

## DIVERSITY AND INCLUSION POLICY

### 1. Introduction

This document sets out the policy of Novo Resources Corp. (**Company**) in relation to diversity and inclusion.

### 2. Scope

This policy applies to all directors, officers, employees, contractors and consultants of the Company and its subsidiaries, and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

### 3. Objectives

The Company and its subsidiaries are striving to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and the achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) employment and career development opportunities for qualified candidates from under-represented groups including participation in senior management and at the Board level; and
- (d) awareness in all staff of their rights and responsibilities in relation to fairness, equity and respect for all aspects of diversity.

Furthermore, discrimination, harassment, vilification and victimisation will not be tolerated.

### 4. Benefits

The Company believes that diversity contributes to the achievement of its corporate objectives. The Company recognises the benefits arising from diversity at all levels of its business, which include:

- (a) being able to attract people with the best skills and attributes;
- (b) more lateral problem solving ability and greater opportunities for innovation;
- (c) improving employee retention rates; and
- (d) accessing different perspectives and ideas.

The focus on diversity at all levels of the business is intended to reinforce the importance of equality in the workplace, working to ensure that all employees are treated with fairness and respect, and have equal access to opportunities available at work without being subjected to conscious or unconscious biases.

---

## **5. Employment considerations**

In all employment situations, merit should be the determining factor. Employees and applicants for employment should be assessed on their merits, without regard to race, age, sex, marital status or any other protected characteristic. Employees should be evaluated for employment and advancement opportunities based on achievement, experience, qualifications and other job-related, non-discriminatory business criteria.

The Company has a goal that recruiting for all staff positions, including senior management, will be from a diverse pool of candidates. External consultants may be used where appropriate to help ensure a broad, qualified and diverse set of candidates is identified for open positions.

## **6. Measurable Objectives**

The Company is committed to continuous improvements in its efforts to achieve greater diversity and inclusion. The Company is implementing training, communications and regular monitoring of its performance against clearly stated objectives.

The Board (with the support of the Company's Compensation and Nomination Committee) will develop and adopt measurable objectives for achieving diversity at the Company. The Board will review and assess those measurable objectives and the Company's progress in achieving them each year.

## **7. Further information**

Any person who has questions about this policy or who requires further information should contact the Chief Executive Officer.

## **8. Review of this policy**

The Board will review this Policy annually and this Policy may be amended by resolution of the Board.

This Policy has been approved by the Board on 1 June 2023.