

**EASTMAIN RESOURCES INC.**  
**(the “Corporation”)**

**DIVERSITY POLICY**

**I. PURPOSE**

The Board of Directors (the “**Board**”) of the Corporation recognizes that a diverse workforce is a competitive advantage. The Corporation consciously works to create an environment that respects and values the diversity of the people and world around it, including differences in gender, age, ethnicity, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture or other personal characteristics. To this end, the Board has unanimously adopted this Diversity Policy (the “**Policy**”).

**II. POLICY OBJECTIVES**

The Corporation’s overall strategy includes pursuing the following objectives:

1. identify relevant factors to be taken into account in the employee selection process and develop practices to limit potential unconscious bias;
2. recruit, manage and promote on the basis of an individual’s competence, qualification, experience and performance, and consideration for the places we work, regardless of gender, age, race, nationality, religious beliefs, cultural background, sexual orientation or any other basis;
3. foster a diverse environment where the ability to contribute and access employment opportunities is based on performance, skill and merit, while (i) recognizing the benefits of and actively promoting greater representation of women in leadership positions throughout the organization, including at the Board level and in executive officer positions; and (ii) ensuring that the Board is comprised of directors who have a diversity of skills, thought and experience, as such diversity benefits the Corporation by providing a broad range of perspectives and insights;
4. consider matters of diversity when making director nominations within the context of the operations of the Corporation and the mineral resource industry in general, and make an effort to ensure a constituency that is not only reasonably diverse on the basis of age, race, gender and ethnicity, but also on the basis of geographic knowledge, industry experience, board tenure and culture;
5. we will work to support employees by fostering a cooperative work environment and to develop flexible and adaptive work practices and policies within the contexts of our corporate and exploration activities;
6. create a workplace characterized by inclusive practices and behaviours for the benefit of all staff and stakeholders, which is free from bullying, harassment and discriminatory behaviours; and

7. establish procedures for monitoring, encouraging and assessing diversity within the Corporation.

### **III. IMPLEMENTATION**

The Governance and Nominating Committee is responsible for making recommendations to the Board on the election or re-election of nominees to the Board. The Governance and Nominating Committee and Board will consider diversity in the selection criteria of new Board members and executive officer appointments. Management will provide the leadership framework and direction under the guidance of the Board and this Policy. It is the responsibility of everyone at the Corporation to sustain a culture that promotes and supports principles of diversity and inclusivity

In addition to this Policy, the Corporation has implemented the following policies that promote and support diversity:

1. Code of Business Conduct and Ethics;
2. Whistleblower Policy.

The Board will proactively monitor the Corporation's performance in meeting the standards outlined in this Policy. The Company will disclose detailed diversity information in its disclosure as per applicable laws and regulations.

### **IV. REVIEW AND AMENDMENT OF POLICY**

This is a policy, and is subject to change from time to time by the Board. In addition, the Board may, from time to time, permit departures from the terms hereof.

Approved: December 2018