

CULTURAL HERITAGE POLICY STATEMENT

Novo Resources Corp. (**Novo or the Company**) is committed to respecting and protecting the tangible and intangible cultural heritage found within the areas where Novo operates. Novo recognises the rights of Indigenous peoples, acknowledging their special connections to lands and waters and culture.

Novo believes that in the development of meaningful, long-term partnerships with the Traditional Owners on who's land we operate is not only a management obligation but the responsibility of every employee and contractor.

The prime objective of Novo is to develop the culture, protocols and procedures to maintain and enrich relationships with key stakeholders.

To achieve this Novo will:

- Seek to carry out activities in a manner that will minimise impact to cultural heritage.
- Comply with regulatory and ethical standards relating to cultural heritage.
- Respectively engage and consult with the Traditional Owners and Indigenous people to ensure cultural issues are treated in an appropriate and sensitive manner.
- Develop workforce awareness of the importance of Cultural Heritage and provide a workplace where Indigenous people feel welcome.
- Provide practice and promote a positive personal attitude to Cultural Heritage by providing information and training.
- Have continuous improvement through ongoing assessment of our performance including addressing and resolving grievances.

This policy will be reviewed at least annually.

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

Mike Spreadborough
Executive Co-Chairman

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Review Date: 09/05/2024
