



## BUSINESS CONDUCT AND ETHICS POLICY

### 1. INTRODUCTION

Omega Pacific Resources Inc. (the “**Company**”) requires that its directors, officers, employees and other individuals representing the Company maintain the highest level of integrity in their dealings with each other and with the public on behalf of the Company. This Business Conduct & Ethics Policy (the “**Policy**”) is intended to document some of the specific principles of conduct and ethics which must be followed by our directors, officers and employees in the performance of their responsibilities with respect to the Company’s business. Other individuals representing the Company (such as consultants or contractors) are also expected to abide by all applicable provisions of the Policy together with other policies applicable to them (as described below) and adhere to the principles and values set out in the Policy and the other policies when representing the Company to the public or performing services for, or on behalf of, the Company. The Policy is intended to:

- promote honest and ethical conduct and manage actual or apparent conflicts that may arise;
- promote full, fair, accurate, timely and understandable disclosure to the public including our periodic reports required to be filed with the Canadian securities regulatory authorities and other applicable securities regulatory authorities (the “**Commissions**”);
- promote compliance with applicable governmental rules and regulations;
- provide guidance to directors, officers and employees of the Company to help them recognize and deal with ethical issues;
- provide a mechanism to report unethical conduct or violations of the Policy; and
- help foster a culture of honesty and accountability.

Our directors have committed that they will comply at all times with the principles set forth in this Policy and they expect each of our officers, employees and others to do likewise.

This Policy outlines the fundamental principles of legal and ethical business conduct as adopted by the Board of Directors of the Company (the “**Board**”). It is not intended to be a comprehensive list addressing all legal or ethical issues which may confront the Company’s personnel or representatives. Hence, it is essential that all Company personnel and representatives subject to this Policy employ good judgment in the application of the principles contained herein and in our other applicable policies.

## **2. ETHICAL CONDUCT**

Each of our directors, officers, employees and other individuals representing the Company will:

- monitor and manage conflicts of interest that may arise;
- provide, or cause to be provided, full, fair, accurate, timely and plain disclosure in reports and documents that the Company files with, or submits to, the Commissions, relevant stock exchanges and in other public communications made by the Company;
- comply, and take reasonable actions to encourage others within the Company to comply, with applicable governmental laws, rules and regulations;
- promptly report violations of this Policy; and
- promote accountability for adherence to this Policy.

Our Company's records must be prepared accurately and maintained properly in accordance with all applicable laws, rules and regulations. No false, artificial or deceptive entries may be made in the Company's records for any reason. In addition, it is important to remember that the Company's records belong to the Company. Therefore, the Company's records should not be removed from the Company's property except for a legitimate business reason, and any documents so removed should be returned to the Company's property as soon as practical.

Accounting procedures and controls are prescribed by policies set out in the Audit Committee Charter. Within these policies, the senior officers of our Company have the primary responsibility for establishing and monitoring adequate systems of internal accounting and controls in accordance with sound accounting principles, and all employees must adhere to these controls. The Company's auditors will be asked from time to time to monitor and report upon these internal controls. Our employees are required to cooperate completely and forthrightly with the Company's external auditors. No officer or director or employee may engage in, allow or conceal any financial or bookkeeping irregularity.

## **3. CONFLICTS OF INTEREST**

All directors, officers, employees and other individuals representing the Company have an obligation to act in the best interests of the Company and are expected to make decisions and take actions that are in the best interests of the Company as a whole, and which are not based on or unduly influenced by personal relationships and benefits. A "conflict of interest" occurs when an individual's private interest interferes in any way, or could appear to interfere, with the interests of the Company. A conflict situation can arise when a director, officer, employee or other individuals representing the Company takes actions or has private interests that may make it difficult to perform his or her work objectively and effectively. Conflicts of interest also arise when a director, officer, employee or individual representing the Company, or a member of his or her family, receives improper personal benefits as a result of his or her position in or on behalf of the Company.

Directors, officers and employees are prohibited from taking for themselves personal opportunities that arise through the use of corporate property, information or position and from using corporate property, information or position for personal gain. Directors, officers and employees are also prohibited from competing with the Company directly or indirectly and owe a duty to the Company to advance the legitimate interests of the Company when the opportunity to do so arises.

