

Code of Conduct & Ethics Policy

Purpose of the Policy:

This policy lays out the IMII's general expectations and guiding principles for appropriate behavior of its directors, other member representatives and employees while engaged in IMII activities. Given the potential for anti-competitive behaviors to arise in an industry association such as IMII, a separate policy has been prepared concerning compliance with competition laws.

For the purpose of the Declaration, the Code of Conduct & Ethics Policy and the Competition Law Compliance Policy are to be considered together.

Scope:

This policy applies to all participants in IMII activities.

Definitions:

"Participants" includes Members, Directors, Staff, consultants or others as the context may require.

Responsibilities:

It is the expectation that participants in IMII activities will operate and conduct their decisions and actions based on the following values and norms of ethical behavior:

Honesty/Integrity – not using the IMII for personal benefit or improper business practice but to maintain an impeccable standard of integrity in all business relationships within IMII.

Professionalism – foster the highest standards of professional competence for all activities within IMII.

Responsible Management – steer the activities of the IMII to provide maximum benefit to the members.

Serve the Interest of the Minerals Industry – inform, facilitate, coordinate and financially support industry-driven research and skill development that will enable innovation in, and the sustainability of, the Saskatchewan minerals industry.

Compliance and Conformance with Requirements – follow all applicable laws of Canada and Saskatchewan, and the Bylaws and Policies of the IMII.

Adherence to IMII's Competition Law Compliance Policy – IMII has developed a policy to enable competing companies and institutions to work together in a way that does not violate competition laws. This policy is to be read as part of IMII's Code of Conduct & Ethics.

Implementation Procedure:

Adherence to this Code will be certified by a Declaration that the participant has read and will abide by this Code and the Competition Law Compliance Policy.

Breach of Policy:

Directors, panel members and steering committee members who breach the provisions of this Code of Conduct & Ethics are subject to disciplinary action by the Board of Directors, including loss of privileges to attend Board meetings, removal from Panels and/or Committees, exclusion from any or all IMII premises or functions and such other sanctions as the Board may feel is appropriate under the circumstances. The Board reserves the right to ask the member representative to resign and/or the Member from which the representative was named to appoint a different person.

Employees who breach the provisions of the Code of Conduct & Ethics are subject to disciplinary action by the Board, up to and including termination of employment for just cause without notice or payment in lieu of notice.

Consultants or others are subject to termination of their contract or relationship with the IMII.