

ENVIRONMENTAL, HEALTH, SAFETY, AND SECURITY POLICY

Vision

CF Industries is advancing a culture of Environmental, Health, Safety, and Security (EHS) excellence where everyone is engaged, empowered and innovative in cultivating a workplace that promotes the safety and health of our employees, contractors, customers, business, communities where we operate, and the environment.

Framework

CF Industries' culture of EHS excellence is reinforced at every level by:

- **Knowing What's Right** through robust systems that provide clear direction and establish high performance standards and expectations
- **Ability to Do It Right** through efficient and effective EHS practices and tools that add value to the business
- **Do It Right Every Time** through a high-performing culture, personal accountability, and engaged workforce that drives continuous innovation of our EHS systems and practices



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Commitment

As a recognized global leader, CF Industries maintains an unwavering Commitment to **Do It Right**, which advances the highest EHS standards, strengthens our business, and enables our employees, our value chain (e.g., our contractors, suppliers, carriers, distributors, business partners, or customers), the communities in which we operate, and the environment to thrive.

Our EHS Commitment includes:

- Strengthening our business by incorporating EHS initiatives into all activities and improving our EHS practices to reflect scientific and technological advances. We continue to analyze and improve our practices, processes, and products to ensure they benefit our employees, contractors, communities, the environment, and our business performance.
- Establishing annual EHS objectives and targets that reflect our significant EHS impacts, legal requirements, technological options, input from interested parties, and our financial, operational, and business requirements. We evaluate our EHS performance through continued monitoring, systematic internal and external auditing, and periodic management reviews.
- Ensuring compliance with all applicable EHS laws, rules, and regulations in the Locations where we operate. Where laws and regulations do not provide adequate controls, we apply our own high standards to protect employee health and safety, the environment, and surrounding communities; and to reduce risk in our value chain.
- Evaluating risks and employing appropriate best practices and technologies in the design, construction, operation, and maintenance of our processes and facilities to reduce risk and protect the health and safety of our employees, contractors, surrounding communities, and the environment.
- Fostering an environment of transparency that promotes incident reporting, investigation, and implementation of corrective and preventive actions to strengthen our EHS processes and practices.
- Creating a culture of EHS excellence that benefits our employees, our value chain, the communities in which we operate, and the environment.
 - We strive to prevent all workplace injuries and illnesses by identifying, eliminating, and controlling risks in our business.
 - We believe that enhancing the health and well-being of our people is as vital as protecting their safety at work. Therefore, we promote off-the-job wellness and safety for our employees.
 - We acknowledge the critical importance of nature to broader ecosystems and choose to be responsible stewards of the environment where we operate.
 - We execute our mission to feed and fuel the world sustainably by leveraging our unique capabilities to accelerate the world's transition to clean energy, including decarbonizing our existing operations.
 - We prepare for emergencies and provide leadership to assist our local communities in improving their emergency preparedness.

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- Working with the entire value chain to reduce environmental impacts, improve the safety of our operations and products, and advance efficiencies along the value chain.
- Holding contractors and visitors on company premises to the same high standards and rigorous requirements to which we hold ourselves. We also help enable their achievement of similar EHS stewardship success.
- Building alliances with governments, policy makers, businesses, communities, and advocacy groups to develop sound policies, laws, regulations, and practices that promote EHS excellence, and improve product stewardship. We work proactively with industry associations to advance effective approaches to EHS and product stewardship throughout the value chain.
- Expanding awareness of our EHS stewardship practices through proactive communication that informs our stakeholders about the EHS impacts of our operations and products.

Responsibilities

The Company's executives, officers, leaders, and managers will:

- Demonstrate strong and visible leadership to promote a culture where all personnel share a commitment to EHS excellence.
- Deploy the resources needed to effectively meet this EHS Commitment and the underlying management system and will do so in a manner that strengthens our business.
- Educate, coach, empower, and motivate employees and contractors to understand and adopt this Commitment and adhere to applicable EHS laws, rules, and regulations.
- Ensure that all employees are equipped to respond effectively to EHS incidents and emergency situations. This includes continual enhancement of crisis and emergency response processes and plans, provision of sufficient and appropriate response equipment, and ongoing personnel training.
- Promote a culture of openness in incident reporting, investigation, and information sharing to prevent incidents.
- Foster a companywide EHS culture of excellence that actively incorporates EHS considerations and initiatives in all business decisions to reduce environmental impacts, protect the health and safety of employees, contractors, and local communities, comply with legal requirements, and advance the company's business and EHS reputation.

All employees will:

- Support the EHS Vision and Commitment to advance a culture of EHS excellence where everyone is engaged, empowered, and innovative in cultivating a safe, productive, and environmentally responsible workplace.
- Understand and comply with the EHS requirements related to their activities, including a responsibility to inform management as soon as possible when they become aware of EHS incidents or any violation of applicable governmental or internal EHS requirements.
- Foster a holistic EHS culture that encompasses on-the-job and off-the-job EHS awareness among employees, our value chain, and surrounding communities.

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- Ensure they understand and adhere to this EHS Commitment, the EHS Management Manual, and applicable EHS standards, policies, procedures, and requirements established at their Location, and recognize that compliance is an essential element of their job performance.
- Only undertake tasks for which they are properly trained and equipped, and which tasks will not impose an unreasonable risk to the health and safety of our employees, our value chain, surrounding communities, and the environment.
- Maintain EHS records and reports in a manner that is consistent with the “EHS Record Retention Schedule” and that meets all requirements of applicable EHS laws, rules, and regulations.
- Ensure security measures are in place at all facilities where the Company has operating control to protect employees, contractors, facilities, products, and surrounding communities from individuals intending to do harm or cause damage.
- Ensure that EHS matters that may need to be disclosed by the Company pursuant to its obligations as a public company are identified to the individuals in the Company responsible for securities law filings.

Review

This policy is owned by the VP, Environment, Health, Safety, and Quality. It is reviewed every year, and any updates or changes are approved by the SVP, Manufacturing and Distribution.

Compliance Procedures

A copy of this Policy is available through the [EHS Intranet](#) and the [Company's Intranet policy portal](#). Each year, employees will be asked to sign an acknowledgment form or provide an electronic acknowledgement that they have read and agree to comply with this Policy. Human Resources will retain records of all such acknowledgements.

Whenever you become aware of or suspect any issue or practice that involves a violation or potential violation of this Policy or EHS laws or regulations, you must report this issue or practice as soon as possible to one of the following:

- your supervisor,
- the EHS Department,
- the Human Resources Department,
- the Legal Department,
- a Compliance Officer, or
- our Compliance Helpline
 - at (888) 711-3620 in the US or Canada
 - at 0808-234-9998 in the UK or
 - online via www.cfindustries.ethicspoint.com.

If you prefer, you may report anonymously through any one of these channels.