

## Employment & Anti-Discrimination Policy

BMC Minerals (No.1) Ltd ("BMC" or the "Company") is committed to providing an equal opportunity, non-discriminatory working environment for all employees.

The Company seeks to comply with all relevant equal opportunity, workplace harassment and discrimination legislation including all relevant Provincial and Federal Acts and Regulations as a minimum standard.

The purpose of this Policy is to promote adoption of the principles of;

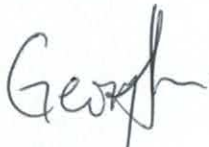
- Fairness;
- Anti-discrimination;
- Equal opportunity; and
- Merit based career advancement.

The adoption of the above is designed to ensure that all prospective and current employees and contract personnel working under our control are treated equitably, without fear of discrimination and with protection from all forms of harassment.

All employment processes and ongoing employee performance evaluation shall be merit based, without regard to other factors such as sex, marital status, pregnancy, parental status, age, race, impairment, religion, political belief, social origin, lawful sexual activity, social preference and family responsibilities.

Managers and staff at every level of the organisation shall ensure they and the people around them do not engage in discriminatory behaviour. All employees will be held responsible for the implementation of this policy and relevant programs within their area of responsibility.

This policy shall be supported by appropriate standards, procedures and programs that are designed to facilitate a harmonious workplace where discrimination is not tolerated and advancement is based upon merit.

A handwritten signature in black ink that reads 'George Smith'.

George Smith

Date: 1 November 2016

Director