



NI Environmental, Health and Safety (EHS) Policy Statement

NI is committed to meeting or exceeding its duties and responsibilities under applicable Environmental, Health and Safety (EHS) legislation. We strive to maintain safe and healthy work conditions, while minimizing our impact on the environment. Our managers and supervisors have been informed of their responsibilities to ensure they take all reasonable precautions to minimize any potentially negative impacts to the environment, and to ensure the health, safety, and welfare of those most likely to be affected by the operation of our business. Top management is responsible for and apprised of the company's EHS performance.

NI is committed:

- to following the EHS guidelines of the Responsible Business Alliance (RBA) Code of Conduct;
- to make periodic assessments of hazards and/or risks created during the course of our business;
- to appropriately manage the EHS risks we identify;
- to meet our legal obligations related to EHS;
- to consult with our employees on matters affecting their health and safety;
- to ensure the safe handling and use of substances and to prevent pollution, minimize waste, and reduce consumption of natural resources in the operation of our business;
- to provide information, instruction, and training on EHS issues for our affected workforce in language they understand;
- to equip our employees to take reasonable care for themselves and for others who might be affected by their activities;
- to take reasonable precautions to prevent accidents and work-related illnesses;
- to actively manage and supervise health and safety at work;
- to have access to competent advice;
- to provide the resources required to make this Policy and our EHS compliance efforts effective;
- to reasonably cooperate with other employers' EHS compliance efforts when we work at premises or sites under their control;
- to reasonably cooperate with other employers when their workers come onto our premises, or sites, to do work for us, to ensure the health and safety of everyone at work and
- to seek continual improvement in our EHS performance and management through periodic review and revision of this Policy.

A handwritten signature in black ink, appearing to read 'Eric Starkloff', is written over a horizontal line.

Eric Starkloff
President and Chief Executive Officer

22 September, 2021