

# EXCELLON

## CODE OF BUSINESS CONDUCT AND ETHICS

(Amended and Restated Code Adopted by the Board of Directors on April 29, 2014)

### INTRODUCTION

Excellon Resources Inc. (the "**Company**") is committed to the highest standards of legal and ethical business conduct. This Code of Business Conduct and Ethics (the "**Code**") summarizes the legal, ethical and regulatory standards that the Company must follow and is a reminder to our directors, officers and employees, of the seriousness of that commitment. Compliance with this Code and high standards of business conduct is mandatory for every director, officer and employee of the Company.

Our business is becoming increasingly complex, both in terms of the geographies in which we function and the laws with which we must comply. To help our directors, officers and employees understand what is expected of them and to carry out their responsibilities, we have created this Code. Additionally, we have appointed the Company's Secretary and General Counsel to serve as the Company Ethics Officer to ensure adherence to the Code.

This Code is not intended to be a comprehensive guide to all of our policies or to all your responsibilities under law or regulation. It provides general parameters to help you resolve the ethical and legal issues you encounter in conducting our business. This Code constitutes written standards that are designed to promote integrity and deter wrongdoing. Think of this Code as a guideline, or a minimum requirement, that must always be followed. If you have any questions about anything in the Code or appropriate actions in light of the Code, you may contact the Company Ethics Officer or the Chair of the Audit Committee.

We expect each of our directors, officers and employees to read and become familiar with the ethical standards described in this Code and to affirm your agreement to adhere to these standards by signing the Compliance Certificate that appears at the end of this Code. Violations of the law, our corporate policies, or this Code may lead to disciplinary action, including dismissal.

### OUR CODE OF BUSINESS CONDUCT AND ETHICS

#### **I. We Insist on Honest and Ethical Conduct by All of Our Directors, Officers and Employees**

We place the highest value on the integrity of our directors, our officers and our employees and demand this level of integrity in all our dealings. We insist on not only ethical dealings with others, but on the ethical handling of actual or apparent conflicts of interest



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

between personal and professional relationships.

### **Fair Dealing**

Directors, officers and employees are required to deal honestly and fairly with our business partners, suppliers, security holders, competitors, employees and other third parties. In our dealings with these parties, we:

- prohibit bribes, kickbacks and any other form of improper payment, direct or indirect, to any representative of a government, labour union, business partner or other third party in order to obtain a contract, government action or some other commercial benefit;
- prohibit our directors, officers and employees from accepting any bribe, kickback or improper payment from anyone;
- prohibit gifts or favours of more than nominal value to or from our business partners;
- limit marketing and entertainment expenditures to those that are necessary, prudent, job-related and consistent with our policies;
- require clear and precise communication in our contracts, our advertising, our literature, and our other public statements and seek to eliminate misstatement of fact or misleading impressions;
- protect all proprietary data provided to us by third parties as reflected in our agreements with them; and
- prohibit our representatives from otherwise taking unfair advantage of our business partners or other third parties, through inaccurate billing, manipulation, concealment, abuse of privileged information or any other unfair-dealing practice.

### **Conflicts of Interest**

Our directors, officers and employees should not be involved in any activity that creates or gives the appearance of a conflict of interest between their personal interests and the interests of the Company. In particular, unless specific permission has been provided by the Company Ethics Officer or the Chair of the Audit Committee, no employee, director or officer shall:



