

Diversity and Inclusion Policy

Navarre Minerals Limited

Navarre Minerals Limited (the “Company”) is committed to creating its workforce by attracting and retaining the best possible talent and creating an inclusive environment where all our people can perform at their best.

We believe that leveraging people’s diverse attributes will enhance relationships with all our stakeholders. This policy sets out our commitment and approach to diversity.

We strive to achieve diversity in the following priority areas:

Attraction and selection of great people

We are committed to creating an environment where well qualified employees and Board members are selected on the basis of merit.

Diversity of team and board composition

We will recruit people from a diverse pool of qualified candidates. We will consider diversity when determining the composition of leadership teams and the Board.

An inclusive culture

We are committed to an inclusive culture that supports and utilizes workplace diversity - bringing talented people together with different viewpoints, encouraging creative thinking, innovation and problem solving.

Workplace flexibility

We will provide a supportive workplace and flexible approaches to work, thereby attracting and retaining talented people, at all levels, with family/carer responsibilities and/or broader life interests or commitments.

Monitoring, evaluation and reporting

The Board of the Company will monitor the scope and currency of this diversity policy.

The Remuneration & Nomination Committee is responsible for setting, monitoring and reporting to the Board on measurable objectives for achieving gender diversity. The Remuneration & Nomination Committee will report annually to the Board on progress against the measurable objectives.

The Board will include in the Annual Report each year:

- measureable objectives, if any, set by the Board;
- progress against the measurable objectives; and
- the proportion of women employees in the whole organization, at senior management level and at Board level.