

# HEALTH AND SAFETY POLICY

2021



**NOUVEAU MONDE** GRAPHITE

## HEALTH AND SAFETY POLICY

One of Nouveau Monde Graphite’s core values is to protect the occupational health and safety (“OHS”) of our employees and contractors, suppliers and visitors.

### OUR PRINCIPLES AND BELIEFS

- » All work-related accidents and occupational diseases can and must be prevented.
- » OHS is a top priority that is part of all our activities and decision-making.
- » No task is so important or urgent that it must be done at the expense of OHS.
- » While managers are ultimately responsible for OHS, safe work practices are a shared responsibility among managers, employees, contractors, suppliers and visitors.
- » Employees and contractors must take responsibility for their own safety and that of their colleagues.
- » Awareness, information, continuing education and ongoing communication are essential to get everyone committed to achieving our objectives and pursuing OHS excellence.
- » Upholding these principles, beliefs and related commitments is key to achieving excellence in health and safety.

### OUR COMMITMENTS

- » Provide employees with the procedures, equipment, training and support they need to perform their duties safely while meeting concrete and measurable targets.
- » Conduct regular and independent OHS audits to ensure that our practices comply with this policy and the applicable laws and regulations.
- » Measure our performance against ambitious goals and recognized high standards of excellence and communicate our results to our employees, Board of Directors, and shareholders.
- » Adhere to globally recognised standards when it comes to implementing our health and safety management systems in order to continuously improve.
- » Identify, assess and eliminate or control risks at the source and investigate all accidents to identify the root causes and prevent them from reoccurring.
- » Establish a consistent and effective emergency plan that is adapted to each type of facility, to the conditions of industrial and mining complexes, and to legal requirements.

Implementing this policy is a shared responsibility. The Company’s management has the authority to suspend operations whenever the health and safety of employees is at risk. All employees also have the right to refuse any task they consider dangerous and to intervene to prevent others from performing any task that could compromise their safety or the safety of others. No individuals will be subject to discrimination or retaliation for exercising their rights under this policy.