



Health, Safety, Environment and Sustainability Policy

NOVONIX aspires to a vision of “Zero Harm and Zero Loss” where care for people and the environment are put first and closely followed by value creation and resource efficiency.

We are committed to responsible management practices that minimise adverse health, safety or environmental impacts arising from our activities, products or services, and we remain committed to developing a sustainable business.

As our business develops we will establish management plans that are fit for purpose and aimed at achieving the following:

- Identification and management of risks to as low as reasonably practicable;
- Empowerment of staff and contractors to address unsafe or hazardous situations;
- Provision of safe work places and systems of work;
- Compliance with relevant HSES legal requirements and other commitments;
- Contractors operating with HSES practices that accord with this Policy;
- Regular reviews and discussion on health, safety, environment, community and social matters;
- Visible HSES leadership felt throughout the organisation;
- Zero tolerance for deliberate reckless acts;
- Active rehabilitation support for people impacted by work related injury or illness;
- Promotion of efficient use of energy and resources, the minimisation of wastes and emissions;
- Regular, open and honest engagement with people affected by our business;
- Pursuit of win-win relationships and partnerships;
- Active consideration of social, environmental and economic factors in decisions;
- Thorough incident reporting, investigation, learning and action management process; and
- Demonstrated respect, fairness and ethics in all our dealings.

In implementing this Policy, we will engage with our staff, contractors, suppliers, business partners, customers and Government as required.

Accountabilities

The Board is responsible for establishing the policy and monitoring performance.

The CEO is responsible for the development and implementation of management plans to fulfil the commitments defined in this policy.