



Lion One Metals Ltd.

Diversity Policy

1.0 Introduction

The Board of Directors (“**Board**”) of Lion One Metals Ltd. (“**Lion One**”), is committed to workplace diversity. Lion One recognizes the benefits arising from employee and board diversity, including a broader pool of high quality employees, improved employee retention, accessing different perspectives and ideas and benefiting from all available talent. Lion One will recruit on the basis of qualification for the position and performance, regardless of gender, age, nationality, race, religion beliefs, cultural backgrounds, sexuality or physical ability.

It is essential that Lion One employs the appropriate person for each job and that each person strives for a high level of personal performance.

2.0 Objectives

The Diversity Policy provides a framework for Lion One to:

- (a) Recruit and manage on the basis of an individual’s competence, qualification and performance;
- (b) Create a workplace culture characterized by inclusive practices and behaviors for the benefit of all staff;
- (c) Appreciate and respect the unique aspects that an individual brings to the workplace;
- (d) Where possible and practicable increase participation and employment opportunities for local communities in which Lion One operates;
- (e) Create a work environment that values and utilizes the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workplace diversity and successful management of diversity, and at all times recognizes that employees may have restrictions placed on them by domestic responsibilities outside the work place;
- (f) Take action and prevent and stop discrimination; and
- (g) Create awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.



3.0 Responsibilities

The Board is committed to workplace diversity.

The Board is responsible for developing, where possible, measureable objectives and strategies to meet the objectives of the Diversity Policy, and the Board is responsible for monitoring the progress of the objectives through evaluation and reporting.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of suitable candidates and using external advisors where necessary.

4.0 Monitoring and Evaluation

The Board will monitor the scope and currency of this policy. The Board will review and address recommendations and guidance provided from time to time by applicable securities regulators in Canada and Australia (including the TSX Venture Exchange and the Australian Securities Exchange) to ensure that the Diversity Policy reflects best practices for publicly listed Companies.

Senior Management of the Company is responsible for implementing, monitoring and reporting on the measurable objectives as established by the Board.

5.0 Reporting

The Chief Financial Officer will report annually to the Board on the progress and achievement of the objectives and will ensure that the Policy is made publically available on the Company's website.

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Approved by: Board of Directors