



Health, Safety, Environment and Sustainability Policy

NOVONIX aspires to a vision of “Zero Harm and Zero Loss” ensuring care for people and the environment are our first priority and aligned with our business principles of value creation and resource efficiency.

We are committed to responsible management practices that minimize 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 continues to mature, we will expand and establish additional management plans, policies and programs towards approved corporate goals aimed at achieving the following:

- Identification, monitoring, assessment and mitigation or elimination of risks of injury or harm to our employees, contractors and business partners, our environment and the communities in which we do business;
- Zero tolerance for reckless or other unsafe behavior, discrimination, bullying, harassment or intimidation in our workplace or with our business partners;
- Demonstrated respect, fairness, and ethics in all our dealings;
- Provision of safe workplaces and systems of work;
- Empowerment and accountability of staff and contractors to address unsafe or hazardous situations and operate in accordance with this Policy;
- Compliance with all applicable laws and regulations wherever we do business;.
- Visible and regular leadership and engagement with the entire organization and third parties on health, safety, environment, community, and social matters;
- Active consideration of social, environmental, and economic factors in decisions;
- Promotion of efficient use of energy and resources, the reduction, minimization or elimination of waste and emissions;
- Continuous improvement in our health, safety and environmental systems, processes; policies and outcomes, including through the proactive use of our Health and Safety Committees, initiatives such as our waste management and respiratory protection programs, and safe work practices covering a wide range of everyday activities and the tools, equipment and other resources used in our day-to-day operations;
- Thorough training of our employees, audits of our operational safety performance, incident reporting, investigation, learning and action management processes; and
- Active rehabilitation support for people impacted by work-related injury or illness.

All of our employees share responsibility for implementing and executing this Policy, and our success will depend on our continued commitment and attention to the health, safety and environmental well-being of our employees, contractors, suppliers, business partners, customers and communities.

A handwritten signature in black ink, appearing to read "Chris Burns".

Chris Burns
Chief Executive Officer

Date: December 20, 2022



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.