



Code of Business Conduct

1. Introduction

Kemar Minerals Inc. is committed to conducting its business with integrity, transparency, and ethical responsibility. This Code of Business Conduct ("Code") establishes the fundamental principles and expectations for all employees, directors, officers, and representatives of Kemar Minerals Inc. to ensure compliance with ethical and legal standards.

2. Scope

This Code applies to:

- All employees, executives, and directors of Kemar Minerals Inc.
- Contractors, suppliers, consultants, and third parties representing the Company.
- All jurisdictions where the Company operates.

3. Ethical Business Practices

3.1 Compliance with Laws & Regulations

All employees must comply with applicable local, national, and international laws and regulations governing our operations.

3.2 Integrity & Honesty

- Employees must act with honesty and integrity in all dealings, both within and outside the Company.

- False statements, misrepresentation of financial information, or deceptive practices are not tolerated.

3.3 Conflict of Interest

- Employees must avoid situations where personal interests conflict with the Company's interests.
- Any potential conflict of interest must be disclosed to a supervisor or the Compliance Department.

3.4 Anti-Bribery & Corruption

- Bribery, facilitation payments, and improper influence over public officials or business partners are strictly prohibited.
- The Company adheres to the Corruption of Foreign Public Officials Act (CFPOA) and other global anti-corruption laws.

4. Workplace Conduct & Responsibilities

4.1 Respect & Inclusion

- Kemar Minerals promotes diversity, inclusion, and a discrimination-free workplace.
- Harassment, bullying, or retaliation against employees will not be tolerated.

4.2 Health & Safety

- Employees must follow all safety regulations and procedures to ensure a secure working environment.
- The Company is committed to minimizing workplace hazards and enforcing rigorous safety protocols.

4.3 Confidentiality & Data Protection

- Employees must protect confidential business, financial, and operational information.
- Unauthorized disclosure of proprietary or sensitive Company information is prohibited.

5. Environmental & Social Responsibility

5.1 Compliance with Laws & Regulations

All employees must comply with applicable local, national, and international laws and regulations governing our operations. Employees must adhere to waste management, energy efficiency, and water conservation policies.

5.2 Integrity & Honesty

We respect and support the communities where we operate, engaging in ethical and sustainable practices that contribute to local development. The Company invests in corporate social responsibility (CSR) initiatives, including education, infrastructure, and environmental projects.

6. Compliance & Reporting Violations

Employees must report any suspected violations of this Code, unethical behavior, or illegal activities. Reports can be made to a supervisor, the Compliance Department, or through the whistleblower hotline. Retaliation against employees who report misconduct in good faith is strictly prohibited.

Approved by:



Miles H. Auteberry

Chief Executive Officer

Kemar Minerals Inc.

