EQUAL EMPLOYMENT OPPORTUNITY POLICY

Northern Star Resources Limited (**Northern Star** or the **Company**) and the Board of Directors are committed to providing a physically and psychologically healthy and safe workplace where all workers are treated with fairness and respect. Our objective is to maintain a work environment free from bullying, harassment, unlawful discrimination, victimisation and retaliation, in accordance with relevant local legislation. Equal Employment Opportunity (**EEO**) is an integral part of Northern Star's overall management philosophy and aligns with our Code of Conduct and STARR Core Values.

This Policy applies to all persons performing work for Northern Star including all employees, directors, contractors, and visitors working for, or visiting Northern Star and its related bodies corporate at any of the Company's business locations. This Policy is subject to change from time to time at the Company's discretion and in accordance with applicable Federal, State, Commonwealth, or local laws.

This Policy and its associated standards and procedures set out the Company's commitment to a fair and respectful workplace, through applying a risk-management approach, fair employment practices, and grievance handling.

Northern Star is committed to:

- Complying with applicable laws in each jurisdiction where we operate.
- Role modelling appropriate behaviour and calling out behaviour in breach of the EEO Policy, the STARR Core Values and Code of Conduct.
- Prohibiting unlawful discrimination, workplace bullying and harassment including sexual harassment, victimisation or threats of the previously mentioned actions.
- Prohibiting retaliation including retaliation for raising concerns in good faith or accessing a workplace right.
- Promoting equal employment opportunity and eliminating discrimination for employees and applicants, regardless of any characteristic specified under anti-discrimination or human rights legislation.
- Making employment decisions including recruitment, remuneration, promotions, development and training based on merit.
- Encouraging employees to come forward with complaints of bullying, harassment, discrimination, victimisation and retaliation they experience or observe.
- Managers, supervisors and employees being aware of their obligations and responsibilities in accordance with the EEO Policy and associated standards and procedures.
- Monitoring the work environment to ensure that acceptable standards of conduct are followed and behaviour constituting discrimination, harassment and/or retaliation are reported.
- Recognising that employees have the right to share (or not share) information about their pay or employment terms and conditions that would be needed to work out their pay, such as their hours of work, with others.
- Encouraging consultation between managers and employees on EEO and other workplace issues.
- Ensuring any identified or reported matters that do not comply with the EEO Policy are addressed as promptly, sensitively and confidentially as possible.

Under Australian law, Northern Star holds a positive duty to eliminate discrimination and harassment in the workplace. The Company meets this obligation by treating all forms of relevant unlawful conduct, including sex discrimination and sexual harassment, as workplace risks, managed proactively through identification, assessment, control and review.

Adherence to the EEO Policy, is fundamental to a fair and respectful workplace. Northern Star's expectations are outlined in our Respectful Workplace Standard (NSR-HR-074-STA). Any concern or suspected breach of the EEO Policy should be reported and managed in accordance with the Company's Grievance and Complaint procedure (NSR-HR-075-PRO).

A breach of this Policy may result in disciplinary action being taken by the Company, up to and including termination. A breach of any anti-discrimination laws may result (among other things) in external legal action being initiated.

This Policy is subject to annual review by the People & Culture Committee, with any material changes recommended to the Board of Directors for approval.