

## POLICY WITH REGARDS TO THE USE OF USE OF SOCIAL MEDIA, COMPUTERS, CELL PHONES, MUSIC PLAYERS, PERSONAL CAMERAS, AND VIDEO CAMERAS

Although freedom of speech is encouraged and constitutes a fundamental right, it must be exercised with respect for the other rights protected by law, such as the right for respect of privacy and reputation, as well as in compliance with An Act Respecting Occupational Health and Safety, the Charter of Human Rights and Freedoms, the Civil Code of Quebec, Stornoway's policy regarding the use and management of computer resources, etc.

This guideline is designed to provide a framework for the responsible use of social media and personal devices by the Company's employees. It also applies to consultants, independent workers, contractors, and subcontractors while they render services to the Company.

### DEFINITION OF SOCIAL MEDIA AND ELECTRONIC/ COMPUTING DEVICES

Please note that for these considerations, employees, consultants, independent workers, contractors, subcontractors, visitors, etc., who use the following equipment, resources, and tools must comply with the terms of use:

- ▶ **Social Media**, defined as any type of online application, platform or virtual medium designed to facilitate interaction, collaboration, and content sharing. These media include:
  - ▶ Social networking sites (Facebook, MySpace, Digg, Ning, Friendster, LinkedIn, etc.)
  - ▶ Video- and photo-sharing sites (Facebook, Flickr, YouTube, iTunes, etc.)
  - ▶ Microblogging sites (Twitter, etc.)
  - ▶ Personal or corporate blogs and comment areas on Web-based media
  - ▶ Forums (Yahoo! Groups, Google Groups, Wave, MSN Messenger, etc.)

- ▶ Online encyclopedias (Wikipedia, etc.)
- ▶ And any other Web site that allows legal entities or natural persons to use online posting tools

- ▶ **Personal computers** (tablets, laptops, etc.)

#### Cell phones

- ▶ **Personal or company cameras or video cameras**
- ▶ **Music players such as the iPod touch and nano, MP3 players, MP4 players, etc.**
- ▶ **Headphones, personal headsets, etc.**
- ▶ **Other similar devices** that allow legal entities and natural persons to acquire information, images, conversations, photos, and sketches of the Company, its employees or its activities as well as listen to music, etc.

### TERMS OF USE

- ▶ Except for employees whose work requires it, it is strictly forbidden to use social media during work hours.
- ▶ Employees whose work requires the use of social media should at all times use them ethically and in compliance with the law. No contentious content that compromises the fundamental rights of others, in particular the right to respect for their privacy and reputation, nor racist, hateful, sexist, homophobic, slanderous or shocking language, death threats, aggressive, coarse, violent or obscene comments, confidential data, pornographic language or content, advertisements from social or political organizations, messages of support for political candidates or organizations, commercial or marketing productions or junk mail, among other things, shall be tolerated. The contentious language will be removed without notice.
- ▶ The use of personal devices, e.g., computers, cell phones, cameras, video cameras, and music players, including personal headphones or headphones used for personal use, during work hours is strictly forbidden. The employees and contractors working on the mining

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site's premises should consequently leave their personal devices in their dorm before meeting up with their work team. Visitors or other persons or groups of persons will also have to declare and leave their personal devices at Stornoway's gate before entering the work areas. No person shall use the Company's logo on social media sites or elsewhere without a written authorization from the appropriate authorities of the Company, specifically the communications manager and senior management.

- No person shall act as a Company spokesperson or agent unless so authorized by Stornoway.
- The Company's intellectual property, confidential information and computer network must be protected by all employees at all times.
- The Company will block access to social media and cell phones in areas where they are not required for

the job (i.e., Renard mine work sites). Sending or receiving text messages, etc., on the work site and while operating equipment is strictly prohibited. These devices will nonetheless be accessible in the employee campgrounds and living areas. Stornoway reminds you, however, that users remain at all times responsible for their use of social media sites and the content they post. The Company frequently monitors the Web to supervise the use of its name, image and reputation as well as those of its employees.

Failure to comply with these rules by Stornoway employees will lead to disciplinary action up to and including termination. Contractors (including their employees), independent workers, consultants, subcontractors, and visitors are subject to immediate and indeterminate expulsion from the Company's premises.