

## **DIVERSITY AND INCLUSION POLICY**

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### **INTRODUCTION**

West Red Lake Gold Mines Ltd. (the “**Company**”) is committed to creating and maintaining a culture of workplace diversity, inclusion, and innovation. The Company believes that diversity promotes inclusion of different perspectives, ideas, encourages independent thinking and ensures that the Company benefits from all available talent. The Company values the benefits that diversity and inclusion can bring to its Board of Directors (the “**Board**”), members of senior management and employees of the Company.

References to the Company in this Diversity and Inclusion Policy (the “**Policy**”) include all of its subsidiaries.

### **OBJECTIVES**

The Company’s objective is to provide an environment which embraces diversity, is free of conscious and unconscious bias and discrimination and in which all are treated with respect and fairness. The Company will strive to achieve:

- a diverse and skilled workforce at all levels of the Company reflective of the talent available in the areas the Company operates;
- a respective and inclusive work environment where the Company’s employees honor and appreciate differences in backgrounds, experiences and perspectives;
- engagement practices that value the perspectives of diverse stakeholders in the communities where the Company operates;
- investment in initiatives that reflect our commitment to diversity and inclusion;
- awareness in all personnel of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- zero tolerance for all forms of discrimination and harassment in our workplaces; and
- the maintenance of confidential and, if desired, anonymous mechanisms for the Company’s employees, contractors and external stakeholders to report actual or suspected incidents of unlawful discrimination and harassment without fear of retaliation or reprisal as per the Company’s Whistleblower Policy.

When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Company will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

The Company will annually assess the expertise, experience, skills and backgrounds of its directors in light of the needs of the Board, including the extent to which the current composition of the Board reflects a diverse mix of knowledge, experience, skills and backgrounds, including an appropriate number of women directors.

When assessing the composition of the senior management team and workforce requirements, or identifying suitable management and workforce candidates, the Company will also consider candidates on merit against objective criteria having due regard to the benefits of diversity.

## **APPROVAL OF THE POLICY**

Annually, the Corporate Governance and Nominating Committee of the Board will review this policy and assess its effectiveness in promoting diversity and inclusion.

Approved and adopted by the Board of Directors on March 27, 2024.