

Northern Minerals Limited (NML) is a miner of rare earth minerals, and we are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health.

Our commitment to Health and Safety is underpinned by our values of caring for people (**Respect**), doing the right thing (**Integrity**), looking out for ourselves, others and speaking up (**Safety**), counting on each other (**Accountability**), being clear and asking if you're unsure (**Clarity**) and being curious and seeking to continuously improve (**Innovation**).

We believe that through implementation of effective policies and procedures, visible leadership, clear communication, and the active involvement of all workers, we will achieve the best possible Work Health and Safety (WHS) performance.

**To achieve this, Northern Minerals will ensure that we do all that is reasonably practicable to:**

- Build and maintain a workplace environment and culture that supports safe and healthy lifestyle choices.
- Provide appropriate training and resources to ensure this policy is effective.
- Incorporate health and safety as a key business decision driver at all levels of the organisation.
- Develop and continually improve our safety and wellbeing standards, systems, processes and procedures.
- Develop and continually improve processes to identify safety and wellbeing risks and put in place critical controls and response capabilities.
- Proactively manage the risk of illness and injury through our injury management process and on site first response capabilities.
- Provide fit for purpose equipment and facilities so our workers can perform safely.
- Educate workers in the identification and reporting of both physical and psychological hazards with the aim to eliminate or mitigate these so far as is reasonably practicable.
- Develop and maintain a framework to continually measure, review and improve our health and safety objectives and performance.
- Report and investigate all workplace incidents and implement corrective actions.
- Ensure compliance with applicable WHS laws, Australian Standards, codes, and industry practices.
- Communicate and consult with workers and workers' representative on health and safety matters, and effectively distribute health and safety information to workers and visitors.
- Implement a periodical review system for our WHS Management system to ensure that it remains relevant and suitable to the business.
- Empower our workers to remove themselves from unsafe work without fear of any repercussions.

The NML Board and Executive Leadership Team have ultimate oversight for health and safety management, however all NML employees and contractors have a shared and personal responsibility to ensure our business activities are managed in accordance with this Health and Safety Policy.

This policy will be reviewed and endorsed annually and made available to interested parties, placed on our external website, and located on noticeboards in our Corporate, Regional and Site offices.



**Shane Hartwig**  
Managing Director  
19 September 2024