



Social Media Policy

Introduction

The opportunities for DynaVat Gold Mining Technologies (DynaVat) to communicate with customers, each other, and the world are evolving. Social media creates opportunities to champion DynaVat's brands and personal expression, but it also creates risks and responsibilities. It should be assumed that anything done on social media – whether on a business or personal account – could be viewed by a colleague, supervisor, partner, supplier, competitor, investor, customer, or potential customer. The team's activity on social media reflects DynaVat Gold Mining Technologies, may adversely affect the work environment, and, subject to applicable law, will not be exempt from this policy just because it occurred on a personal account or as DynaVat Gold Mining Technologies.

Related Policies and Consequence of Violations

DynaVat Gold Mining Technologies, expects its team to adhere to this policy on social media, including but not limited to Twitter, LinkedIn, Instagram, Facebook, TikTok, WeChat, YouTube, Flickr, Twitch, blogs, wikis or any other tool or service that facilitates interactions over the internet.

This policy supplements other DynaVat Gold Mining Technologies policies and standards, including DynaVat's Code of Business Conduct and Ethics. If a post would violate a DynaVat's policy in another forum, it will also violate it on social media. DynaVat Gold Mining Technologies team members who violate this or other DynaVat Gold Mining Technologies policies may be subject to disciplinary action up to and including termination of employment in accordance with the local laws where they are employed.

Social Media Principles

DynaVat Gold Mining Technologies team members are required adhere to the following principles in all social media activity.

"No Media" Policy

Refrain from using social media while on work time or on DynaVat Gold Mining Technologies equipment unless it is work-related as authorized by your leader. Do not use DynaVat Gold Mining Technologies email addresses to register on social networks, blogs or other online tools used for personal use.

Respectful and Appropriate

Consistent with the Code of Business Conduct and Ethics, every DynaVat Gold Mining Technologies team member must be respectful to others when conducting business on behalf of DynaVat Gold Mining Technologies, or when they identify or could be identified as a part of DynaVat Gold Mining Technologies. Even when using a personal account, social media activity could be seen by customers or potential customers. Every interaction on social media should be treated as if dealing with a potential customer.

While valuing employee privacy and a diversity of perspectives across our workforce:



DynaVat Gold Mining Technologies has zero tolerance for racism, bigotry, misogyny, express or implied threats of harassment or physical harm or hate speech. “Hate speech” includes any speech – or endorsement or promotion of speech – that is derogatory toward a group of people based on a protected classification. This can include race, ethnicity, nationality, religion, sexuality, gender, or disability. For example, speech that dehumanizes, ridicules, or condones or promotes violence against a protected class of people is hate speech. It unacceptable to bully, harass, or threaten violence against anyone on or outside of social media. On social media always use a respectful tone and in the case of a disagreement, disengage.

Protect Information

Sharing identifiable information about customers or co-workers on external social media sites is prohibited. As a rule, never post personal information about someone else on social media without obtaining their permission.

Follow the Code of Conduct

To avoid violating trademark, copyright, or publicity rights, do not post images or other content without the consent of those who own or appear in the media. When quoting others, be sure to credit them and, if appropriate, add a link. The DynaVat Gold Mining Technologies team remains personally responsible for complying with any terms of the social media platform being used. These terms differ across platforms and can include detailed community standards. It is essential to be familiar with the terms and standards for each platform used.

October 2022

A handwritten signature in blue ink, appearing to read "Duane Nelson". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Duane Nelson
President & CEO
DynaVat Gold Mining Technologies
Ph: 604-512-8118