

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, including contractors and visitors. Our only acceptable safety outcome is that everyone returns home free of injury and in good health.

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

- 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 and encourage their participation and feedback.
- Fostering a positive health and safety culture
- Promoting the physical and mental health of our people by providing support, assistance, and referral services, as appropriate.
- Continually improving our health and safety performance by setting measurable objectives and targets, reviewing our policies and procedures, and reporting and investigating incidents.

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, supervisory employees and workplace health and safety advisors have a duty of care to provide a physically and psychologically health and safe workplace so that anyone involved in our business is not subject to reasonably foreseeable hazards. This includes providing:

- work environment, plant and structures, and systems of work that are physically and psychologically healthy and safe;
- 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;
- monitoring of worker health to reduce the risk of illness and injury, 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 Northern Star 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 Standard.

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

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Approved by:	Chief Legal Officer & Company Secretary	Approver's Signature:	Hilary Macdonald

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