

Northern Star Resources Limited (**Northern Star** or the **Company**) has a duty of care and legal obligation to protect the environment, and is committed to managing its activities in an environmentally responsible manner. Through effective management practices, the Company aims to ensure its activities have a minimum impact on the environment.

The Company's success in environmental management is underpinned by its belief that business can and must be conducted in an environmentally sustainable manner, together with a desire that future generations have the right to enjoy and experience the world as it is today. This overriding commitment to the environment is demonstrated through our Environmental Management System.

Northern Star will drive our approach to environmental care by:

- Implementing and maintaining an Environmental Management System to identify, assess and minimise environmental risk at all stages of its operations as a fundamental part of its long-term strategy.
- Monitoring our environmental footprint, and setting and measuring annual targets for improved environmental performance.
- Complying with all applicable legal and statutory requirements as a minimum standard, and ensuring prompt and transparent reporting of any non-compliances.
- Engaging stakeholders on their concerns, aspirations and values regarding the development, operation and closure aspects of our projects.
- Minimise the environmental impacts of our operations through the efficient use of natural resources, the reduction of input materials and waste, and the minimisation of dust and emissions of gases.
- Pursuing biodiversity understanding through baseline assessments and regular monitoring to enhance the ability for biodiversity protection.
- Providing information, instruction, training and supervision to enable everyone to understand and comply with their environmental obligations and responsibilities.
- Ensuring managers and supervisors are authorised and accountable for taking remedial action in the event of an environmental non-compliance.
- Not compromising developed world standards when exploring, building and operating in developing countries or regions.
- Communicating this policy and environmental performance in an open, transparent and accurate manner.

As a minimum, Northern Star will honour its duty of care obligations under all applicable legislation and will work to standards which at least meet or exceed these legal obligations.

Each and every person at Northern Star has a duty of care to ensure they work in a manner which complies with the Company's environmental policies and procedures, and they act in a manner that reflects our Code of Conduct and STARR Core Values.

The Environment Policy applies to all people employed by Northern Star, its subsidiaries, any contractors or visitors interacting in or with our business.

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

This policy is subject to annual review by the ESS Committee.

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