Code of Conduct

1. Purpose

The purpose of this Code of Conduct (the "Code") is to establish the principles, expectations, and standards of behaviour that govern all individuals involved with Women in Mining Canada ("WIMC"). This Code is intended to promote a professional, respectful, and inclusive community that aligns with WIMC's mission and values. The Code also provides a clear framework for ethical conduct and decision-making in all WIMC-related activities.

2. Scope and Applicability

This Code applies to all individuals involved with WIMC, including directors, officers, members, volunteers, committee members, employees, contractors, sponsors, partners, and service providers. It also applies to all participants in WIMC events, programs, and communications. The Code governs conduct in all WIMC-related contexts, including in-person events, virtual platforms, and any external situations in which an individual is representing or associated with WIMC.

3. Guiding Principles

All individuals subject to this Code are expected to act in accordance in a way that reflects WIMC's mission, values, and commitment to inclusion. Individuals must treat others with dignity, fairness, and respect, and must contribute to an inclusive and welcoming, and psychologically safe environment. They are expected to act honestly and ethically, to take responsibility for their actions and decisions, and to promote transparency and trust in all interactions. Individuals are also expected to contribute constructively to WIMC's mission and to support a collaborative and respectful community.

4. Mission and Values

Women in Mining Canada is Canada's leading organization dedicated to supporting women in the mining and resources sector. WIMC envisions a future in which opportunities and outcomes are equitable, regardless of gender. WIMC's mission is to educate, elevate, and empower women working in mining and related industries. WIMC fulfills this mission by providing tools, resources, and programs that support leadership development and advance diversity and inclusion. The organization promotes excellence and best practices across the industry, and provides a national platform for recognition, networking, and professional growth. These mission-driven priorities

guide the expectations set out in this Code and inform how individuals are expected to behave in all WIMC-related activities.

5. Commitment to Inclusion and Diversity

WIMC is committed to advancing a mining sector in which diversity is valued, inclusion is intentional, and opportunities are equitable. The organization recognizes that diverse perspectives and lived experiences strengthen the community, improve decision-making, and contribute to a more innovative and sustainable industry.

All individuals subject to this Code are expected to foster an environment that is respectful, inclusive, and psychologically safe. This includes supporting meaningful participation by women and individuals from historically underrepresented or marginalized groups, and demonstrating respect for Indigenous Peoples, cultures, rights, and perspectives.

Discrimination, harassment, or exclusionary behaviour is inconsistent with WIMC's values and will not be tolerated under any circumstances.

6. Standards of Conduct

6.1. Respectful Communication

All individuals are expected to conduct themselves in a professional and respectful manner in all WIMC-related activities. This includes communicating courteously, valuing diverse perspectives, and engaging in good-faith discussions. Individuals must avoid behaviour that is disruptive, offensive, or undermines the participation of others. This includes meetings, events, emails, social media, messaging platforms, and informal interactions connected to WIMC.

6.2. Discrimination, Bullying and Harassment

WIMC is committed to maintaining a safe and inclusive environment that is free from harassment, bullying, intimidation, and discrimination. Any conduct that creates an unsafe, hostile, disrespectful, or exclusionary environment is inconsistent with WIMC's values and may result in corrective actions.

6.3. Conflict of Interest

Individuals must act in the best interests of WIMC and avoid situations where personal, professional, financial, or other interests could conflict, or be perceived to conflict, with those of the organization. Any actual or potential conflicts of interest must be disclosed promptly and managed appropriately, including recusal from related discussions or decisions where required.

6.4. *Gifts, Hospitality and Improper Influence*

Gifts, hospitality, entertainment, favours, or benefits must not be accepted if they could reasonably be perceived as influencing decision-making or creating an obligation to a third party. Modest and infrequent tokens of appreciation may be acceptable, provided they are appropriate and do not compromise integrity or independence.

6.5. Anti-Bribery

WIMC maintains zero tolerance for corruption, bribery, or any improper conduct. All activities must be conducted in compliance with applicable laws and with the highest ethical standards.

6.6. Confidentiality, Privacy and Information Stewardship

Individuals must respect privacy and protect confidential, personal, sensitive, and non-public information. This may include information about members, volunteers, directors, committees, sponsors, partners, donors, award nominees, finances, strategy, meetings, and internal discussions.

