



HEALTH AND SAFETY POLICY

Noront holds as a core value, the health and safety of our Employees. Noront recognizes that all Workers have the right to work in a safe environment, that all incidents in the workplace are preventable and the Company is committed to providing a safe and healthy workplace through visible leadership and programs that target the risks and hazards in our work.

To achieve our Health and Safety Policy goals Noront is committed to these guiding principles:

- Promoting a positive safety culture where all Employees understand their responsibility for their own safety and the safety of others;
- The compliance with all existing laws and regulations pertaining to Health and Safety;
- Reducing and ultimately eliminating all accidents and incidents of work related ill health;
- Hiring competent persons as supervisors and ensuring that all management and staff work in an environment where consultation and cooperation regarding safety becomes an integral part of the safety culture;
- Providing training and information to our Employees to increase awareness of potential health and safety risks associated with their work;
- Developing and communicating adequate emergency plans to all Employees; and
- The annual evaluation of its Health and Safety program to ensure continuous improvement.

Noront shall ensure through active participation and a culture of safety excellence that:

- Supervisors understand their responsibility for providing competent supervision and management of risks which will reduce unsafe acts and conditions in the workplace. Supervisors are required to provide leadership and adhere to the policies and programs contained within the Noront Health and Safety Program. Noront is committed to the training and preparation of supervision so they may effectively fulfill their obligations.
- Workers are responsible to work safely and for ensuring that they follow Noront's safe work processes, working in a manner that does not endanger themselves or other workers. Workers have a duty to identify, correct, and report unsafe acts or conditions making the environment safe for themselves and their coworkers.

At Noront, "We've Got Your Back" so everyday is a "Safe and Healthy" day.

Alan Coutts, CEO

March 7, 2020

Date