

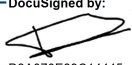


Occupational Health & Safety Policy

NOMAC is committed to providing a safe and healthy work environment to all employees and contractors by preventing work related injury and ill health and by eliminating hazards and reducing OH&S risks. Our vigilance and determination in regard to OH&S is acute, uncompromising and continuous. NOMAC Management shall implement an Occupational Health and Safety (OH&S) Management system that meets the requirements of ISO 45001:2018, incorporating the following elements:

- Ensure that no task, activity or action of whatsoever nature or importance be performed, conducted or carried out at the risk of injury or harm;
- All NOMAC's employees shall demonstrate commitment, leadership, and active involvement in OH&S matters through employee and workers participation and consultation;
- All personnel shall comply with applicable OH&S laws and regulations and be responsible for their own safety and the safety of others;
- Create conditions to ensure all workers can raise and discuss OH&S issues openly and frankly without any fear of recrimination as a result of initiating such a discussion;
- Empower employees to use Stop Work Authority (SWA) to stop any unsafe activity;
- Promote a training culture which ensures that all staff is trained and competent on performing their works in accordance with site safety rules and practices;
- Encourage a healthy work environment where smoking is only allowed at designated areas outside occupied buildings and operating areas to assure the well-being of NOMAC's employees and the safety of its plants;
- Establish and maintain a reliable method for Identifying and assessing risks and opportunities; and ensure commitment towards minimizing risk to the lowest extent possible using a hierarchy of controls;
- Mandate reporting of health and safety related incidents and near-misses by employees, contractors, and visitors at all times and for all cases;
- Ensure the safety and integrity of the assets through proper integration of safety into planning, decision making and change management processes;
- Adequate OH&S training and development will be provided for all staff, and their competency will be periodically assessed;
- Set OH&S objectives and targets to strive continuous improvement and appraise staff and contractors on their contribution towards defined OH&S objectives; and
- Ensure that proper immediate corrective action be taken in the event of any evidence of a lack of disciplined commitment to safety or disregard of safety standards or protocols.

Management will conduct a periodic review of the OH&S policy and ensure continual system upgrade and improvement and shall further communicate this policy within the organization and make it available to interested parties.

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Stefan Verlee
Chief Operations Officer