Such information must be accessed, used, shared, or retrained only for authorized WIMC purposes and in accordance with applicable privacy obligations. Any suspected privacy or confidentiality breach should be reported promptly to WIMC leadership.

6.7. Representing WIMC

Individuals are responsible for representing WIMC in a responsible manner that is consistent with its values and reputation. The WIMC name, brand, reputation, platforms, relationships, funds and resources must not be misused, and public communications must not undermine the organization's credibility. Individuals must act responsibly when handling WIMC assets, records, funds, data, or materials.

Individuals must not, without proper authority:

- Speak on behalf of WIMC;
- Present personal views as WIMC's official position;
- Commit WIMC to partnerships, sponsorships, expenditures, public statements, or advocacy positions;
- Use WIMC affiliation for personal, political, commercial, or reputational gain; or
- Imply WIMC endorsement of a company, supplier, product, service, candidate, or position.

6.8. Sponsorships, Partnerships and External Relations

WIMC values relationships with sponsors, partners, donors, chapters, and industry stakeholders. These relationships must be consistent with WIMC's mission, values, and reputation. Sponsorships, donations, partnerships, awards, speaking opportunities, and other external relationships must be managed fairly, transparently, and without improper influence. WIMC's role is to support education, inclusion, leadership, networking, recognition, and professional development — not to provide preferential access, commercial advantage, or procurement outcomes.

6.9. Environmental and Social Sustainability

WIMC encourages responsible behaviour that supports environmental and social sustainability within the mining sector. Individuals are expected to contribute positively to the communities connected to the industry and to promote ethical and responsible practices.

7. Reporting Concerns and Enforcement

Individuals are encouraged to report any concerns or potential violations of this Code in good faith. Concerns may include unethical conduct, harassment, discrimination, conflicts of interest, misuse of WIMC resources, confidentiality breaches, improper influence, or conduct that may harm WIMC's reputation.

Reports may be made to the Board Chair, the Chair of the Governance Committee, or another appropriate member of WIMC leadership. If the concern involves one of these individuals, the report may be made to another independent Board member.

Reports will be treated seriously and handled promptly, with appropriate discretion, fairness, and confidentiality to the extent possible.

WIMC will review reported concerns in a fair and proportionate manner and will determine appropriate actions based on the nature, seriousness, frequency, severity of the conduct. Where appropriate, actions may include informal resolution or coaching, clarification of expectations, formal written warnings, removal from a meeting, event, activity, committee or roles, or suspension or termination of participation, membership, volunteer involvement, or other involvement with WIMC.

Depending on the circumstances, WIMC may also terminate a contract, sponsorship, partnership, or other relationship, or escalate the matter to external advisors, legal counsel, or appropriate authorities where required.

WIMC strictly prohibits retaliation against any individual who raises a concern in good faith or participates in a review process. Retaliation may include adverse treatment, exclusion, intimidation, threats, or other conduct intended to discourage reporting or participation. Retaliation will be treated as a separate violation of this Code.

Knowingly false, malicious, or bad-faith reports may also be treated as a breach of this Code.

8. Roles and Responsibilities

The **Board of Directors** is responsible for approving this Code and overseeing its implementation. **Committees and WIMC leadership** are responsible for promoting awareness and supporting compliance with the Code. All individuals subject to this Code are responsible for understanding its requirements and ensuring that their conduct aligns with WIMC's values and expectations.

9. Acknowledgment and Commitment

Directors, officers, committee members, volunteers, employees, contractors, and others representing WIMC may be required to acknowledge this Code as a condition of their role or participation.

For members, event participants, sponsors, partners, and other stakeholders, this Code may be incorporated by reference into membership terms, event registration, sponsorship agreements, partnership arrangements, volunteer onboarding, or other WIMC materials.

10. Monitoring and Review

The WIMC Board, or a designated committee, is responsible for monitoring compliance with this Code, interpreting its provisions where necessary, and ensuring that it remains effective and relevant.

The Code will be reviewed periodically, and at least every three years, or earlier, if required, to ensure alignment with evolving best practices and organizational priorities.

Policy Owner: Governance / Policy Committee

Approved by: Board of Directors

Effective Date: October 16, 2026

Last Reviewed: October 16, 2026

Next Review: November 1, 2028