



Health & Safety Policy

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At Northland, Health and Safety stewardship is a core value and an essential component of how we do business. We will take a collective responsibility to create, maintain and improve a healthy and safe working environment for our employees, contractors and other stakeholders who could be affected by our activities.

We are committed to:

- Actively seeking to achieve a zero life-changing event culture
- Supporting healthy and balanced lifestyles by fostering a work environment that promotes health and productivity
- Defining roles and responsibilities for personnel throughout the organization
- Managing health and safety related risks throughout the full asset lifecycle
- Promoting a proactive culture where employees, contractors and all stakeholders feel empowered to intervene should they see unsafe situations
- Providing opportunities for participation and training of our employees to foster a healthy, safe and secure work environment
- Meeting or exceeding applicable laws, regulations, standards and other compliance obligations regardless of where we operate
- Establishing ambitious goals, monitoring our performance, adopting best practices, and taking action to continually improve

This policy 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.

Mike Crawley
President and Chief Executive Officer

January 2021