable capital
- **DIVERSITY & INCLUSION:** Hiring and developing a workforce that reflects the places in which we do business. Fostering an inclusive environment that enables all employees to thrive and contribute to innovation and results.
- **HUMAN RIGHTS:** Establishing respect towards internationally recognized human rights at all sites to ensure this core value is applied globally



Environment

- **WATER:**
 - Ending deep well injection of saline waste water from potash production in Germany by end of 2021, no application for renewal
 - Reducing saline process water
- **WASTE:** Reducing the environmental impact and conserving natural resources by re-examining the potential of residues stored on tailings piles
- **ENERGY & CLIMATE:** Reducing the carbon footprint and improving energy efficiency to enhance competitiveness



Business ethics

- **SUSTAINABLE SUPPLY CHAINS:** Demanding sustainable practices from our suppliers along the entire supply chain to align all business activities to our values
- **COMPLIANCE & ANTI-CORRUPTION:** Establishing a zero tolerance policy for corruption and bribery as well as anti-competitive practices to avoid the risks of liability, culpability, loss of reputation as well as financial disadvantages

People



PEOPLE

Goal	KPI	Target until 2030 at the latest
Health & Safety	Lost time incident rate (LTIR)	0 Vision 2030
Diversity & Inclusion	Employees' favourable perception of inclusive work environment (percent)	>90
Human Rights	Sites covered by a human rights due diligence process (percent)	100

Environment



ENVIRONMENT

Goal	KPI	Target until 2030 at the latest
Water	Deep well injection of saline waste water in Germany (m ³ p.a.)	0 Starting January 2022
	Additional reduction of saline process water from potash production in Germany (m ³ p.a.)	-500,000 Excluding reduction by KCF facility and end of production SI
Waste	Amount of residue used for other purposes than tailings or increased amount of raw material yield (million tonnes p.a.)	3
	Additional area of tailings piles covered (ha)	155
Energy & Climate	Carbon footprint for power consumed (kg CO ₂ /MWh) (percent)	-20
	Specific greenhouse gas emissions (CO ₂) in logistics (percent)	-10

Business ethics



BUSINESS ETHICS

Goal	KPI	Target until 2030 at the latest
Sustainable Supply Chains	Critical suppliers aligned with the K+S Group Supplier Code of Conduct (SCOC) (percent)	100 by end of 2025
	Spend coverage of the K+S Group SCoC (percent)	>90 by end of 2025
Compliance & Anti-Corruption	All employees reached by communication measures and trained appropriately in compliance matters (percent)	100 by end of 2019