Directors, officers, employees and individuals representing the Company should avoid any relationships which could create a conflict of interest. Employees and individuals representing the Company are expected to disclose such relationships and conflicts to their immediate supervisors. Directors and Officers of the Company are to disclose any conflict of interest or potential conflict of interest to the Board. Conflicts of interest involving those with whom the Company does business should also be disclosed in writing to such third parties. Any waiver of any such conflict of interest must be approved by the Board and be disclosed as required under applicable securities laws.

Members of the Board are to disclose any conflict of interest or potential conflict of interest to the entire Board as well as any committee of the Board on which they serve. Directors are to excuse themselves from participation in any decision of the Board or a committee thereof in any matter in which there is a conflict of interest or potential conflict of interest. However, if the Board determines that a potential conflict of interest cannot be cured, the individual will be asked to resign from their position with the Company.

Directors, officers and employees will not accept board positions with any public company or with any private entity that is, or likely to be, active in the natural resource sector without the informed consent of the Chairman of the Board. All individuals must excuse themselves from participating in any matters pertaining to the Company and the business organization of which they are directors.

If you are aware of a material transaction or relationship (including those involving family members) that could reasonably be expected to give rise to a conflict of interest, you should discuss the matter promptly with the Chairman of the Corporate Governance & Nominating Committee (the "**Committee Chair**").

Any director, officer or employee will, when requested, promptly supply the Committee Chair with all relevant documentation in respect of any transaction in which the Committee Chair perceives a conflict may be, or may have been, present.

As it is not possible to list all conflict of interest situations, it is the responsibility of the individual to avoid and properly address any situation involving a conflict of interest or potential conflict of interest. Company personnel or representatives who wish to obtain clarification of the Company's conflict of interest principles or further guidance with respect to the proper handling of any specific situation should consult their immediate supervisor, the Chief Executive Officer, or the Company's outside legal counsel.

Related party and conflicted transactions, whether actual or perceived, are subject to the review and appropriate oversight of the Audit Committee.

#### **4. GIFTS**

Directors, officers, employees and other individuals representing the Company will exercise discretion and good judgment in accepting gifts from companies (or from employees, officers, directors, agents or representatives of companies) with which the Company does business or competes. Directors, officers, employees and other individuals representing the Company, and their immediate family, will not accept any gift or gifts greater than what is normal or customary in the mining business. Meals, drinks, or other routine entertainment are exempt from these restrictions as long as the director, officer, employee, representative and his/her immediate family exercise reasonable judgment in refusing offers that might appear to impose a future obligation on the director, officer, employee or representative. Please also refer to the Company's Anti-Bribery and Anti-Corruption Policy ("**ABC Policy**") for further details regarding Gifts and Entertainment.

#### **5. COMPANY ASSETS**

Directors, officers, employees and other individuals representing the Company shall take reasonable steps to protect the Company's assets and ensure their efficient use, in addition to ensuring the Company's assets are used only for the Company's legitimate business purposes.

#### **6. CONFIDENTIALITY OF CORPORATE INFORMATION**

Directors, officers, employees and other individuals representing the Company must maintain the confidentiality of all information entrusted to them by the Company, unless disclosure is authorized by the Company or is legally required. Confidential information includes all non-public information relating to the Company that may prejudice the ability of the Company to pursue certain objectives, be of use to competitors or harmful to the Company if disclosed. Confidential information also includes any information relating to the Company's business and affairs that results in, or would reasonably be expected to result in, a significant change in the market price or value of the Company's securities or any information a reasonable investor would consider important in making and investment decision. Directors, officers, employees and other individuals representing the Company shall comply with confidentiality provisions contained in agreements to which they or the Company is a party and shall not use confidential information for their own advantage or profit.

#### **7. EQUAL OPPORTUNITY**

The Company will not discriminate against an employee or applicant because of race, religion, colour, sex, sexual orientation, age, national or ethnic origin or physical handicap (unless demands of the position are prohibitive). The Company will maintain a work environment free

from discriminatory practice of any kind in which individuals are treated with dignity and respect. The Company expects that all relationships among persons in the workplace will be professional and free of bias and harassment. Please also refer to the Company's Anti-Discrimination Policy for further details regarding prohibitions in respect of discriminatory practices.

