



Spartan Resources Ltd Group (Group)

Social Media Policy

Social Media is a relatively new communications medium, this can offer many benefits to the Group, customers, employees and other stakeholders. However, without a clear policy there is also the risk of misleading other participants, and harm being caused to the Group's reputation.

The aim of this policy is to communicate our expectations and provide guidance for Spartan Resources Limited Group employees and contractors in social media activities.

- We will not use false or fake personas.
- We will not pretend to be impartial individuals in order to promote the Group, its brand, products or services.
- **Only** those authorised to do so in their job description or contract should undertake social media activity on behalf of the Group. Others should refrain from doing so. This **includes** responding to any comments posted.
- Any personal social media communication on matters that relate to the Group **must** include a disclaimer approved by the Chief Executive Officer that the content is their personal view and not the official view of the Group.
- We do not provide any confidential or proprietary information.
- We will respect copyright and ensure that we have the right to use content before publishing.
- We do not make reference to customers, colleagues, suppliers or sub-contractors without their express prior approval.
- If any employee becomes aware of any negative comment made about the Group, its contractors, or employees on any social media they will **not** respond directly, but inform their Supervisor immediately.
- Any person disregarding this policy will be liable for any negative outcomes that result and disciplinary processes will apply.

This policy applies to all personnel. As social media is a fast-developing means of communication, any suggestions that may help us adapt to new issues or improve this policy are welcomed.

This policy will be regularly reviewed by the Board to ensure continued effectiveness and improvement.