

WOMEN'S EMPLOYMENT PLAN

Rambler Metals and Mining Canada Ltd.
Baie Verte, Newfoundland

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revision 1.0



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1.0 INTRODUCTION

The Ming Copper-Gold Mine (the 'Project') is being developed by Rambler Metals and Mining Canada Ltd. ('Rambler'), a wholly owned subsidiary of Rambler Metals and Mining PLC, a public company formed in April 2004, and listed on the London's AIM and Toronto's TSX-V stock exchanges.

The project involves the reactivation of the Ming Mine site, near Baie Verte in Newfoundland, in addition to milling and shipping support from the Nugget Pond and Goodyear's Cove sites respectively. (Figure 1) Rambler has completed a detailed exploration program (from surface and underground) on the Ming Property to evaluate the feasibility of re-establishing a mining operation. During construction the project will generate a contractor workforce of over 250 people; with another 158 permanent/ full time positions required over the life of the project. The existing resources indicate that a 7 year life of mine is conceivable with great potential for future expansion.

Rambler Metals and Mining Canada Limited (the 'Company' or 'Rambler') is committed to a workplace design with policies to strengthen professional and career development opportunities for women. These policies promote moral fairness, enhance the work/life balance and provide a working environment that is free from harassment and discrimination. With an appreciation for gender differences and gender diversity, Rambler recognizes that having strong female leaders brings new perspectives to business challenges which in turn create new approaches and solutions to these challenges. The Company is prepared to explore every opportunity to promote gender diversity in the workplace with the hopes of increasing the general awareness for women to explore job opportunities in non-traditional roles.

The Company has developed this Women's Employment Plan (WEP) for its Ming Mine Copper-Gold Project. The Program will encompass a proactive approach to best industry practices geared towards a workplace culture supportive of women to attract and retain the talent for organizational success. Rambler will take full accountability for all aspects of the WEP, to support and promote gender equity for the Ming Mine Project and contractors working on site.

Rambler currently employs 27 people of whom 6 are women representing 22% of the workforce. As the project expands the Company is committed to targeting a minimum of 15% female participation. If the target is reached after year three the Company will review and determine an increased target for the remaining years of the operation. It's Rambler's goal to create these new woman's positions in areas which have been typically under-represented by woman such as miners, mechanics, electricians and other trade disciplines.

A number of strategies and precise initiatives for the Women's Employment Plan have been adopted by the Company's Human Resources Department. The mandate of the HR department will be to provide a means of measureable actions set at achieving the Company's goal for participation of women within the project. These include but are not limited to:

1. Complete a gender-based analysis for the project beginning with local communities then expanding to the larger region. This study will be completed prior to construction then updated again after the start of production. The analysis will specifically target individual trades within the organization and their associated participation of women.
2. Work closely with colleges throughout Newfoundland and the Department of Education Apprenticeship Office to determine the number of graduated women with courses and skills transferrable to the mining sector.
3. Conduct annual meetings with senior management to review the goals of the Women's Employment Plan and how they are being met. A report of this annual review will be provided to the Women's Policy Office and the Department of Natural Resources for comment and feedback.

4. Ensure the use of appropriate methods of promoting the participation and employment of women in all internal and external communications.
5. Collect information to guide initiatives intended to advance women's employment in non-traditional occupations.
6. Collaborate with government, communities, schools and all other stakeholders to ensure women are familiar with the various employment opportunities in the industry.

The Company will work with all contractors hired on the project throughout the construction and operational phases to promote the Women's Employment Plan and its initiatives. Rambler believes that these additional communication efforts will contribute to increasing the overall level of participation by women in non-traditional occupations. Over time this increased awareness will promote further employment opportunities for women.

