



POLICY SUBJECT: Occupational Health and Safety Policy

EFFECTIVE DATE: May 13, 2022

Purpose

This Policy expresses NiSource's pledge and commitment to occupational health and safety as a core corporate value. NiSource and its companies will pursue a strong occupational health and safety program that prioritizes occupational health and safety responsibilities and achieves occupational health and safety excellence.

Scope

The Policy applies to all health and safety programs across NiSource, regardless of whether these programs are implemented by NiSource Corporate Safety, another corporate department or a NiSource operating company.

Policy

We pledge to:

- Seek proactive management opportunities for improved occupational health and safety results while complying with occupational health and safety laws, regulations and other applicable requirements
- Improve occupational health and safety performance through regular self-assessment and performance measurement and targeting
- Ensure all employees understand their role in and responsibility for achieving superior occupational health and safety performance
- Pursue innovative activities, products, research and investments that provide a healthy, accident-free workplace
- Empower employees to stop work whenever they believe a situation exists that places themselves, coworker(s), contractor(s) or the public at risk or in danger in accordance with our stop work authority policy
- Integrate and enhance occupational health and safety considerations into business activities
- Work with government and other organizations to establish programs that safeguard the community and workplace

- Foster an open dialog with employees on Corporate occupational health and safety programs and policies
- Investigate incidents resulting in injury, illness or loss to identify learning opportunities and appropriate corrective action(s)
- Share lessons learned from incidents to foster an environment of continuous improvement
- Approach occupational hazard mitigation using a recognized hierarchy of controls
- Ensure occupational health and safety requirements are established and followed for all contractors performing work on behalf of the organization

All personnel are responsible for:

- Understanding the occupational health and safety impacts, hazards and risks associated with their jobs and for following the proper procedures to minimize or eliminate those impacts, hazards and risks
- Immediately notifying their supervisors of any workplace injury, illness or circumstance that might result in a dangerous situation so that necessary and appropriate, timely prevention and corrective action can be taken to resolve the issue

Compliance

Employees are referred to the NiSource Code of Business Conduct.

Administration

This policy shall be administered by the NiSource Chief Safety Officer, and reviewed at least once every three years.

This policy supersedes the Environmental Health & Safety Policy dated October 2001.