

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Novo Resources Corp. (**Novo or the Company**) and its subsidiaries are committed to being an equal opportunity employer.

A core objective of our management systems is the establishment of a culture, protocols and procedures to ensure there is an efficient and effective incident report process. All employees, contractors and external stakeholders associated with our operations are encouraged to use these systems.

Any incidents of discrimination or harassment by a Novo staff member or contractor is unacceptable and in some instances can be unlawful. Novo staff, contractors, sub-contractors and stakeholders all share a common right to work in an environment that is free from discrimination and harassment.

Novo views discrimination and harassment issues seriously and all complaints or enquiries will be dealt with promptly, impartially and confidentially. Anyone experiencing or witnessing behaviour that may be considered to constitute discrimination or harassment should talk to a Supervisor or Manager.

Discrimination or harassment can have many forms, but generally is when one person is treated less favourably than others due to their sex, pregnancy, race, family status, family responsibility, marital status, sexual preference, disability, impairment, age, political or religious conviction, trade union activity or irrelevant criminal record.

This policy applies to all Novo staff, contractors or company agents, in all places and facilities that are provided for, or by, Novo. This includes any place where Novo staff, contractors or company agents are required to be for Novo work-related purposes.

This policy will be reviewed at least annually.



Mike Spreadborough
Executive Co-Chairman

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