



Lion One Metals Ltd.

Equal Opportunity Policy

1.0 Purpose

- 1.1 The Board of Directors (“Board”) of Lion One Metals Ltd. (“Lion One”), is committed to providing a work environment in which everyone is treated fairly and with respect, irrespective of sex, sexual orientation, race, age, disability, religion or ethnic origin and which is free of discrimination, bullying, victimization, vilification and sexual and other unlawful harassment.
- 1.2 The Equal Opportunity Policy is based on the following objectives:
- (a) To hire the best-qualified person for the available job without regard to their race, colour, national origin, marital status, pregnancy, religion, political conviction, impairment or sexual preference;
 - (b) To appraise and promote employees on the basis of objective assessment of performance and potential. This decision will be made without discrimination;
 - (c) To conduct all activities without discrimination;
 - (d) To maintain a workplace free of harassment.
- 1.3 Lion One will comply with relevant and applicable Equal Opportunity, Anti-Discrimination and Affirmative Action legislation, regulations and supporting law.

2.0 Commitment

- 2.1 Lion One is an equal opportunity employer.
- 2.2 Lion One will not tolerate discrimination, vilification, victimization and sexual harassment of its employees.
- 2.3 This policy does not override any relevant laws or regulations.
- 2.4 It is a condition of employment that employees of Lion One comply with this policy and other applicable laws and regulations.

3.0 Equal Opportunity Obligations

- 3.1 It is against the law to discriminate on certain grounds, bully, harass, sexually or otherwise, victimized or vilify another person.
- 3.2 Discrimination in relation to sex, age, sexual orientation, relationship status, race, family responsibilities, pregnancy, impairment, political beliefs, parental status, breast feeding and religious belief is against the law.



3.3 Discrimination occurs when a person or group is treated less favourably than another person or group in the same or similar circumstances.

3.4 There are two main forms of discrimination:

- (a) **Direct** – where one person is treated less favourably than another person in the same or similar circumstances on the grounds of sex, marital status, age, pregnancy, race, religion, impairment.
- (b) **Indirect** – where an unreasonable policy or condition initially appears neutral and fair, but actually can act to the detriment of a particular group of people due to a characteristic of that group (such as age or gender).

4.0 Equal Opportunity Responsibilities

4.1 Each employee is responsible for ensuring that their personal conduct in the workplace is consistent with this policy and the law that the rights of fellow employees are respected. Equal opportunity legislation provides obligations for all persons within a workplace to take responsibility for their own actions. Lion One fully supports personal accountability and will make decisions and, where necessary, take appropriate actions to ensure the equal opportunity is complied with.

4.2 Management is required to ensure that this policy is adhered to in their area of responsibility and for instituting appropriate actions to achieve the policy objectives.

5.0 Occurrence of Discrimination, Harassment, Victimization or Vilification

5.1 A person believing that they may be experiencing discrimination, harassment, victimization or vilification should not ignore it. Where possible the person experiencing the offending behavior should tell the alleged offender that they object to the behavior and do not wish it to be continued or repeated. They may wish to confidentially seek or discuss the matter with any employee who the employee feels comfortable and who may be able to assist in the matter. Together an evaluation can be made as to the best approach to resolve the matter.

5.2 Lion One will treat all complaints seriously, impartially, sympathetically and confidentially where possible. Lion One will attempt to resolve the complaint or concern at the workplace.

5.3 Employees will not be disadvantaged in their employment conditions or opportunities as a result of lodging a concern or complaint.

6.0 Breaches of Policy

Strict compliance with the policy is a condition of employment. Breaches of this policy or the law will be subject to disciplinary action which may include termination of employment.



7.0 Review of Policy

This policy shall be reviewed by Lion One on a regular basis and if required be amended or reviewed to suit the requirements of Lion One and adherence to the law.

Original Approval Date: October 25, 2013
Revised:
Last Revised and Approved:
Approved by: Board of Directors