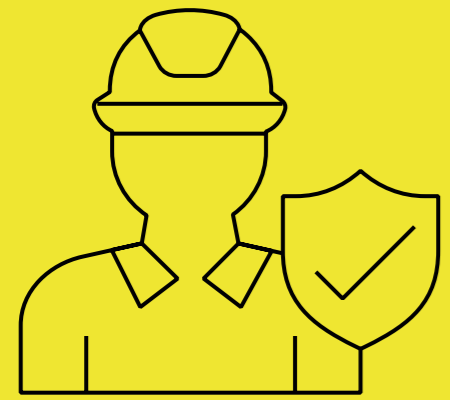


NMI

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Environmental Health Safety (EHS)

FY24 Key Performance Indicator (KPI)

EHS Compliance Violation

Permit, licensing, and other regulatory compliance to exist without sanctions or penalties.

Environmental compliance includes but is not limited to: air emissions, wastewater discharge, waste disposal, storm water exceedances, chemical management requirements.

Safety and Health compliance includes but is not limited to: occupational illness and injury regulatory items, public health requirements, fire protection.

Actions

- + Conduct monthly review of permits, licenses, test results, and training requirements.
- + Conduct quarterly management review of regulatory registry to review any changes in requirements that may impact the site.

KPIs

0 violations, sanctions, or monetary fines in FY24.

Risk Assessment / Audit Actions Close Out

Annual Risk Assessment for Health, Safety, Environmental, and Security concerns to identify high- & medium-priority actions to mitigate overall risk at the facility.

Biweekly EHS audit findings and preventative actions determined through injury and near-miss investigations must be added to list throughout the year.

Actions

- + Update Risk Assessment list and review monthly based on new identified risks and closed action items.
- + Initial action list to include all budgeted items for FY24, all open items from FY23, and new actions determined to reduce highly rated risks.
- + All action items to be assigned a completion date (monthly review of closed and overdue actions).

KPIs

100% of non-CapEx items.

100% open FY23 items and budgeted CapEx items in first 6 months.

75% of non-budgeted CapEx items.

Lost Time Injury Incident Reduction

Lost Time Injuries (LTIs) to be defined as any occupational injury or illness which requires 1 or more full days off from work.

Reduce incidents that require days off from work (not counting the day of the incident).

Actions

- + Identify and correct workplace hazards during biweekly safety audits throughout facility.
- + Conduct full investigations and root cause analysis with preventive action commitment for all injury incidents.

KPIs

Reduce Lost Time Injuries by 10% from FY23.