



## WHISTLEBLOWER POLICY

This Policy addresses the continuing commitment of Prairie Thunder Resources Ltd. (the “**Corporation**”) to high standards of integrity and ethical behaviour. This Policy establishes procedures to allow employees of the Corporation to confidentially and anonymously report any concerns regarding activity that may be considered ethically, morally or legally questionable to the Chair of the Corporation’s Audit Committee and the Corporation’s Corporate Secretary.

### **Objectives**

The objectives of this Policy are to outline:

- the procedures for an employee of the Corporation to report any activities which may be considered to be ethically, morally or legally questionable;
- the protections offered to employees who make submissions in good faith pursuant to this Policy; and
- the procedures which will be undertaken by the Corporation to investigate submissions made pursuant to this Policy.

### **Reporting of Questionable Activities**

Any employee who becomes aware of any misrepresentation of financial information, misappropriation of assets, fraud, any other corporate indiscretion or any contravention of the Corporation’s Business Code of Conduct is encouraged to report such activity to the Chair of the Corporation’s Audit Committee and the Corporation’s Corporate Secretary (the “**Recipients**”). The contact information for the Recipients is as follows:

David Beckwermert  
Audit Committee Chair  
421 – 7<sup>th</sup> Avenue S.W., Suite 2610  
Calgary, Alberta T2P 4K9  
Phone:  
Email: [auditchair@prairiethunder.ca](mailto:auditchair@prairiethunder.ca)

Ian Buchanan  
Corporate Secretary  
333 – 7<sup>th</sup> Avenue S.W., Suite 2500  
Calgary, Alberta T2P 2Z1  
Phone: 587-349-5190  
Email: [ibuchanan@canamaxenergy.ca](mailto:ibuchanan@canamaxenergy.ca)

Any written reports should be marked or designated “Private and Confidential” and should contain details of the questionable activity. If the employee wishes to discuss the report with the Recipients, the employee should request a meeting with the Recipients in his/her submission and include a telephone number or email address at which he/she can be contacted. The Recipients have the authority, in their discretion, to determine whether such a meeting would be appropriate, regardless of whether requested by an employee.

## **Protection for Whistleblowers**

Neither the Corporation nor any of its directors, management or staff will take adverse employment action against an employee in retaliation for:

- any submissions under this Policy which are made in good faith; or
- providing assistance or causing information to be provided to the Recipients or any member of the Corporation's board of directors (the "**Board**") or management or any other person or group, including any governmental, regulatory or law enforcement body, which is investigating any questionable activity.

This Policy is intended to encourage reporting of questionable activities by the Corporation's employees and presumes that employee's will act in good faith and will not make false accusations. Any employee who knowingly or recklessly makes submissions or disclosures that are not in good faith may be subject to disciplinary action, which may include termination.

Any employee that has made a report to the Recipients in accordance with this Policy and has been subject, as a result, to retaliation from the Corporation or any of its officers, management or employees should report such retaliation to the Recipients as soon as possible.

Employees who report acts of questionable activities pursuant to this Policy can, and will continue to, be held to the Corporation's general job performance standards. Accordingly, an employee against whom legitimate adverse employment actions have been taken or are proposed to be taken for reasons other than prohibited retaliatory actions, such as poor job performance or misconduct by the employee, is prohibited from using this Policy as a defense against the Corporation's lawful actions.

## **Treatment of Submissions**

All submission made pursuant to this Policy will be reviewed by the Recipients as soon as possible with the assistance and directions of whomever the Recipients believe appropriate, including personnel of the Corporation, external investigators and/or legal counsel.

The Recipients may, based on the information provided in a submission and such preliminary investigations that they determine appropriate, either authorize a further investigation of the activities identified in the submission or dismiss any submission which is judged to be without substance or merit or not made in good faith. The Recipients will report to the Board and management regarding any investigations commenced as a result of submissions received under this Policy and may make recommendations to the Board or management regarding corrective or disciplinary action regarding the activities investigated.

In conducting any investigation, the Recipients will use reasonable efforts to protect the confidentiality or anonymity of the employee who made the submission to the extent reasonably practical.