



NASDAQ: ELBM
TSX.V: ELBM

HEALTH, SAFETY & ENVIRONMENT COORDINATOR

Location: Cobalt Refinery, Temiskaming Shores, Ontario

Reference No: 2026-41

Position Type: Full-time

Position Status: This position is being advertised to fill an existing vacancy.

Rate of Pay: Annual salary range of \$60,000-\$80,000, commensurate with experience, skills, and qualifications.

ABOUT ELECTRA BATTERY MATERIALS

Electra is a leader in advancing North America's critical minerals supply chain for lithium-ion batteries. The Company's primary focus is constructing North America's only cobalt sulfate refinery, as part of a phased strategy to onshore critical minerals refining and reduce reliance on foreign supply chains. In addition to the Refinery, Electra holds a significant land package in Idaho's Cobalt Belt, including its Iron Creek project and surrounding properties, positioning the Company as a potential cornerstone for North American cobalt and copper production. Electra is also advancing black mass recycling opportunities to recover critical materials from end-of-life batteries, while continuing to evaluate growth opportunities in nickel refining and other downstream battery materials.

RESPONSIBILITIES

Below is a list of primary duties and responsibilities for the Health, Safety & Environment Coordinator position at the Cobalt Refinery:

- Help to guide and educate workers and supervisors on compliance to applicable Federal and Provincial Health and Safety Regulations;
- Assist with the development and maintenance of the health and safety management system, health and safety policies and procedures, and its associated documentation;
- Develop and help to guide supervision for crew safety meetings, job observations, accident/incident reporting and other elements of the health and safety program, record all associated documentation;
- Conduct regular site inspections including the ability to monitor and recommend corrective action;
- Deliver safety orientation and training for all new and existing employees;
- Maintain documentation for environmental operations and all applicable policies;
- Perform regular site inspections for environment compliances;
- Assist with maintaining environmental management and monitoring programs, and identifying the location of hazardous materials and hazardous wastes;
- Identify areas of improvement to reduce environmental impacts and wastes;
- Assist with conducting internal safety audits and risk assessments;
- Primary contact for relevant Regulatory Authorities;
- Participate in incident investigations, analysis of root causes and implementation of corrective actions to mitigate future occurrences;

- Monitor and report progress on KPI program;
- Assist and advise supervisors and workers with safety related issues; and,
- Other duties as assigned by management.

QUALIFICATIONS

- Minimum 3 years of experience in Health, Safety and Environment;
- Safety accreditation certificates and post-secondary education is an asset;
- Working knowledge of pertinent Provincial and Federal regulatory requirements;
- Comprehensive understanding of the development, implementation, and monitoring of H&S systems;
- Proven ability to work in a team environment demonstrating excellent communication skills to subordinates, peer group and management;
- High proficiency of Microsoft Office applications;
- Strong analytical skills with attention to detail and accuracy;
- Experience working in a fast-paced office and deadline oriented; and,
- Superior organizational, problem solving, and time management skills.

WHY JOIN ELECTRA BATTERY MATERIALS?

Together, we will power a better path forward. Be a part of a fast-growing team, as we succeed in becoming North America's first integrated battery materials park, providing battery grade materials for the electric vehicle revolution. Our success is contingent on the hard work and dedication of our people. Electra Battery Materials rewards team members through:

- Recognition and results-driven compensation
- Training and development opportunities
- Culture where innovation is rewarded
- Health and wellbeing
- Ongoing communication and two-way feedback

If you are a passionate, committed, and dynamic individual, please submit your resume in confidence to careers@ElectraBMC.com. Please note that only qualified candidates selected for an interview will be contacted.

Electra Battery Materials is an equal opportunity employer. We are committed to providing an environment of mutual respect and we believe that diversity and inclusion among our team members is critical to our success. We are committed to creating an inclusive environment for all employees and decisions to hire or promote will be based on merit, competence, performance, and business requirements.