

## HEALTH AND SAFETY POLICY STATEMENT

The Occupational Health and Safety objectives of Novo Resources Corp. (**Novo or the Company**) are to provide a safe and healthy place of work for all personnel associated with the company's activities.

Novo is committed to the systematic identification and management of hazards and risks to acceptable levels.

To achieve this Novo will:

- Ensure the development, application and review of risk management systems to identify potential hazards in equipment, workplaces and operating procedures, and take actions to control or remove those hazards.
- Seek continuous improvement in the health and safety standards of the workplace environment.
- Create and maintain a culture in the workplace whereby employees, contractors and visitors have accountability for maintaining a safe work environment.
- Ensure compliance with applicable laws, regulations and other health and safety obligations.
- Ensure individuals, within their area of control, have the knowledge and resources to identify and effectively control hazards,
- Report, record and investigate all incidents and accidents and ensure appropriate measures are taken to eliminate or manage identified and potential hazards.
- Provide adequate training, information, instruction and supervision to maintain an injury free workplace.

This policy will be reviewed at least annually.

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

Mike Spreadborough  
Executive Co-Chairman

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Review Date: 11 December 2024

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