

	DIVERSITY POLICY		
	REVISION NUMBER 1	ORIGINAL ISSUE DATE September 17, 2018	EFFECTIVE DATE May 24, 2019
SCOPE: This Policy applies to all directors and officers of the Company and employees or contractors of the Company (“ Subject Persons ”).			
APPROVED BY:	Board of Directors		
ADMINISTERED BY:	Corporate Governance and Nominations Committee		
RELATED DOCUMENTS:	Code of Business Conduct and Ethics Anti-Corruption and Anti-Bribery Policy Whistleblower Policy		

POLICY STATEMENT

Bluestone Resources Inc. and its subsidiaries, joint ventures or affiliated companies (“**Bluestone**” or the “**Company**”), are committed to workplace diversity and fostering a culture of inclusion across all aspects of our business and all operations and offices.

At Bluestone, diversity and inclusion means to respect and value difference. We recognize the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas, and benefiting from all available talent.

We understand that diversity and inclusion are defined in various ways globally. At Bluestone, “Diversity” refers to any dimension that can be used to differentiate groups and people from one another, such as but not limited to gender, age, ethnic origin, religion, education, sexual orientation, political belief, disability, appearance, and family status. “Inclusion” refers to a culture of respect and appreciation of these differences.

This Policy sets out the principles and requirements by which Bluestone will enhance diversity and inclusion throughout the organization. This Policy is to be read concurrently with Bluestone’s Code of Business Conduct and Ethics, and Human Rights policy.

TERMS OF THIS POLICY

All Subject Persons are expected to foster a culture of diversity and inclusion, where different perspectives, experiences, and skillsets are respected and valued, including:

- recognizing that inclusion is an attitude and approach that embraces all people no matter their differences or similarities, allowing all people working with and for Bluestone to be their full, authentic selves;
- endeavoring to ensure everyone feels respected, welcomed, supported, and encouraged to achieve their full potential; and
- reporting instances of non-compliance with this Policy using the reporting channels outlined in our Code of Business Conduct and Ethics and Whistleblower Policy.

Board of Directors' Responsibilities

The Board of Directors, through its Corporate Governance and Nominations Committee, commits to fostering a diverse and inclusive culture where:

- individual differences are respected;
- the ability to contribute and access employment opportunities is based on performance, skill, experience, and merit, while recognizing the benefits of and actively promoting greater diversity in leadership positions throughout the organization, including at the Board and in executive officer positions; and
- inappropriate attitudes, behaviours, and stereotypes are confronted and eliminated.

The Board of Directors responsibilities include:

- formally assigning the responsibility to facilitate the implementation of this Policy to a senior officer of the Company;
- quarterly monitoring of Company performance in compliance with this Policy;
- considering diversity in the selection criteria of new Board members and executive officer appointments; and
- supporting goals to increase the average percentage of women on boards and women in executive positions in corporate Canada.

Management Responsibilities

Management is charged with the responsibility of implementing this Policy by:

- ensuring sufficient and reasonable resources are allocated to implement and manage this Policy and support the diversity and inclusion strategy;
- providing quarterly updates to the Corporate Governance and Nominations Committee and Board of Directors on the progress made toward enhancing diversity and inclusion; and
- reporting progress on enhancing diversity and inclusion at Bluestone through disclosure in the Company's regulatory disclosure filings and other relevant public reporting channels.

This Policy does not purport to condone engagement in actions that would violate any anti-discrimination, equal employment, or other laws and regulations. Employees and Directors will be recruited and promoted based upon their ability and contributions.

POLICY REVIEW

The Company will review this Policy annually to ensure that it is achieving its purpose. Based on the results of the review, the Policy may be revised accordingly.