

ALTIUS MINERALS CORPORATION

MANAGEMENT ANTI-DISCRIMINATION, INCLUSION AND DIVERSITY POLICY

I. INTRODUCTION

1. Altius Minerals Corporation (the “Company”) does not tolerate discrimination based on any personal attribute such as race, ethnic origin, colour, nationality, disability, religion, age, gender, sexual orientation or gender identity in all employment practices including recruitment, promotions, training, and pay. The Company is committed to a merit based system for Management within a diverse and inclusive culture which solicits multiple perspectives and views. The Company operates within a system that strives to be free of conscious or unconscious bias and discrimination, particularly with regard to diversity and pay equity.
2. The Company believes in diversity, pay equality and values the benefits that diversity can bring to its senior management (“Management”). Diversity promotes the inclusion of different perspectives and ideas, mitigates group think and ensures that the Company has the opportunity to benefit from all available talent. The promotion of a diverse Management group makes prudent business sense and makes for better corporate governance.
3. The Company seeks to maintain a Management group comprised of talented and dedicated members with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Management group should reflect the diverse nature of the business environment in which the Company operates. For purposes of this group diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity and aboriginal status. In particular, the Management group should include an appropriate number of women.
4. When assessing Management composition or identifying suitable candidates for appointment, the Company will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of Management and the Company as a whole. Currently, the Company has eight full-time employees in its direct employ, two of whom are female managers, and nine in its Altius Resources Inc. Division, one of whom is a female manager.

II. POLICY

In furtherance of Management diversity and pay equity, the Company has a succession plan in place in which those women who are currently in management positions will receive full consideration for advanced management and related skills training, have full

consideration in any opening in the Management group and will be paid at a level commensurate with their male peers in the same position. The Company will undertake a number of initiatives that will help females within the organization to advance within the work place. This will include internal or external training, mentorship, networking programs as well as external diversion and inclusion committees and flexible work/family arrangements.

III. GUIDELINES

1. The Company will periodically assess the expertise, experience, skills and backgrounds of its employees in light of the needs of the Management group, including the extent to which the current composition of managers reflects a diverse mix of knowledge, experience, skills and backgrounds, including an appropriate number of women.
2. Any search firm engaged to assist the Company in identifying candidates for appointment to the Management group will be specifically directed to include diverse candidates generally, and multiple women candidates in particular.

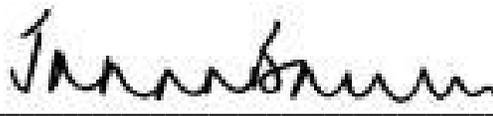
IV. REVIEW

The Governance Committee will regularly review this Policy and assess its effectiveness in helping to recruit, retain and promote a diverse Management group.

V. HISTORY

This Policy was:

- (a) Initially approved by the Board on January 22, 2018
- (b) Reviewed and approved by the Board on March 11, 2020

Signed 

Executive Chair of the Board of Directors