

MENTAL HEALTH & WELLBEING POLICY

APPLICATION

This policy applies to all employees, contractors, and suppliers of Novo Resources Corp. Novo, its employees, contractors, and suppliers are required to actively participate in the implementation of this policy.

PURPOSE

The purpose of this policy is to outline Novo's intention to protect, support and promote the mental health and wellbeing of all workers through workplace practices, and encourage workers to take responsibility for their own mental health and wellbeing.

COMMITMENT

Novo is committed to promoting positive mental health and wellbeing and believes that the mental health and wellbeing of our workers is key to organisational success and sustainability.

ACTIONS

In meeting our commitment, we will:

- Build and promote a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
 - Create a healthy working environment that leads to employee job satisfaction, morale, and generally contributes towards a more effective organisation.
 - Ensure that risk to the health and safety of employees is not increased as a result of fatigue, psychological stress, illness or the use of medication, illicit drugs or alcohol.
 - Increase employee knowledge and awareness of mental health and wellbeing issues and behaviour.
 - Actively identify, assess and minimise risks related to mental health and wellbeing.
 - Identify issues and work with workers to resolve them.
 - Encourage staff to talk openly about mental health and reduce stigma around depression, anxiety and suicide.
 - Support staff with a mental health condition regardless of cause.
 - Encourage employees to seek work-life balance.
 - Minimise the stressful impacts of work.
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- Facilitate and encourage employees' access and active participation in a range of initiatives that support mental health and wellbeing.
- Actively promote and encourage workers to utilise Novo's Employee Assistance Program.

Novo has set clear expectations for its employees and contractors; it is expected that all appropriate parties abide by and always demonstrate the components of this policy.



Mike Spreadborough
Executive Co-Chairman

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