

## Norican Group

### Health and Safety Policy

Norican Group is committed to implement a standardized health and safety program that protects its employees, its property, and the public from accidents. Norican Group will not compromise on incident prevention or safety and statutory compliance for any business advantage.

Norican Group facilities will meet or exceed all statutory or governmental regulations affecting our facilities.

Employees at all levels within the company are responsible and accountable for the company's overall safety initiatives. Complete and active participation by everyone, every day, in every job is necessary for the health, safety and wellbeing of all employees.

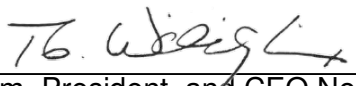
Management actively supports participation in the program and provides all necessary equipment, training, and procedures. Employees are responsible for following all procedures and working safely.

Norican Group will ensure that contractors working under our control and visitors to our sites comply with our health and safety requirements.

An injury, accident free and healthy workplace is our goal. Through continuous safety and loss control, we can accomplish this.

"The Goal is ZERO Incidents."

The policy shall be regularly reviewed to ensure that it is current and reflects the changes in the nature and demands of our business.

  
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Anders Wilhelm, President, and CEO Norican Group

June 7, 2024  
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Date