

## Diversity and Inclusion

A cornerstone of NAM's progress is its function as a team that further depends on the contribution and ability to inspire the trust and confidence of every employee/consultant. To facilitate respect and contribution among employees/consultants of the Company, we have implemented the following employment policies:



- To hire, pay and assign work on the basis of qualifications and performance;
- Not to discriminate based on race, religion, ethnicity, national origin, color, gender, age, citizenship, veteran's status, marital status or disability;
- To attract and retain a highly talented workforce;
- To encourage skill growth through training and education and promotional opportunities;
- To encourage an open discussion between all levels of employees/consultants and to provide an opportunity for feedback from the top to the bottom and from the bottom to the top;
- To prohibit any sexual, physical, verbal or any other kind of harassment by others while an employee/consultant is on the job;
- To make the safety and security of our employees/consultants while at Company facilities a priority;
- To recognize and reward additional efforts that go beyond our expectations; and
- To respect all workers' rights to dignity and personal privacy by not disclosing employee/consultant information, including protected health information, unnecessarily.
- 

## Community Relations

NAM has established strong relationships with First Nation communities in Ontario and Manitoba.

### Exploration Agreements

NAM has long standing agreements with:

- Temagami First Nation in Ontario, signed in 2014, updated in 2017
- Nipissing First Nation in Ontario, signed in 2022
- Sagkeeng First Nation in Manitoba, signed in 2018.

Alongside the exploration agreements, NAM regularly weighs in and carries out its duties in accordance with the requests and protocols as defined/suggested by our contacts in these communities. These requests range from visiting explorations sites and attending First Nation conferences, meeting First Nation representatives individually and during conferences such as PDAC, conducting ancestral land use and occupancy studies etc.

### Capacity Building

NAM has provided training and employment to aboriginal community members throughout the exploration phases of work at our projects, and will continue to do so not only from a business point of view but also to have local, indigenous representation within its workforce as well as leverage knowledge from these communities as they are the historical custodians of these regions.