

HEALTH, SAFETY, ENVIRONMENT, ENERGY AND QUALITY POLICY



Protecting people's Health, Safety and Welfare and protecting the Environment are core values of the K+S Group. The policy has set out basic expectations for all associates and is the foundation for other internal Health, Safety, Environment, Energy and Quality guidelines.

The policy demonstrates that Health, Safety, Environment, Energy and Quality are basic values of our company.

"IT'S ALL ABOUT LIFE" means for us:

- + Nothing is more important to K+S than health and safety – not production, not sales, not profit.
- + Responsible environmental and energy management is vital to our business and the wellbeing of current and future generations.

The K+S Group will:

- + Promote a HSEEQ culture that drives accountability through leadership at all levels of the organization.
- + Promote and monitor continuous improvement of the HSEEQ management systems throughout the company by setting objectives and targets with regard to relevant HSEEQ aspects.
- + Provide safe and healthy working conditions, prevent occupational injuries and illnesses.
- + Focus on environmental protection, especially regarding water, energy and tailings management, and the prevention of pollution.
- + Integrate HSEEQ into business strategies and processes and encourage the development of environmentally friendly technologies.
- + Give due consideration to the impact of our products and our processes on HSEEQ and well-being of our employees and support design activities that consider energy performance improvement.
- + Monitor, measure and analyze our HSEEQ performance regularly against objectives and targets and ensure the availability of information and necessary resources to achieve them.
- + Promote HSEEQ awareness and enhance confidence of internal and external stakeholders by consultation and participation of workers and workers representatives and by meeting public and customer HSEEQ expectations.
- + Verify compliance with internal and external HSEEQ requirements through audits, and strive for full compliance with standards.
- + Support energy efficient procurement that impacts energy performance.
- + Support a proactive and preventive approach to HSEEQ challenges by systematically review HSEEQ risks and opportunities and eliminate hazards.

Compliance with this commitment and applicable legal requirements is the responsibility of every employee and contractor acting on our behalf and a condition of their employment or contract.



Dr Burkhard Lohr



Thorsten Boeckers



Mark Roberts