

	<b>DIVERSITY AND INCLUSION POLICY</b>		
	<b>REVISION NUMBER</b> 2	<b>ORIGINAL ISSUE DATE</b> September 17, 2018	<b>EFFECTIVE DATE</b> May 19, 2021
<b>SCOPE:</b> This Diversity and Inclusion Policy (the “ <b>Policy</b> ”) applies to all directors and officers of the Company and employees or contractors of the Company (“ <b>Subject Persons</b> ”).			
<b>APPROVED BY:</b>	Board Chair	<b>SIGNATURE:</b> <i>William Lamb</i>	
<b>ADMINISTERED BY:</b>	Corporate Governance and Nominations Committee		
<b>RELATED DOCUMENTS:</b>	Code of Business Conduct and Ethics Anti-Corruption and Anti-Bribery Policy Whistleblower Policy Human Rights Policy Sustainability Policy		

## PURPOSE

Bluestone Resources Inc. and its subsidiaries, joint ventures, or affiliated companies (“**Bluestone**” or the “**Company**”) are committed to workplace diversity and fostering and cultivating a culture of inclusion, fair treatment, and respect across our business and all operations and offices. The Company is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate discrimination of any kind.

This Policy sets out the objectives and responsibilities 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.

## DEFINITIONS

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, identity, age, nationality, 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.

## SCOPE OF THIS POLICY

All employees and contractors, at all levels, are expected to follow this Policy and to promote a culture of diversity and inclusion, where diverse backgrounds, perspectives, experiences, and skillsets are respected and valued. We recognize that inclusion is an attitude and approach that embraces all people no matter their differences or similarities.

Bluestone aims to ensure that all Subject persons commit to comply with this Policy.

## OBJECTIVES

At Bluestone, we recognize that diversity throughout all levels of the organization promotes innovation, creativity, performance, and effective decision-making.

We strive to achieve:

- gender balanced representation on the Board of Directors (the “**Board**”);
- a workplace culture free of all forms of discrimination and harassment; the elimination of inappropriate attitudes, racist behaviours, and stereotypes that could be a barrier to the selection, assessment, or professional development of diverse talent;
- a diverse and skilled workforce to achieve the Company’s goals;
- awareness in all our staff of their rights and responsibilities in order to create a diverse and inclusive workplace culture; and
- inclusive stakeholder engagement practices that consider multiple perspectives from local stakeholders and guide community investment decisions.

Any complaint or report on any form of discrimination and harassment will be treated seriously and appropriate measures will be taken.

### **RESPONSIBILITIES**

The Board is responsible for oversight of this Policy. Annually, the Board, or a committee of the Board, will review this Policy and assess its effectiveness in promoting a diverse Board and the progress of the Company in achieving the objectives established in this Policy.

Management is responsible for implementing this Policy and establishing a workplace and working environment that supports workforce diversity and for providing regular updates to the Board on the progress of achieving the objectives of this Policy.

All employees are expected to demonstrate consideration and respect for differences and act to prevent any form of discrimination or harassment.

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.