

INVITEE ACCESS AGREEMENT

In consideration of my being an invitee of Stornoway Diamond Corporation (the “Company”) and of the following Company’s permitting me to have access to Company premises and property, I agree as follows:

▼ COMPANY PROPERTY

1. I will learn the Company’s policies and procedures for safeguarding the Company’s property and will obey those policies and procedures, including any new policies made, at all times. I will not, except when authorized, remove any Company property from the Company premises. I will return all Company property in my possession or control to the Company immediately upon termination of my status as an invitee.

2. While I am an invitee of the Company, and after I am no longer an invitee, I will not give any of the Company’s property to any person not authorized by the Company to receive it or use it.

3. I understand that the word “property” includes things, documents and information of any kind such as equipment, materials, products, reports, maps, designs, sketches, layouts, formulas, specifications, software, business plans, data, results, methods, processes, research, security systems, information systems, accounting methods, and production, scientific, technical or business information. I also understand that Company property includes any property of others received or used by the Company.

▼ SAFETY AND SECURITY

1. I acknowledge that I have been provided with a copy of the Company’s policies and procedures regarding safety and security, and will endeavor to learn and comply with these policies and procedures, including any new policies made at all times.

2. For the purpose of determining whether I am in possession of or concealing or transporting Company property, and in particular diamonds in any form, the Company or an agent of the Company may:

▼ (a) Search my personal belongings and any property in my possession or control including, without

limitations, lockers, clothing, baggage, briefcases, lunch boxes, food or beverage containers, tool-boxes, vehicles and accommodations;

▼ (b) Search my person including any clothing I am wearing at the time.

▼ ALCOHOL AND DRUGS

1. The Company has established a Zero Tolerance Alcohol and Drug Policy to provide a safe workplace for its employees and those whose safety may be affected by the conduct of its employees. Compliance with this policy will ensure that its employees are treated fairly and with respect.

2. I will not have alcohol or illicit drugs in my possession or use them on Company property at any time.

3. For the purpose of conducting alcohol and drug tests, a doctor or other health care professional designated by the Company may perform analytical tests used to detect the presence of drugs and/or alcohol in the body, including but not limited to hair or urine tests, breath tests or others.

4. A person may be required to submit to a search if there are reasonable grounds to believe that they are in possession of alcohol or drugs.

5. A person must submit to alcohol and drug testing if:

▼ (b) There are reasonable grounds to believe that the person is unable to work in a safe manner or;

▼ (c) Where a person was involved in an accident, a near miss or other potentially dangerous incident.

▼ ACKNOWLEDGEMENT AND WAIVER

1. I acknowledge that security searches and the collection of urine samples may be performed without notice in advance to me and without further warrant than this agreement.

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2. I will submit to such security searches and provide urine samples when asked, without delay, condition or excuse. The Company or its representatives may stop or detain me to conduct such security searches or to collect urine samples. I hereby waive and release the Company and its representatives from any and all actions, causes of action, suits, claims, damages, costs or expenses connected with the conduct of such security searches or the collection and testing of urine samples.

▼ BINDING FORCE

1. I understand that the term “invitee” includes licensees,

guests, contractors, subcontractors, employees of contractors or subcontractors, and any other person given access to Company premises or property. I acknowledge that I am an invitee of the Company for the purpose of this Agreement.

2. The obligations set out in this Agreement are conditions of my being permitted access to Company premises or property and are in addition to all other duties and obligations which I owe to the Company by law. This agreement is for the benefit of and is enforceable by the Company and its successors or assigns and is binding upon me and my legal heirs or representatives.