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

- be a consultant to, or a director, officer or employee of, or otherwise operate, an outside business that:
  - competes with the Company;
  - supplies products or services to the Company (other than professional services such as legal, accounting, geological or financial advisory services); or
  - purchases products or services from the Company;
- have any financial interest, including significant stock ownership, in any entity with which we do business that might create or give the appearance of a conflict of interest;
- seek or accept any personal loan or services from any entity with which we do business, except from financial institutions or service providers offering similar loans or services to third parties under similar terms in the ordinary course of their respective businesses;
- be a consultant to, or a director, officer or employee of, or otherwise operate an outside business if the demands of the outside business would interfere with the director's, officer's or employee's responsibilities to the Company;
- accept any personal loan or guarantee of obligations from the Company, except to the extent such arrangements are legally permissible; or
- conduct business on behalf of the Company with immediate family members, which include spouses, children, parents, siblings and persons sharing the same home whether or not legal relatives;

provided, however, that only the Chair of the Audit Committee (or the Board of Directors as a whole, if the potential conflict involves the Chair of the Audit Committee) shall have the authority to grant such permission to a director or officer.

Directors, officers, and employees must notify the Company Ethics Officer or the Chair of the Audit Committee of the existence of any actual or potential conflict of interest.

### **Corporate Opportunities**

Directors, officers and employees owe a duty to the Company to advance its legitimate interests when the opportunity to do so arises and are prohibited from taking, for their own personal gain, opportunities that arise through the use of the Company's property, information



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

or position, except where the Company's Board of Directors, after receiving the necessary information concerning such opportunity and receiving advice from legal counsel, has elected not to avail itself of the opportunity. Any director interested in a corporate opportunity being considered by the Company's Board of Directors shall refrain from voting at the Board meeting considering such opportunity.

### **Confidentiality and Corporate Assets**

Our directors, officers and employees are entrusted with our confidential information and with the confidential information of our business partners. This information may include (1) technical or scientific information about current and future projects, (2) business or marketing plans or projections, (3) earnings and other internal financial data, (4) personnel information, (5) supply and customer lists and (6) other non-public information that, if disclosed, might be of use to our competitors, or harmful to our business partners. This information is our property, or the property of our business partners, and in many cases was developed at great expense. Our directors, officers and employees shall:

- not discuss confidential information with or in the presence of any unauthorized persons, including family members and friends;
- use confidential information only for our legitimate business purposes and not for personal gain;
- not disclose confidential information to third parties;
- only use Company assets such as funds, computers and data for legitimate business purposes;
- not use any Company assets for illegal purposes; and
- not use Company property or resources for any personal benefit or the personal benefit of anyone else. The property of the Company includes the Company internet, email, and voicemail services, which should be used only for business related activities, and which the Company may monitor at any time without notice.

## **II. We Provide Full, Fair, Accurate, Timely and Understandable Disclosure**

We are committed to providing our shareholders and investors with full, fair, accurate, timely and understandable disclosure in the reports that we file with the Canadian securities regulators and Toronto Stock Exchange. To this end, our directors, officers and employees shall:

- not make false or misleading entries in our books and records for any reason;



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

- not condone any undisclosed or unrecorded bank accounts or assets established for any purpose;
- comply with International Financial Reporting Standards and/or generally accepted accounting principles, as applicable, at all times;
- notify our Chief Financial Officer if there is an unreported transaction;
- maintain a system of internal accounting controls that will provide reasonable assurances to management that all transactions are properly recorded;
- maintain books and records that accurately and fairly reflect our transactions;
- prohibit the establishment of any undisclosed or unrecorded funds or assets;
- maintain a system of internal controls that will provide reasonable assurances to our management that material information about the Company is made known to management, particularly during the periods in which our periodic reports are being prepared;
- present information in a clear and orderly manner and avoid the use of unnecessary legal and financial language in our periodic reports; and
- not communicate to the public any non-public information unless expressly authorized to do so.

Directors, officers and employees must also read and comply with any disclosure policy adopted by the Company.

