



# Social Media Policy

(Effective Date: 2022-11-30)

## **1.0 Introduction**

The Board of Directors (the “**Board**”) of Moneta Gold Inc. (“**Moneta**” or the “**Company**”) has determined that Moneta should formalize its policy on social media by directors, senior executives and employees. This document (“**Policy**” or “**Social Media Policy**”) outlines best practices and appropriate etiquette surrounding social media for Moneta.

## **2.0 Objective of the Policy**

This document outlines the Company’s directives governing employees who engage in social media and/or social networking sites on which the Company has a branded position (e.g., Facebook, YouTube, Twitter, LinkedIn and other similar outlets).

It is important to remember that anything posted online will always be available online. This Policy applies to all social media posts on Moneta’s accounts and personal accounts alike. Although individuals are free to express themselves using personal accounts, these guidelines are meant to improve and maintain a positive image for individuals and of the Company.

## **3.0 Application of the Policy**

These guidelines apply to all directors, officers, employees, consultants, and contractors of the Company who create or contribute to blogs, wikis, social networks, virtual worlds, or any other kind of social media.

## **4.0 Specific Policy and Guidelines**

Social media networks increasingly serve as effective mass communication channels with respect to both current and potential customers, the media, and other company stakeholders. Engaging in social media networking provides employees with the opportunity to exhibit their sense of community and reflect their character and personality via a large-scale media channel.

Postings on social media sites are accessible to viewers worldwide and can have a significant, long-reaching effect on the Company’s reputation in a positive and/or negative way. We encourage employees to engage in social media, providing communications that are transparent, ethical and

accurate and that follow the guidelines of this Policy when engaging in social media communications.

All employees, contractors, and directors of the Company must adhere to the Social Media Policy, including but not limited to the following best practices:

- (a) social media usage is not permitted during business hours unless required under their job description and authorization from their manager in writing;
- (b) employees and contractors should consider how their posts on social media might reflect on the individual's image and Moneta's image by way of association;
- (c) employees are fully responsible for what they post or otherwise communicate via social media channels. Accordingly, they must always exercise good judgment and common sense;
- (d) employees and contractors will not post or otherwise communicate any proprietary, confidential and/or insider Company information, including mining strategies, financial information, product parameters, strategic goals and similar information about the Company, our affiliates, our partners, our customers, potential customers/acquirers, or any other entities, including employees of the Company;
- (e) employees and contractors must always be respectful of any personal and proprietary information of the company or others gained through employment at the Company, and the Company's intellectual property and or confidential information. Information-sharing practices that govern all Company employees under the Company's privacy and information security policies and program parameters apply to all social media communications as well;
- (f) employees and contractors must ensure that all posted information or information otherwise associated with them is presented in accordance with all legal requirements (i.e., copyright laws, fair use laws, proprietary laws, etc.) and meets the Company's high professional standards;
- (g) all communication through corporate or private accounts is to be in a positive tone. If you come across negative comments about Moneta, advise the Vice President ("VP") of Corporate Development;
- (h) any discriminatory content is prohibited; employees and contractors are not to engage in any activities that may harm or tarnish the image reputation of Moneta and any of its workforce, products, services, or competitors;
- (i) employees will not comment (officially or unofficially) on work-related legal matters or other confidential company matters;
- (j) all non-public information about Moneta is considered confidential and covered under a non-disclosure agreement between the Company, employees or any retained contractors;

- (k) the VP of Corporate Development must approve all corporate social media posts to ensure compliance and a consistent brand image;
- (l) investor relations is to be consulted on all corporate social media posts;
- (m) personal accounts should not be used to communicate on behalf of Moneta;
- (n) never comment on legal matters, litigation, or any party Moneta might be in litigation with on social media outlets.

## **5.0 Privacy**

The Company reserves the right to monitor employees, directors or contractor usage of social media channels where the Company has a branded social media site (e.g., LinkedIn group pages, Facebook group pages, Instagram, etc.). However, as detailed above, the employee initiating the communication bears full responsibility and accountability for the content and safety of the information in their communication.

The Company encourages employees to utilize the “permissions” functionality (or similar functionality in other mediums) to block business-related people, including employees or known customers, from viewing your personal information if you wish to maintain personal privacy.

## **6.0 Official Accounts**

The following accounts are the only official social media accounts managed by the Company:

- (a) LinkedIn: <https://www.linkedin.com/company/moneta-gold-inc/mycompany/>
- (b) [https://www.youtube.com/channel/UC\\_7lv54VQPTCUltQtjwgUQ](https://www.youtube.com/channel/UC_7lv54VQPTCUltQtjwgUQ)
- (c) Twitter: @monetagoldinc

## **7.0 Enforcement and Disciplinary Action**

A worker who violates this Policy will face disciplinary action. Serious violations will be cause for termination or legal action, as appropriate. In particular, the Company will consider a social media site in the same light as any other medium in which inappropriate information or content is expressed by an associate.

Employees are legally liable and may be sued by an individual or the Company for anything you write or present online. Employees may be disciplined, including termination for any commentary or content that is defamatory, proprietary, pornographic, harassing, libelous, may create a hostile work environment or may otherwise violate this Policy.

## **8.0 Affiliated Policies**

Review the **Company Internet and Technology Policy** for guidelines around internet and technology usage at Moneta.

## **9.0 Annual Certification**

All directors and officers of Moneta, together with any employees, consultants, and contractors specified by the Board of Directors of Moneta, shall provide annual Certification of Compliance with this Policy.

When your employment or association with the Company begins, you must sign an acknowledgement form confirming that you have read and understand this Policy and agree to abide by its provisions.

The Corporate Secretary of Moneta shall be responsible for ensuring that annual certifications are obtained on or before the end of the first fiscal quarter of each year for all directors, officers, specified employees, specified consultants and specified contractors and for providing written confirmation to the Board of Directors that such certifications have been obtained and summarizing the results thereof.

## **10.0 Review of Policy**

The Board of Directors of Moneta will periodically review and evaluate this Policy to determine whether this Policy is effective in achieving its Objectives stated in section 2.0.

## **11.0 Queries**

If you have any questions about how this Policy should be followed in a particular case, please contact the Corporate Secretary (705-264-2296) of the Company.