

HUMAN RESOURCES POLICY

At Stornoway, Our Business is Our People. Our People Realize Our Values.

We engage talented people who work with *Passion, Respect, Integrity*, and as a *Team* towards *Prosperity* for all. Together, we are building a world-class mining company, beginning with Renard, Québec's first diamond mine.

▼ PROSPERITY

- ▶ We generate opportunities for employees' professional aspirations
- ▶ We support professional development contributing to *Prosperity* for all

▼ TEAMWORK

- ▶ We value people and their unique talents they offer to the Company
- ▶ We encourage and support *Teamwork* as an integral part of Our success

▼ INTEGRITY

- ▶ We work with *Integrity*, honesty and strong moral principles
- ▶ We empower each other, with a clear understanding of roles and expected performance

▼ RESPECT

- ▶ We nurture an environment of *Respect* and inclusion
- ▶ We communicate openly across all levels of the Company
- ▶ We embrace diversity and engagement of people and their culture

▼ PASSION

- ▶ We seek talented, dedicated and committed people who work with *Passion*
- ▶ We recognize achievements, hard work and effort

We all share the responsibility and commitment of realizing and implementing the Human Resources Policy. Our leaders have an additional responsibility to promote this policy within their teams and workplace environment.

OUR VALUES

- PROSPERITY ▼
- TEAMWORK ▼
- INTEGRITY ▼
- RESPECT ▼
- PASSION ▼



Patrick Godin
Chief Operating Officer and Director