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## DIVERSITY POLICY

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### 1. INTRODUCTION

Aris Gold Corporation (the “**Company**”) has a workforce made up of many individuals with varied skills, values, backgrounds and experiences. The Company recognizes that a diverse and inclusive environment that values the varied background, skills and experience of its workforce facilitates a broader exchange of perspectives, leads to greater organizational strength and enables the Board of Directors and senior executive officers and vice presidents of the Company (together, the “**Senior Management**”) to achieve effective stewardship and fulfill their duties to the Company and its stakeholders.

In order to attract and retain a diverse workforce, the Company is committed to providing an environment which embraces diversity, is free of conscious or unconscious bias and discrimination and in which all employees are treated with fairness and respect.

### 2. DIVERSITY AT THE COMPANY

Diversity in this Policy refers to all the characteristics that make individuals different from each other, and includes characteristics or factors such as race, ethnicity, language, gender, sexual orientation, religion, disability, age and any other area of potential difference.

While diversity in this Policy refers to the Board and Senior Management, the Board and Senior Management must set the tone from the top and promote diversity initiatives throughout the organization. The Company’s commitment to diversity is a commitment to equality and to treating all individuals with fairness and respect.

### 3. BOARD DIVERSITY

The Committee is responsible for identifying and assessing candidates for nomination for election or appointment to the Board.

In order to promote diversity at the Board level when assessing Board composition and identifying suitable candidates, the Committee will, after having considered only candidates who are highly qualified based on their experience, functional expertise and personal skills and qualities:

- (i) consider candidates based on merit while giving due consideration to the benefits of diversity of gender, sexual orientation age, race, ethnicity, nationality and cultural background, the current composition of the Board and other factors as the Committee sees fit;
- (ii) develop recruitment protocols that seek to include diverse candidates; and
- (iii) assess the Board recruitment and selection protocols to confirm that diversity continues to form a component of any director search and to consider whether existing protocols promote diversity.

#### **4. MANAGEMENT DIVERSITY**

In order to promote diversity at the Senior Management level, Senior Management of the Company and the Board where appropriate will, having considered only candidates who are highly qualified based on their experience, functional expertise and personal skills and qualities:

- (i) consider candidates based on merit while giving due consideration to the benefits of diversity of gender, sexual orientation age, race, ethnicity, nationality and cultural background and other factors including current composition of the Senior Management team with respect to diversity;
- (ii) develop recruitment protocols that seek to include diverse candidates;
- (iii) assess Senior Management promotion, recruitment and selection protocols to confirm that diversity continues to form a component of any Senior Management search and to consider whether existing protocols are effective in promoting diversity; and
- (iv) consider flexible scheduling programs and other family friendly policies for employees to assist with recruitment and retention.

#### **5. GENDER DIVERSITY**

The Board of Directors is responsible for establishing measurable objectives for achieving gender diversity and assessing on an annual basis the achievement against gender diversity objectives, including the representation of women at all levels of the organization, including at the levels of Senior Management and the Board.

Each year, as part of its assessment of the Company's corporate governance practices and succession planning, the Committee shall review and report to the Board on the number of women on the Board and in Senior Management positions; and consider specifically opportunities to increase diversity, in particular, gender diversity, at the Board and Senior Management level. The number and percentage of women in such positions, and the changes in such number and percentage from the previous year, shall be disclosed in the Company's shareholder proxy circular.

This Policy requires the Company to establish specific diversity initiatives with the aim of progressing towards achievement of such initiatives. The Committee shall be responsible for making recommendations to the Board regarding any targets and timeframes for achieving representation of women in Senior Management positions.

#### **6. IMPLEMENTATION OF THIS DIVERSITY POLICY**

The Board, with the help of the Committee, is accountable for ensuring this policy is effectively implemented and has delegated oversight to senior management. The Senior Management will report to the Board on diversity initiatives being undertaken at all levels within the organization and the efficacy of steps taken to achieve compliance with the objectives set out in this Policy and, should they occur, any material instances or trends of violations of this Policy.

Approved by the Board of Directors: February 4, 2021