



POLICY

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REVISION NO.	01
EFFECTIVE DATE	March 31, 2024
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SUBJECT: HEALTH, SAFETY AND ENVIRONMENT POLICY STATEMENT

HEALTH, SAFETY AND ENVIRONMENT POLICY STATEMENT

Revision Number	Description of Change	Effective Date	Author	Approver
00	Initial Policy	January 1, 2024	M Crawley	M Crawley
01	Formatting revisions	March 31, 2025	C Healy	C Healy



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SUBJECT: HEALTH, SAFETY AND ENVIRONMENT POLICY STATEMENT

1. BACKGROUND

- 1.1 At Northland, we're enablers of change, united by our journey to transform the energy sector into the foundation for a sustainable future. We believe in doing what's right, acting with integrity and respect. We take a collective responsibility to create and maintain a safe working environment for our people, contractors, and stakeholders, while protecting the environment.

2. OBJECTIVE

- 2.1 We are committed to:
- 2.1.1 Putting safety first. We demonstrate our safety culture in all that we do;
 - 2.1.2 Fostering a work environment that enables Northlanders to have a safe and healthy workplace;
 - 2.1.3 Identifying, preventing, and managing hazards, risks, and negative impacts on our environment;
 - 2.1.4 Protecting biodiversity and prioritizing resource efficiency, minimizing waste, and maximizing energy efficiency to contribute to environmental conservation;
 - 2.1.5 Ensuring compliance with the laws of the places where we operate;
 - 2.1.6 Maintaining robust emergency preparedness and response plans to safeguard the well-being of our personnel and communities, and to protect the environment; and
 - 2.1.7 Establishing ambitious goals, monitoring our performance, and taking action to continually improve.

3. SCOPE

- 3.1 This policy statement is communicated to all employees, contractors, and others working on our behalf, and made available to the public and other interested parties. It is reviewed annually to ensure it remains relevant and appropriate to Northland.

4. POLICY STATEMENT MAINTENANCE

- 4.1 This policy statement shall be reviewed annually.