



## Northland Resources SA Sustainable Development Policy

Northland Resources SA is an iron ore mine development company with a Nordic project focus. Our vision is to become a leading European iron ore mining company, supplying high quality iron ore products to steel related industries.

We are genuinely committed to the highest standards of corporate governance and principles of good management. In support of these principles, we implement effective structures, policies and practices in order to create sustainable value for the benefit of our shareholders and other stakeholders.

We recognize that integrating stringent standards governing safety, environmental, economic and social activities into our business practice is a condition for our success and a benefit to society. Our vision of performance excellence can only be realized through strong sustainable development practices.

### ***Our commitments to working in line with sustainable development principles:***

- Aiming for Zero Harm we implement stringent Safety and Health standards, undertake monitoring of working conditions and provide the required resources to continuously improve our safety and health performance.
- We aim to minimize the impact of our operations on the surrounding environment through careful design and by applying management procedures in line with best practice.
- We respect and value the fundamental human rights, cultural heritage and indigenous traditions of our employees and the communities where we operate.
- Openness and transparency are core values. Understanding and responding to the interests and perceptions of our internal and external stakeholders is a cornerstone of our strategic response to sustainable development.
- We identify ourselves as a member of our community. We work closely with local stakeholders towards securing an enduring, positive social and economic legacy.
- We implement risk management procedures to identify and assess risks to people and the communities we are a member of, as well as the environment. Objectives & Targets are set and action plans are implemented in order to address all significant risks.
- We see diversity as strength, and actively encourage the creation and maintenance of a diverse workforce, including nationality and gender equality.
- By implementing best available technology and operational practices and continually optimizing our processes we aim to ensure lower emissions and more efficient use of energy and natural resources.
- We strive to keep our mining impact to a minimum and will ensure that post-mining, we will restore the area to a land capability as near to that prior to mining as possible, or to an alternative land use function that has been decided through consultation with stakeholders.
- Our permanent and temporary infrastructure such as dams, are designed with the highest available standards in order to ensure long-term stability and maintainability.
- Our exploration activities are carried out with consideration for landowners and other stakeholders, while taking care to protect the environment.
- We keep abreast of all the applicable legal and other requirements to which we subscribe, and meet or where less stringent than our own standards, exceed these requirements.
- We foster the commitment of all employees, suppliers, consultants and contractors to these policies through the establishment of clear performance criteria, dialogue, training, awareness programs and audits.
- On a regular basis we review and revise our policy, objectives and targets, aiming for continual improvement of our performance.

*Anders Hvide, Executive Chairman, Northland Resources SA*