### **III. We Comply With all Laws, Rules and Regulations**

We will comply with all laws and governmental regulations that are applicable to our activities, and expect all our directors, officers and employees to obey the law. Specifically, we are committed to:

- maintaining a safe and healthy work environment;
- promoting a workplace that is free from harassment of any kind, and free from discrimination based on race, colour, religion, sex, age, national origin, disability or other factors that are unrelated to the ability to act in the Company's best interests;
- supporting fair competition and laws prohibiting restraints of trade and other unfair trade practices;



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

- conducting our activities in full compliance with all applicable environmental laws;
- keeping the political activities of our directors, officers and employees separate from our business;
- prohibiting any illegal payments, gifts, or gratuities to any government officials or political party;
- prohibiting the unauthorized use, reproduction, or distribution of any third party's trade secrets, copyrighted information or confidential information; and
- complying with all applicable securities laws.

Our directors, officers and employees are prohibited from trading our securities while in possession of undisclosed material information about the Company. All, directors, officers and employees of the Company should refer to and be fully familiar with our Disclosure, Confidentiality and Insider Trading Policy, which describes the nature of inside information and the related restrictions on trading the Company's securities by such persons.

## **REPORTING AND EFFECT OF VIOLATIONS**

Compliance with this Code is, first and foremost, the individual responsibility of every director, officer and employee. We attempt to foster a work environment in which ethical issues and concerns may be raised and discussed with supervisors or with others without the fear of retribution. It is our responsibility to provide a system of reporting and access when you wish to report a suspected violation, or to seek counseling, and the normal chain of command cannot, for whatever reason, be used.

### **Administration**

Our Board of Directors and Audit Committee have established the standards of business conduct contained in this Code and oversee compliance with this Code.

Training on this Code will be included in the orientation of new employees and provided to existing directors, officers, and employees on an on-going basis. To ensure familiarity with the Code, directors, officers, and employees will be asked to read the Code and sign a Compliance Certificate annually.

### **Reporting Violations and Questions**

Directors, officers, and employees must report, in person or in writing, any known or suspected violations of laws, governmental regulations or this Code to the Chair of the Audit



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

Committee of our Board of Directors. Additionally, directors, officers, and employees may contact the Chair of the Audit Committee with a question or concern about this Code or a business practice. Any questions or violation reports will be addressed immediately and seriously, and can be made anonymously. If you feel uncomfortable reporting suspected violations to these individuals, you may report matters to the Company's outside legal counsel. The address and telephone number of these persons are listed in the attachment to this Code.

**We will not allow any retaliation against a director, officer or employee who acts in good faith in reporting any violation.**

The Chair of the Audit Committee will investigate any reported violations and will determine an appropriate response, including corrective action and preventative measures, involving the Chief Executive Officer when required. All reports will be treated confidentially to every extent possible.

### **Consequences of a Violation**

Directors, officers and employees that violate any laws, governmental regulations or this Code will face appropriate, case specific disciplinary action, which may include demotion or immediate discharge.

### **Violation of the Code Constituting a "Material Change"**

The Company acknowledges that conduct by a director or officer of the Company which constitutes a material departure from this Code may constitute a "material change" with the meaning of National Instrument 51-102 *Continuous Disclosure Obligations*. In circumstances where a material departure from the Code constitutes a "material change" to the Company, the Company will report this material change as required pursuant to applicable securities laws, rules instruments and policies, stock exchange and regulatory requirements, including National Instrument 51-102 *Continuous Disclosure Obligations*.



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com

## COMPLIANCE CERTIFICATE

I have read and understand the Excellon Resources Inc. Code of Business Conduct and Ethics (the "**Code**"). I will adhere in all respects to the ethical standards described in the Code. I further confirm my understanding that any violation of the Code will subject me to appropriate disciplinary action, which may include demotion or discharge.

I certify to Excellon Resources Inc. that I am not in violation of the Code unless I have noted such violation in a signed Statement of Exceptions attached to this Compliance Certificate.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Title/Position: \_\_\_\_\_

**Check one of the following:**

- A Statement of Exceptions is attached.
- No Statement of Exceptions is attached.



Excellon Resources Inc.

Suite 900 - 20 Victoria Street . Toronto . Ontario . Canada . M5C 2N8

T: 416.364.1130 F: 416.364.6745 W: ExcellonResources.com