

Diversity and Inclusion Policy

1.0 Purpose and Scope

The skills, experience and competitiveness of the stakeholders Kiwetinohk engages contributes to our success and forms a key part of Kiwetinohk's competitive advantage.

Talent and skill, and opportunity, come in many different packages. In fact Kiwetinohk views diversity as an important factor in aggregate creativity and good will, qualities that are important to the success of our business. As such, we work everyday to ensure Kiwetinohk is inclusive and respectful as a place to work, as a supplier of energy to customers, as a community member, and as a business partner.

This policy outlines our diversity and inclusion goals, which are set by the CEO in consultation with the Board, why we place high value on diversity and inclusion, and how we set about making progress and continuous improvements.

2.0 Definitions

“**Board**” means Kiwetinohk's board of directors.

“**CEO**” means the Chief Executive Officer

“**Kiwetinohk**” or the “**Corporation**” means Kiwetinohk Energy Corp. and its subsidiaries

3.0 Principles and Rules

3.1 Inclusion

Kiwetinohk values a respectful and inclusive culture and we benefit when all people fully contribute their way of thinking, experience and skills to our business.

We acknowledge that biases exist and these can create barriers for some people to fully develop and contribute their skills, abilities and talent.

As such, we work to be inclusive in our hiring and human resources practices and to provide a workplace that encourages mutual respect and positive working relationships where everyone can succeed and feel a sense of belonging to the Kiwetinohk team and a sense of ownership of our business.

3.2 Equal Opportunity

In the future world we envision, people openly and fairly compete for career development and job opportunities regardless of physical or mental disability, race,

gender, colour, religion, gender expression, age, ancestry, place of origin, marital status, place of origin, family status, or sexual orientation.

We provide equal opportunity for consideration for employment and advancement based on business needs, job requirements, skills, abilities and potential, that are compliant with laws and regulations that apply to individuals who are qualified to perform certain job requirements.

3.3 Diversity

To achieve the future vision Kiwetinohk encourages open competition for contract and employment opportunities without regard to any of the irrelevant points of discrimination (physical or mental disability, race, gender, colour, religion, gender expression, age, ancestry, place of origin, marital status, place of origin, family status, sexual orientation) that have historically contributed to the barriers to participation.

We celebrate and support Canada's diversity and the unique experiences and voices of our people by promoting a psychologically safe work environment and eliminating barriers that prevent the full participation of employees, contractors and suppliers.

3.4 Eliminate Discrimination and Create Inclusiveness

We eliminate discrimination and integrate inclusiveness across our policies, practices and procedures, including hiring, contracting, talent management, training, community investments, and procurement.

We foster a culture of respect and positive interaction and are intolerant of negative, disrespectful and bullying behaviour.

3.5 Barriers and Bias

We will educate our staff on the potential for bias in the workplace and in business decisions, and take measures to prevent it.

4.0 Other Matters

N/A

5.0. Related Policies and Mandates

Prime Directive

Code of Conduct

Respectful Workplace and Violence Prevention Policy

Whistleblower Policy

6.0 Review and Modification

The CEO may revise and modify the Diversity and Inclusion Policy as required. The policy is reviewed annually, at minimum.

Approved by CEO on January 4, 2022.