

I. Policy Statement

- a. CHS complies with all applicable laws, rules and regulations relating to environment, health, and safety of our employees, our business partners, our customers, and jurisdictions in which we operate.
- b. CHS establishes and maintains appropriate plans, procedures, and programs to comply with applicable laws, rules and regulations relating to environment, health and safety.
- c. CHS provides a safe and respectful work environment and strictly prohibits any form of violence, threats, and/or intimidation in the workplace, on CHS property, or while on Company business.

II. Applicability

This policy applies to all CHS directors, officers, employees, and others who represent CHS and all subsidiaries, business units, partnerships, and joint ventures where CHS exercises control.

III. Purpose

- a. The purposes of this Environment, Health, and Safety Policy includes, but are not limited to:
 - i. The safety of all employees and providing a safe work environment are top priorities of CHS.
 - ii. CHS enacts preventative measures to identify and minimize environment, health, and safety risks.
 - iii. CHS works with Vendors, Suppliers and other third parties who share the same commitment to health and safety as CHS does.

IV. Requirements

- a. Suppliers/Vendors:
 - i. Our Suppliers and Vendors must meet our high level of commitment to health and safety when working with CHS by abiding by our Third-Party Business Partner Code of Conduct.
- b. Business Unit:
 - i. Each CHS business unit must develop and implement a risk-based safety program that satisfies regulatory requirements and ensures compliance with the CHS Environment, Health and Safety Program.
- c. Manager and Supervisor:
 - i. Our frontline leaders must continually monitor or devote resources to direct the workplace environment and processes, ensuring work is conducted to meet or exceed CHS goals or objectives, as well as all rules, regulations, and CHS policies, while identifying and implementing opportunities for improvement.
 - ii. Any managers and/or supervisors who receive notice of any suspicious, dangerous, or problematic situations must report such activity to Legal, Global Director EHS, Compliance and Integrity, and/or Human Resources.
 - iii. Managers and supervisors must ensure all employees are aware of applicable environmental, health, and safety requirements.
- d. CHS Personnel Are Accountable For:
 - i. Maintaining a safe work environment at all times. Working safely is every employee's responsibility.
 - ii. Identifying and assessing hazards, and implementing identified changes in processes, equipment, training, or resources to help ensure a safe and healthy workplace.
 - iii. Informing management of any working conditions perceived as unsafe or hazardous, and endeavor to take action to minimize the risks created by such conditions.

Environment, Health and Safety Policy



- iv. Warning appropriate CHS representatives, which could include supervisors, security personnel, Human Resources, Legal, Global Director EHS, and/or Compliance and Integrity of any workplace activity or situation they observe appearing potentially dangerous or problematic.
- v. Their own safety and must strive to ensure their co-workers understand, and comply with this policy and the CHS Environment, Health and Safety Program.
- e. Prohibited Actions:
 - i. CHS prohibits any acts or threats of violence, intimidation, or other attempts by any individual to instill fear in employees, customers, or visitors to CHS premises/events/functions at any time or while engaged in business with, or on behalf of, CHS.
 - ii. CHS prohibits the possession, use and/or sale of guns, other firearms, components of guns and other firearms, replicas of guns and other firearms, explosives and other weapons on Company Property and/or while conducting Company business unless:
 - 1. Such prohibition is restricted by applicable law.
 - 2. Employee possession is limited to firearms lawfully contained in a vehicle parked in a designated parking area on Company Property.
 - 3. The employee is engaged in lawful shooting sports or hunting activities while conducting Company business.
 - 4. Employee possession, use or sale has been approved by Legal and Compliance and Integrity.

V. Responsibility

This Environment, Health, and Safety Policy is available to all employees on the intranet site, CHS Source.

VI. Contact for Questions

- a. Managers must coordinate with Human Resources, Compliance and Integrity, or Legal in relation to any concerns employees bring forth.
- b. All employees must reach out to Compliance and Integrity, Legal, or Human Resources if they have questions or are unable to comply with any aspect of a Policy.
- c. All Employees are encouraged to utilize the CHS Helpline to ask a question or report a concern. Anonymity will be respected when possible. The Helpline can be accessed by all employees at:
 - i. U.S. and International employees: www.chsinc.ethicspoint.com or
 - ii. U.S. and Canada: 888-264-0995
 - iii. Employees outside the U.S. and Canada: [Dial your AT&T Direct Access Code](#). After the tone and the “AT&T” recording, dial 888-264-0995 to report your concern.

VII. References and Related Documents

Name	Description	Location
CHS Corporate Policies	Listing of CHS Corporate Policies	https://www.chssource.com/our-company/policies
Environment, Health and Safety Program	Procedures, processes, education, documentation, and standards for Environment, Health and Safety Program	TBD
Third Party Business Partner Code of Conduct	Provides guidelines for business partners who wish to do business with CHS	https://www.chssource.com/~medi a/source/files/our%20company/policies/080514%20chs%20business%20partner%20code%20of%20conduct.ashx

VIII. Definitions

Term	Definition, Description, or Example
CHS Personnel	All directors, officers, employees, and others who represent CHS or who represent any subsidiaries, business units, partnerships, and joint ventures where CHS exercises control
Company Property	All real property occupied, owned, leased and/or otherwise used by CHS.
Supplier; Vendor	A person or entity who or that sells or otherwise provides goods and/or services to CHS including any materials that CHS uses to produce its own goods and/or services.

IX. Document Information

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Policy Administration	Human Resources and Director, EHS; Compliance and Integrity

X. Document History

Revision	Date	Editor(s)	Additions / Modifications
1.0	November 2017	Compliance and Integrity	Document written and approved

XI. Approvals

Effective Date	Approved by
January 2018	Compliance and Integrity and CHS Legal Departments