

Northern Star Resources Limited (**Northern Star**) is committed to taking all reasonably practicable steps to design and manage our work in a way that does not cause harm and has positive benefits to the physical and psychological health, safety and wellbeing of our people. Our only acceptable outcome is that everyone returns home free of injury and in good health.

Northern Star has a duty to ensure so far as is reasonably practicable the health and safety of its workers while at work and to ensure that the health and safety of other people is not put at risk from work carried out in Northern Star's business.

This requires Northern Star to eliminate risks to health and safety so far as is as reasonably practicable and to the extent the risks cannot be eliminated, to minimise those risks so far as is reasonably practicable by applying the hierarchy of control.

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

All employees and contractors (including labour hire workers) at Northern Star have a duty to take reasonable care 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 shall drive a **physically and psychologically** safe and healthy working environment by committing to:

- Implementing and maintaining a fit for purpose health and safety management system that identifies, assesses, controls and monitors health and safety risks.
- Providing adequate resources, training, information, instruction and supervision to enable our people to perform their work safely and competently.
- Developing managers and supervisors who champion the physical and psychological health and safety of our people.
- Consulting and communicating with our people on health and safety matters, appropriate communication channels, and encouraging their participation and feedback.
- Fostering a positive health and safety culture where issues and concerns can be raised and workers are empowered to stop work when the activity is not safe.
- Promoting the physical and mental health of our people by providing support, assistance, and referral services, as appropriate.
- Following our risk management processes to identify, assess and control known risks and harmful exposures.
- Continually improving our health and safety performance by setting measurable objectives and targets to monitor effectiveness and drive improvement, reviewing our policies, procedures, and performance outcomes to identify opportunities for improvement and ensure learnings from incidents.

The Health and Safety 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 health and safety, and commits to providing adequate resources and communication to enable the effective implementation of this Policy.

This Policy is subject to annual review by the Environmental, Social & Safety Committee, with any material changes recommended to the Board of Directors for approval.

Prepared by:	Board of Directors	Document Status:	Controlled
		Review Date:	26/06/2027
Approved by:	Joint Company Secretary	Approver's Signature:	Joanne McDonald

Document No:	NSR-COR-002-POL
Revision No:	11.0
Issue Date:	26/06/2026
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