

Northern Star Resources Limited (Northern Star or the Company) will not compromise safety as it is our number one priority. The only acceptable safety outcome is zero harm to anyone working at, living near or visiting our sites or offices, or travelling on Company business.

Northern Star is committed to taking all practical steps to providing a safe and healthy working environment thereby safeguarding our people, including contractors and visitors, from injury and work related health problems so that everyone returns home free of injury and in good health. This includes promotion of good mental health within the workforce by:

- raising awareness of mental illness, the risk factors, causes and symptoms;
- educating the workforce to combat the stigma associated with mental illness; and
- encouraging appropriate professional intervention for workers experiencing symptoms of mental illness.

Northern Star shall drive a safe and healthy working environment by:

- providing information, instruction, training and supervision to enable everyone to work safely;
- implementing and maintaining a Safety Management System, which ensures all hazards and risks are identified, evaluated and managed, in order to ensure everyone's safety;
- ensuring that managers and supervisors understand their responsibilities and are authorised to take remedial action; and
- working in conjunction with the total workforce to develop and maintain safe systems of work and related procedures which meet Occupational Safety and Health legislative requirements.

All employees and contractors (including labour hire workers) at Northern Star have a duty of care under Occupational Safety and Health legislation, and at common law, to ensure the health and safety of themselves and everyone around them by working in a safe manner by complying with all relevant policies and procedures. All personnel must also act in a manner that reflects our Code of Conduct and STARR Core Values.

Northern Star Directors, senior management and workplace health and safety advisors have a duty of care to provide a safe workplace so that anyone involved in our business is not subject to reasonably foreseeable hazards. This includes providing:

- a safe work environment, plant and structures and systems of work;
- safe use, handling and storage of plant, structures and substances;
- adequate facilities for worker welfare and access to them;
- training, instruction and supervision to protect them from health and safety risks; and
- monitoring of worker health to reduce the risk of illness and injury, including mental illness and psychosocial harm,
- and eliminating risks to health and safety, so far as reasonably practicable.

Directors and officers have a positive duty to exercise 'due diligence' to ensure that the Company complies with its workplace health and safety obligations, for which they can be held personally liable.

As a minimum, everyone is required to wear Personal Protective Equipment (PPE) as specified by site management and come to work fit in accordance with the Fitness For Work Policy.

The Safety and Health Policy applies to all people employed by Northern Star, its subsidiaries, any contractors (including labour hire workers) or visitors interacting in or with our business.

Northern Star encourages the participation and feedback of everyone in all matters relating to safety, and commits to providing adequate resources and communication to enable the effective implementation of this policy.

This policy is subject to periodic review by the Board.

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