

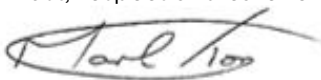
Occupational Health & Safety Policy

Northern Minerals is committed to achieving the highest level of performance in Occupational Health and Safety (OHS) via fit for purpose risk based systems and management practices. The Company's goal is to become a world leader in the production and supply of high quality heavy Rare Earth Elements to the world market. To achieve this, Northern Minerals will ensure that we do all that is reasonably practicable to provide a safe and healthy working environment for our most valuable asset....our people.

Northern Minerals encourages a culture of openness, teamwork and integrity in everything we do. We believe that through effective consultation, visible leadership, clear communication and the active involvement of all employees and contractors, we will achieve the best possible OHS performance outcomes.

Northern Minerals will:

- Ensure all managers, supervisors, contractors and employees are aware of this policy and its commitment and are held to account for ensuring its effectiveness.
- Ensure that the decision making processes at board and management levels incorporates health and safety as a key business decision driver.
- Continuously train and educate our employees and contractors.
- Provide fit for purpose equipment so that our employees and contractors can do their job safely.
- Implement effective risk based systems as well as appropriate operating rules and procedures.
- Manage risk by implementing systems to identify hazards, assess control measures and implement the appropriate mitigating actions to control and monitor risk within the work environment.
- Look after our people with respect to their physical and mental health.
- Encourage all employees and contractors to use their knowledge, skills and energy to identify, and get involved in the continual improvement of safety.
- Establish and monitor measurable OHS objectives and targets to continually improve health and safety performance across exploration, construction and operations.
- As a minimum, comply with applicable health and safety laws, regulations and relevant Australian standards. Where these do not exist, adopt and apply effective Industry standards that reflect Northern Minerals' commitment to OHS.
- Communicate and consult openly with employees and contractors on health and safety matters, and effectively distribute health and safety information to employees, contractors and visitors as required.
- Regularly review OHS policies, rules, procedures and risk based systems to ensure that they remain relevant and suitable to the business and assist in improving OHS performance.
- Verify that all employees, contractors and visitors comply with this policy and our OHS rules and procedures at all times.
- Trust, respect and care for our people.



Mark Tory
CEO
14 October 2021

Powering Technology.

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