

## Diversity, Inclusion, and Non-Discrimination Policy

DynaVat Gold Mining Technologies (DynaVat) is committed to maintain and building strong relationships based on mutual respect and recognition of each other's rights. We embrace diversity as it inherently provides different perspectives, evolution of talent as well as responsive and inclusive teamwork. DynaVat does not tolerate any form of discrimination and instead encourage an environment of diversity and inclusion. We recognize diversity as any dimension that can be used to differentiate people including but not limited to religion, race, ethnicity, language, gender, sexual orientation, physical ability, family status, age, or political beliefs. DynaVat will therefore:

- Attract and retain a diverse and skilled workforce, for achievement of our goals;
- Ensure that our leaders are committed to creating an inclusive culture that values dignity, respect, and the protection of human rights as an integral part of operations, performance and management system;
- Require our team to operate in an inclusive way that demonstrates dignity and respect for one another, partners, stakeholders, and community;
- Wherever appropriate and feasible, set operating standards that exceed relevant laws and regulations and international protocols of which we are signatory;
- Set, monitor, and review our performance and achievement of objectives and targets for inclusion, diversity, equality, and affirmative action;
- Undertake specific actions to enhance the participation of women and youth in community consultation and community development programs;
- Ensure that all members of our team are protected from discrimination, harassment, victimization, bullying, and other actions that diminish rights and limit the creation of a positive and supportive working environment for all;
- Maintain within the DynaVat board a Safety and Corporate Responsibility Committee to provide oversight on the implementation of this policy and the Sustainability Charter;
- Regularly review and audit our performance on inclusion, diversity, and affirmative action and that our contractors, relative to our policies and standards.



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