



ROYAL NICKEL CORPORATION

Title:	Educational Responsibility Policy – Dumont Project		
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Approved by:	Board of Directors	Date approved:	April 15, 2014
Policy number:	DUM-HSE-003	Replaces policy number:	N/A

Royal Nickel Corporation (the "Corporation" or "RNC") acknowledges that operations related to the Dumont Project will have an impact on employment on a regional level. RNC is aware of the region's educational issues, such as school dropout rates, and wants to be proactive and responsible about encouraging its employees and the region's young people to obtain training.

It is part of RNC's values to conduct its business in a way that provides significant benefit to the communities where the Corporation operates. This policy aligns with this desire to foster social development.

1 PURPOSE

This policy provides a framework to guide and structure RNC's actions with regards to employment in order to contribute to the region's social development.

2 GOALS

The policy has two goals:

- Encourage the region's young people to obtain training and to graduate.
- Promote skills development within RNC's workforce.

Royal Nickel is therefore committed to the following:

Training and graduation of the region's young people:

- Promote post-secondary education on a local and regional level through scholarships or support for relevant initiatives.
- Encourage student graduation in order to counter school dropout rates by taking into account education level when hiring employees or by promoting work-study arrangements.
 - *People under 25 years of age must have at least a high school or vocational school diploma. If RNC considers it appropriate to hire someone who does not meet this criterion, the applicant must take part in a special accompanying measure in which he would agree to obtain training in order to gain the required level of education or its equivalent while occupying a position within RNC.*
- Promote the integration of students into the labour market by establishing or taking part in initiatives such as internships, apprenticeships or student jobs.
- Contribute to the development of knowledge by supporting relevant research programs and partnering with recognized universities or institutions.

Skills development within RNC's workforce:

- Foster skills development, notably through a skill-monitoring program and training plan.
- Facilitate the internal transfer of experience and engage in succession planning, notably through a mentoring program and succession plan.



- Endeavour to provide employees with career development opportunities.