



# POLICY

DOCUMENT ID	H-001
REVISION NO.	02
EFFECTIVE DATE	March 31, 2026
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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
02	Background (safety as core values), adding Golden Safety Rules	March 31, 2026	C Healy	C Healy



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## 1. BACKGROUND

- 1.1 Northland develops, constructs, and operates energy projects globally. Health, safety, and environmental responsibility are core values embedded in every phase of our work.

Our policy applies to employees and contractors. We identify hazards, assess risks, implement controls, and comply with applicable laws and standards. We aim to prevent injury, protect health, and safeguard the environment.

All employees and contractors are required to comply with our Golden Safety Rules and health and safety policies. We are expected to identify hazards, assess risks, and stop work when unsafe conditions or behaviours are observed.

This commitment supports disciplined execution and the delivery of energy projects that create long-term value.

## 2. OBJECTIVE

- 2.1 We are committed to:

2.1.1 Putting safety first by applying our Golden Safety Rules in all work activities.

2.1.2 Providing a safe and healthy workplace for all Northlanders.

2.1.3 Identifying, assessing, and controlling hazards and environmental risks, and empowering employees to report hazards and stop unsafe work.

2.1.4 Protecting biodiversity, using resources responsibly, minimizing waste, and improving energy efficiency.

2.1.5 Complying with applicable laws and regulatory requirements.

2.1.6 Maintaining emergency preparedness and response plans to protect our people, communities, and the environment.

2.1.7 Setting clear objectives, monitoring performance, and driving continuous improvement.

## 3. SCOPE

- 3.1 Every employee and contractor shares responsibility for complying with this policy, applying the Golden Safety Rules, and exercising stop work authority when risks are not adequately controlled. This policy is communicated to all employees, contractors, and others working on Northland's behalf and is made publicly available to interested parties. The policy is reviewed



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at least annually, and updated as required, to ensure it remains relevant, effective, and aligned with Northland's operations, risk profile, and strategic direction.

#### 4. POLICY STATEMENT MAINTENANCE

4.1 This policy statement shall be reviewed annually.