



Health, Safety and Environment Policy

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At Northland, we're enablers of change, united by our journey to transform the energy sector into the foundation for a sustainable future. We believe in doing what's right, acting with integrity and respect. We take a collective responsibility to create and maintain a healthy and safe working environment for our people, contractors, and stakeholders, while protecting the environment.

We are committed to:

- Providing strong leadership to create and maintain a safety culture that is embraced at all levels
- Fostering a work environment that promotes healthy and balanced lifestyles
- Focusing on the identification, prevention and elimination of hazards, risk of injury and negative impacts on our environment
- Protecting biodiversity and prioritizing resource efficiency, minimizing waste, and maximizing energy efficiency to contribute to environmental conservation
- Ensuring compliance with regulators, legislation and adopting best practices and standards in the jurisdictions where we operate
- Maintaining robust emergency preparedness and response plans to safeguard the well-being of our personnel and communities, and to protect the environment
- Establishing ambitious goals, monitoring our performance, 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

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