

Wishbone Gold plc Social Media Policy

1. Our Policy

Our social media policy is in place to minimise the risks to our business and to assist employees in making appropriate decisions about the use of social media.

This policy deals with employees' personal and business use of all forms of social media, including but not limited to blogs, Wikipedia, social networking websites, podcasts, forums such as ADVFN, message boards, comments on web-articles, Twitter, Facebook and LinkedIn.

This policy outlines the standards we require you to observe when using social media, the circumstances in which we will monitor your use of social media and the action we may take in respect of breaches of this policy.

Wishbone Gold plc may introduce specific policies from time to time in respect of, for example, the operation of those companies' Facebook, Twitter and LinkedIn accounts.

2. Company policies and references

Social media should never be used in a way that breaches any of our other policies.

3. Using social media in an official capacity

Only employees and professional consultants who have been given express permission are permitted to post material on a social media website in the Company's name and on its behalf.

4. Using social media as an employee

We recognise the importance of the internet in shaping public thinking about the Company, our services, employees, and clients. We also recognise the importance of our employees joining in and helping shape industry conversation and direction through interaction in social media.

Before using work-related social media, employees and consultants must have read and understood this policy.

5. Personal use of social media sites

Occasional personal use of social media during working hours is permitted providing it does not involve unprofessional or inappropriate content, does not interfere with employment responsibilities or productivity and complies with this policy.

Whenever you are using social media, whether for personal or work-related reasons, you should always be conscious of the way your comments may be interpreted. You should never post anything that could bring the Company or any of its stakeholders into disrepute.

6. Permitted uses of social media in work

LinkedIn

All staff are permitted to use LinkedIn in a professional capacity during working hours, in line with this policy.

Twitter

The Company also allows access to Twitter during working hours; however, this is currently restricted to those with specific permission to tweet in a professional capacity on behalf of the Company.

Facebook and Other social media platforms

The Company also allows access to Facebook and other agreed sites relevant to the Company during working hours; however, this is currently restricted to those with specific permission to tweet in a professional capacity on behalf of the Company.

7. Prohibited use

Our policy prohibits the use of social media communications which:

- damage our business interests or reputation, even indirectly, including making any comments that could reasonably be expected to embarrass or compromise the Company or any of its stakeholders;
- defame or disparage the Company, our business, our staff or any third party;
- harass, bully or unlawfully discriminate against staff or third parties;
- make false or misleading statements;
- impersonate colleagues or third parties;
- disclose commercially sensitive, private or confidential information relating to the Company, in particular, comments about sensitive business-related topics such as our performance;
- jeopardise our trade secrets, confidential information and intellectual property;
- discuss colleagues or clients without their prior approval;
- express opinions on behalf of the Company, subject to paragraph 3 above;
- upload, post, forward or post a link to any abusive, obscene, discriminatory, harassing, derogatory or defamatory content; or
- upload, post or forward any content belonging to a third party without that third party's consent.

We must all also be conscious that we work within a group of companies which is listed on the Stock Exchange and that, as a result, we may become aware of information which may be "price sensitive", that is, information which, if made public, would be likely to have a significant effect on the price of shares in the Company.

Our policy prohibits the disclosure of price sensitive information on social media. Disclosure of price sensitive information may also constitute a criminal offence.

8. Guidelines for use of social media

Make it clear in social media postings, or on your personal profile, that you are speaking on your own behalf. Write in the first person and use a personal e-mail address.

If you disclose your affiliation with us on your profile or in any social media postings, you must state that your views do not represent those of the Company, unless you are authorised to speak on our behalf as set out in paragraph 3 above.

You are personally responsible for content you publish into social media tools – be aware that what you publish will be public for many years.

Be honest and open, but be mindful of the impact your contribution might make to people's perceptions of us as a Company. If you make a mistake in a contribution, be prompt in admitting and correcting it.

Avoid publishing your contact details where they can be accessed and used widely by people you did not intend to see them, and never publish anyone else's contact details.

If you see social media content that disparages or reflects poorly on us or any of our stakeholders, you should contact your manager or a member of the board of directors.

9. Monitoring use of social media websites

Staff should be aware that we have the right to monitor all uses of social media websites and where breaches of this policy are found, action may be taken under our Disciplinary Procedure.

We may restrict or prevent access to certain social media websites if we consider use to be excessive. Monitoring is only carried out to the extent permitted or as required by law and as necessary and justifiable for business purposes.

Misuse of social media websites can, in certain circumstances, constitute a criminal offence or otherwise give rise to legal matters between you and the Company. It may also cause embarrassment to us, to our stakeholders and to our clients.

10. Breach of this policy

Breach of this policy may result in disciplinary action, up to and including dismissal.

You may be required to remove any social media content that we consider to constitute a breach of this policy. Failure to comply with such a request may in itself result in disciplinary action.

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