## **8. FAIR DEALING**

Directors, officers, employees and other individuals representing the Company are required to deal honestly and fairly with the Company's business partners, competitors, shareholders and other third parties. No director, officer, employee or other individuals representing the Company should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other intentional unfair practice.

## **9. COMPLIANCE WITH LAWS, RULES AND REGULATIONS**

Directors, officers, employees and other individuals representing the Company must comply, at all times and in all material respects, with all laws, rules and regulations applicable to the Company, including any laws prohibiting insider trading, money laundering, bribery and improper payments and must report any suspected violations in accordance with Section 10 "Reporting Illegal or Unethical Behavior".

The Company has adopted the ABC Policy, Corporate Disclosure, Social Media and Trading Policy and Anti-Discrimination Policy, with which all directors, officers, employees and others representing the Company and its subsidiaries are required to comply. A copy of each of these policies is available on the Company's website at <https://omegapacific.com/about/> or may be obtained from the Company's Corporate Secretary.

## **10. REPORTING ILLEGAL OR UNETHICAL BEHAVIOR OR CONCERNS ABOUT ACCOUNTING MATTERS**

Anyone who seeks advice, raises a concern or reports misconduct or a violation of this Policy or other policies implemented by the Company, is following the requirements of this Policy and the desires of the Board. We encourage such action. The Company will not permit retaliation for reports made in good faith about violations of the law, rules, regulations or the Company's policies.

Canadian and United States securities regulators have also established rules requiring public companies to establish procedures for: (a) the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls, or auditing matters; and (b) the confidential anonymous submission by employees of the Company of concerns regarding potential fraud, questionable accounting or auditing matters.

The Company has adopted a Whistleblower Policy which allows directors, officers, employees and representatives of the Company and its subsidiaries to make complaints and report

concerns on a confidential basis to the Audit Committee Chairman. A copy of this policy is available on the Company's website at <https://omegapacific.com/about/> or may be obtained from the Company's Corporate Secretary. Persons wishing to make complaints or report concerns on a confidential basis are encouraged to make a complaint through the Company's online whistleblower platform to the Audit Committee Chairman in accordance with the Whistleblower Policy.

#### **11. REVIEW OF CHARTER, AMENDMENT TO, OR WAIVER OF, THIS POLICY**

The Corporate Governance and Nominating Committee shall review and reassess the adequacy of this Policy annually or otherwise as it deems appropriate and recommend changes to the Board.

Any amendment to, or waiver of, any provision of this Policy with regard to any person to whom it applies must be approved by the Board. In the event that members of the Board will be personally affected by a waiver of this Policy, such waiver shall be approved by a committee consisting entirely of members of the Board who will not be personally affected by such waiver.

#### **12. COMPLIANCE CERTIFICATION**

All Directors, Officers, Employees and Contractors must provide a certification of compliance with this Policy by signing and returning to the Disclosure Committee, an Acknowledgement in substantially the form as the attached Schedule "A", attesting, among other things, that they have read and understand this Policy and the other policies applicable to them and that they agree to comply with the terms of such Policies.

**APPENDIX "A"**

**ACKNOWLEDGEMENT**

The Company's Policies are important to prevent violations of applicable securities laws and to avoid situations which could damage the Company's reputation for integrity and ethical conduct – assets of immeasurable value to the Company.

The Company Policies assist the Company, together with its directors, officers, employees, consultants and contractors to conduct its business in an honest and ethical manner, reflecting the highest standards of integrity and in compliance with all relevant laws and regulations applicable to it.

Please acknowledge that you have read, understand and will comply with the Company's policies which have either been sent to you via email or have been made available to you, by signing this acknowledgment and returning it to the Company's Corporate Secretary. Please contact the Corporate Secretary if you require hard copies of the policies.

I hereby acknowledge that I have read, understand, and will comply with the following Company Policies:

- Business Conduct and Ethics Policy
- Anti-Bribery & Anti-Corruption Policy
- Anti-Discrimination Policy
- Whistleblower Policy
- Corporate Disclosure, Social Media and Trading Policy

I understand that a violation of these policies may result in severe consequences, which could include internal disciplinary action and termination of employment or consulting arrangements.

Acknowledged and agreed by:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name – Please Print

\_\_\_\_\_  
Date