

Grievance Mechanism (Employees & Community) Poster

This Grievance Mechanism is established for Employees to reach out in case of possible problems with: Labour conditions (e.g. working hours, unsafe conditions, lack of PPE, compensation) sexual harassment, bullying, discrimination, retaliation of reporting concerns, gender-based violence, accommodation issues.

This Grievance Mechanism is established for the Community to reach out in case of possible problems with: Environment (noise, dust, water, wildlife), Construction impacts (traffic, damage, access), Community & livelihoods, Health, safety, and security, Conduct, fairness, or project activities

How to reach-out:

- **E-mail (non-anonymous):** investorrelations@northlandpower.com
- **Whistleblower Channel (anonymous):** <https://northlandpower.integrityline.com/>

Generic procedure: Issuance of grievance / complaint – Initial acknowledgement within 1 week. Further follow-up pending on the type and severity of the grievance/complaint.