

FITNESS FOR WORK POLICY STATEMENT

Novo Resources Corp. (**Novo or the Company**) is committed to creating and maintaining a safe and healthy working environment for all Employees, Contractors and Visitors.

Novo recognises that fatigue, stress, illness and alcohol or drugs can all potentially affect an individual's physical and psychological performance.

Individuals, who are unfit for work, may pose a serious risk to the health and safety of themselves and others in the workplace.

In accordance with Novo's commitment to occupational health and safety, individuals who are unfit for work will be required to discontinue the work they normally perform. In some cases individuals may be required to leave the workplace and in circumstances where individuals have consciously or deliberately exposed themselves or their work colleagues to risk, termination may result.

This standard provides policy direction and guidelines that should be addressed to manage fitness for work at Novo workplaces.

Novo has a standard whereby the presence of alcohol and/or drugs in the workplace are unacceptable. Impairment tests, detection levels and remedies to ensure the elimination of risk to individuals and work colleagues are to be set accordingly.

This policy will be reviewed at least annually.

A handwritten signature in black ink, appearing to read "Mike Spreadborough", is written over a thin horizontal line.

Mike Spreadborough
Executive Co-Chairman

Issue Date: 11 December 2023
Review Date: 11 December 2024