

GLOBEX MINING ENTERPRISES INC.

WORKPLACE VIOLENCE AND HARASSMENT POLICY

The management of Globex Mining Enterprises Inc. recognizes the potential for violence and harassment in the workplace and the need to provide a safe and secure working environment, free of violent threats, violent behaviour, violent actions and harassment by any employee, contactor or visitor ('employee').

Every person within the working environment provided by Globex has the right to be treated professionally, equitably and with dignity and respect.

Any person who exhibits behaviour, actions or language causing or contributing to physical or verbal workplace violence or harassment on Globex properties and worksites against another Globex employee, contracted worker or person, may be removed from the premises pending the outcome of an investigation.

Threats and intimidation made via telephone, fax, electronic or conventional mail or any other communication medium will result in prevention of that person entering Globex sites or communicating with Globex employees pending an investigation. Any type of workplace violence or harassment within the workplace or during work-related activities will not be tolerated.

Employees witnessing, or who have been made aware of, threatening acts or behaviour or forms of harassment involving an employee must report this to their supervisor immediately. The supervisor will take every reasonable precaution to protect an employee from physical injury. All reports will be investigated, in a confidential manner, to identify all potential sources of such risk and to eliminate or minimize such risks or actions within the workplace.

Violation of this policy may lead to disciplinary action up to and including termination.

Globex is committed ensuring a safe and healthy working environment for all employees.