

CONDUCT AND DISCIPLINE POLICY

Great Republic Mining Corp., herein after the “Company” or “IMPACT”, encourages its employees and contractors to uphold standards of work and behaviour conducive to the efficient operation of its business and the safety and security of its property, employees and the general public. **It is the policy of IMPACT to ensure that its employees and contractors are fully aware of the standards of work and conduct required of them.**

Further to the above statement it is IMPACT’s policy to ensure that employees and contractors know what is expected of them and be given ample opportunity to improve their job performance.

Employees and contractors are expected to perform their work efficiently and to be mindful of the expectations of the Company.

Employees and contractors are expected to conduct themselves in accordance with applicable laws, regulations generally acceptable work behaviors and Company’s policies.

Supervisors are expected to provide leadership for the groups they supervise, to respect the dignity and right of their employees as individuals, and to set an example by their own conduct, attitude, and work habits.

Disciplinary measures will be justified where an employee:

Deliberately disobeys or ignores any of the terms or conditions of employment, or any other applicable rules or statutory regulations.

Is guilty of any act of disorder or misconduct, including any violent or aggressive behavior, against the Company, another employee, and site visitor.

Is careless in their duty to an extent likely to cause loss to the Company or a danger to other employees or members of the public.

Deliberately neglects or disobeys any proper order or reasonable instruction given to him/her.

Is guilty of any act of dishonesty against the Company, another employee, or site visitor.

Each breach of discipline will be considered on its own merits, taking into account the particular circumstances of the individual case.

Disciplinary measures will depend on the nature of the action that warrants discipline. The Company will not apply any disciplinary measure without just and sufficient cause, for which the Company has the burden of proof.

Signed

Date

Frederick W. Davidson

Date

President & CEO