



Workforce Diversity Policy

Policy Number: HRM-0020-12-11
Effective Date: 26 April 2011

1. INTRODUCTION AND PURPOSE

This policy applies to Boart Longyear Group Ltd. and each of its subsidiaries and affiliates, regardless of location ("Boart Longyear").

"Teamwork" is one of Boart Longyear's core values. We know people are our most important asset and understand that the best ideas develop from collaborative efforts between individuals with diverse backgrounds, opinions and perspectives. Recruiting, developing and retaining a talented, diverse and motivated workforce that shares our values and is representative of the communities in which we work is fundamental to our continued success.

Workforce diversity supports our key business objectives by:

- attracting and retaining the best talent;
- improving employee engagement and performance; and
- fostering innovation, customer support and problem solving.

Boart Longyear is committed to a work environment where employees are able to achieve their best and are judged on merit, not their ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity or expression, age, record of offences, marital status, family status or disability or any other characteristic protected by applicable federal or provincial law. Therefore, Boart Longyear will fulfil its recruitment, hiring, placement, promotion, transfer, training, compensation and benefits obligations without reference to any such characteristic in accordance with applicable federal or provincial law.

Achieving a diverse workforce includes measuring progress against appropriately established objectives over a period of time. Objectives may need to differ by region based on the current workforce demographics, local legal and cultural parameters, talent availability and other factors. Regardless of these differences, we will establish a set of measurable objectives with an emphasis on:

- removing barriers to diversity;
- equal employment opportunities based on capability and performance;
- policies, processes and procedures to eliminate unconscious bias; and
- establishing initiatives to improve workforce representation of females and minorities to the extent feasible.

Any employees with questions or concerns about employment equity in the workplace, are encouraged to bring these issues to the attention of their local Human Resources Director or the VP of Human Resources. Boart Longyear will not allow any form of retaliation against individuals who raise issues of employment equity in good faith. To ensure our workplace is free of artificial barriers, violation of this policy will result in disciplinary action up to and including termination of employment for just cause.

The Remuneration, Nomination and Human Resources Committee of the Board of Directors has responsibility for oversight of this policy and established policy objectives. The Committee will review the policy and objectives at least annually to assess their relevance and report on the progress made in achieving them.

2. REVISION HISTORY

| Revision | Date | Comments |
|----------|------------------|---|
| 001 | January 18, 2013 | Policy text replaced |
| 002 | May 23, 2018 | Corrected formatting |
| 003 | October 12, 2018 | Added first paragraph; changed value to “teamwork”; revised paragraphs 4 and 6 |
| 004 | March 24, 2022 | Update entity and committee name. |