



## **Diversity Policy**

### **Purpose**

This Diversity Policy sets out the approach to diversity by the Board of Directors (the "Board") of Geodrill Limited (the "Corporation").

### **Fostering a Culture of Diversity**

The Corporation is committed to fostering a workplace culture of diversity and recognizes the benefits of creating and maintaining diversity throughout the company that makes use of exposure to different perspectives, including skills, experience, gender and ethnic background.

The Corporation will promote the benefits of, and need for, extending opportunities to all internal personnel and outside candidates, without distinction as to gender, race, colour, religion, sexual orientation, family or marital status, political belief, age, national or ethnic origin, citizenship, disability, or any other basis and will strive for diversity of experience, perspective and education.

The Corporation is committed to be a great place to work. Each employee, officer and director is expected to treat all other employees, officers and directors with dignity and respect and in a fair and non-discriminatory manner in all employment related dealings. The Corporation will maintain a work environment free of discrimination and harassment.

The Corporation's Diversity Policy not only focuses on the best quality individuals for the position, but also encourages representation of women on the Board and in Executive Officer positions.

### **Board Responsibilities**

The Board is committed to fostering a diverse environment where individual differences are respected, the ability to contribute and access employment opportunities is based on performance, skill and merit, and inappropriate attitudes, behaviors and stereotypes are confronted and eliminated. The Board will monitor the Corporation's performance in meeting the standards outlined in this Diversity Policy.

The Board will consider diversity in the selection criteria of new Board members.

### **Management Responsibilities**

Management of the Corporation is responsible for implementing this Diversity Policy, including recruiting and fostering a diverse and inclusive culture. Management will promote a work environment that values and utilizes the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity.

Management will consider diversity in the selection criteria of new Executive Officers.

### **Review of the Diversity Policy**

The Board will review this policy from time to time, and make any changes it considers necessary.

**Approved: May 8<sup>th</sup>, 2015**