

## E-MAIL, INTRANET AND INTERNET USAGE POLICY

*Adopted by the Board of Directors effective November 10, 2010*

The computer systems of Serinus Energy Inc. (the "**Corporation**") allow us to be more productive. E-Mail, Internet and Intranet are tools that create great value, but can cause problems if used the wrong way. It is extremely important that we all use good business and personal judgement when using the Corporation's computer systems. The following rules must be followed by all our employees and others who are authorized to use these systems.

**The systems through which we access E-Mail, the Internet and the Intranet are the exclusive property of the Corporation** and the sole purpose of these systems is to enhance the business of the Corporation. As a result:

- Any information put in the system is the property of the Corporation, and no employee has any privacy rights or expectation of privacy in regard to this information. If you want to communicate private or personal information, use another method.
- Be careful what you put on the system, because it can become public. Like any Corporation, records, computer information can leak out and do damage to the Corporation or its people, especially if what is written is not factual or discloses proprietary, confidential or sensitive information. Pushing a "delete" key does not eliminate deleted information from the system – there are various ways to recover deleted data.
- You will be expected to comply with requests by senior management of the Corporation to either delete or segregate certain e-mails.
- When you use these systems, you consent to the Corporation monitoring and auditing what you put on it and how you use the Internet. If called for, the Corporation will report any illegal or inappropriate activity to the appropriate authorities and /or restrict or terminate your use of the Corporation's computer systems.
- When you use our computer systems, passwords give you limited and specified authority. You may not exceed this authority by, for example, improperly accessing information or improperly allowing others to access information.



- Incidental personal use of the computer systems is expected and approved, provided that it does not interfere with your job performance or with the business of the Corporation. You are responsible for regularly deleting your personal e-mail messages and other e-mail messages or other information that does not need to be retained so as not to tie up system resources needlessly.

### **Misuse of the System:**

The following conduct is an abuse of our computer systems:

- Forwarding or posting content that is abusive, slanderous or defamatory, (including content that is defamatory of the Corporation) or which is offensive, harassing, vulgar, obscene or threatening. (Offensive and abusive material includes sexual comments or images, racial slurs, inappropriate gender-specific comments, or any comments that would offend someone on the basis of his or her age, race, sex, colour, religion, national origin, handicap, disability or veteran status or any other protected classification.)
- Accessing, creating, posting, viewing, transmitting or otherwise using pornographic or other sexually explicit material.
- Placing confidential or proprietary information of the Corporation or a third party on any Internet or Intranet site without proper authorization or transmitting it to persons who are not permitted to receive such information
- Broadcasting personal views on social, political, religious or other non-business related matters.
- Creating or transmitting chain letters.
- Soliciting for commercial purposes unrelated to the business of the Corporation.
- Sending e-mail or other electronic communications in a manner that hides or misrepresents the identity of the sender.
- Gaining unauthorized access to another employee's user ID or e-mail messages.
- Establishing Internet or other external network connections that would allow unauthorized persons to gain access to the Corporation's communications systems.
- Using non-licensed, pirated software.
- Doing anything else that conflicts with the intent of this policy or other policies of the Corporation.

***Contravention of this policy may result in disciplinary action being taken by the Corporation which could include dismissal and immediate termination for cause.***



## FORM OF RECEIPT AND ACKNOWLEDGEMENT

I, \_\_\_\_\_, hereby acknowledge that I have received and read a copy of the *E-Mail, Intranet and Internet Usage Policy* of Serinus Energy Inc. (the "**Corporation**") dated November 10, 2010 and agree to comply with its terms. I understand that violation of the terms of the above-titled policy may subject me to discipline by the Corporation up to and including termination of my contractual arrangements with the Corporation.

DATED: \_\_\_\_\_

If an individual:

Witness

\_\_\_\_\_  
Signature

If not an individual:

By:

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

Title:

By:

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

Title:

