



Ethics Policy

For the Canadian Mineral Industry Education Foundation (CMIEF)
Nonprofit Scholarship Program

Introduction

CMIEF is committed to upholding the highest standards of ethics and integrity in all aspects of our operations. As a nonprofit foundation dedicated to providing scholarships to undergraduate mining students, we recognize our responsibility to act with transparency, fairness, confidentiality and respect for all stakeholders. This Ethics Policy outlines the principles and expectations that guide our conduct.

1. Commitment to Integrity

All board members, staff, volunteers, and affiliates of the Foundation are expected to act honestly and ethically at all times. Decisions related to scholarship awards, fundraising, partnerships, and daily operations must be made in good faith and in alignment with our mission.

2. Fairness and Non-Discrimination

The Foundation is committed to providing equal opportunities to all applicants, regardless of race, color, religion, gender, national origin, age, disability, or any other protected characteristic. Scholarship selection criteria and processes will be transparent, objective, and free from bias.

3. Transparency and Accountability

We strive for transparency in our decision-making, financial management, and reporting. Accurate records of all transactions and decisions will be maintained and made available to stakeholders upon request. The Foundation will comply with all applicable laws and regulations governing nonprofit organizations.

4. Conflict of Interest

Board members, staff, and volunteers must avoid conflicts of interest that could compromise the integrity of the Foundation's operations. Any potential conflicts must be

disclosed immediately to the Chair of the foundation, and individuals involved must recuse themselves from relevant decisions, in particular in the case of close relationship with specific applicant(s).

5. Confidentiality

The Foundation respects the privacy of scholarship applicants and donors. Personal and sensitive information will be handled securely, confidentially, and only used for purposes directly related to the Foundation's mission. Any information submitted by the applicants is confidential and will only be used to evaluate scholarship eligibility.

6. Responsible Stewardship

The Foundation will manage its resources responsibly to maximize the impact of its scholarship program. Funds will be used solely for charitable purposes and in accordance with donor intent and legal requirements.

7. Compliance and Reporting

All members of the Foundation are expected to comply with this Ethics Policy. Suspected violations should be reported promptly to the Chair of the Board of Directors at chair@cmief.ca. Reports will be investigated thoroughly and appropriate action taken.

8. Continuous Improvement

The Foundation will regularly review and update this Ethics Policy to ensure it reflects best practices and evolving standards in nonprofit governance and scholarship administration.

9. Acknowledgment

All board members, staff, and volunteers must acknowledge receipt and understanding of this Ethics Policy and agree to abide by its principles.

This Ethics Policy is effective as of December 16, 2025 and may be amended from time to time by the Board of Directors.