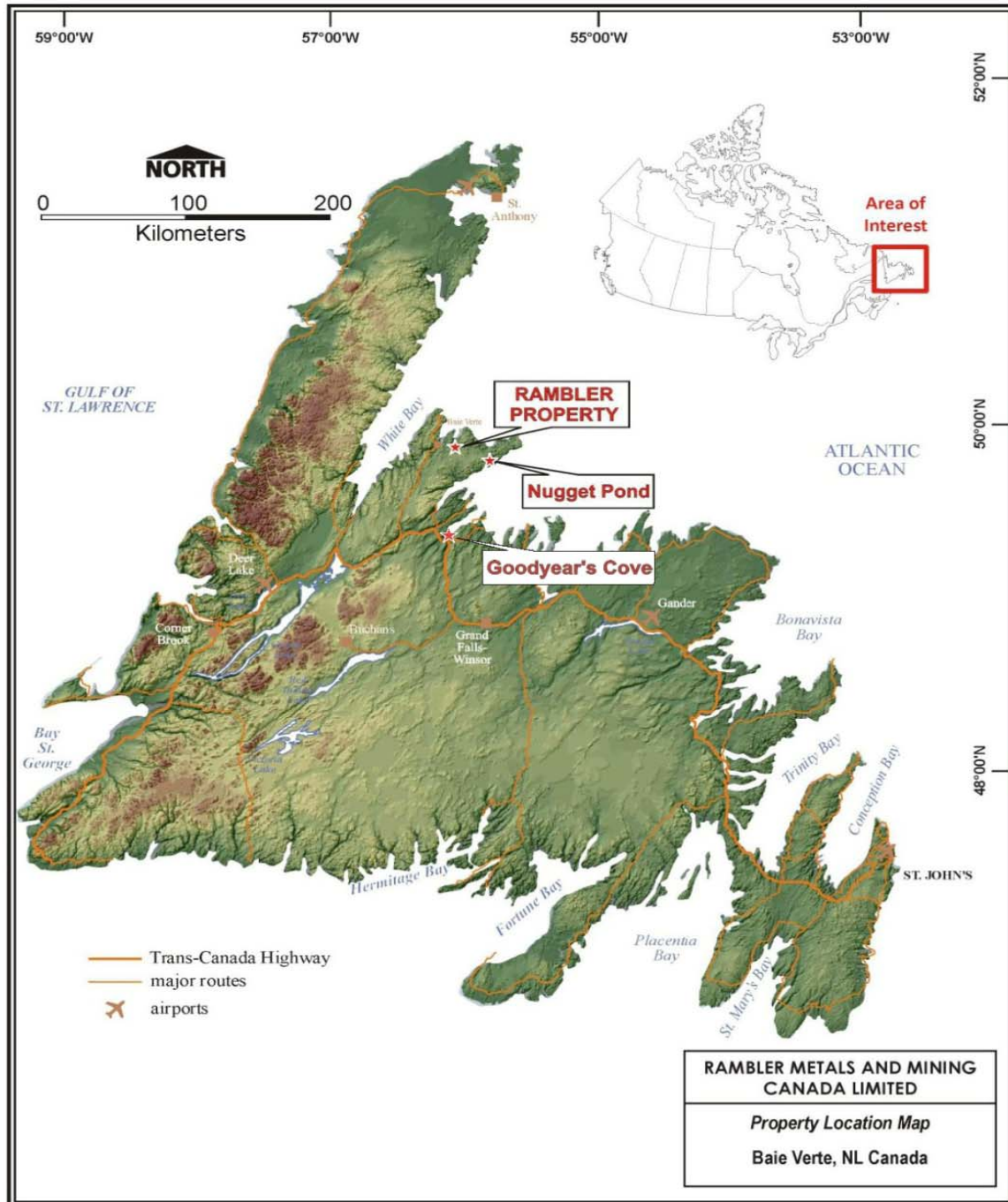


Figure 1: Location of the Ming Copper-Gold Mine Project on the Baie Verte Peninsula, Newfoundland.

2.0 COMMUNITY SUPPORT

Rambler is prepared to learn from other organizations within the industry and implement a positive approach to employment diversification. The Company is committed to working with the public sector, government agencies, various women's groups such as the Newfoundland and Labrador Organization for Women Entrepreneurs (NLOWE) and educational institutions to maximize opportunities for women.

Specifically the Company will:

1. Ensure women are advised of procurement and other business opportunities, encourage joint business ventures, debundling tenders, where applicable, so that women led businesses can participate;
2. Participate in information sessions at the community level, with the assistance of government and non-government stakeholders, which are responsive to women needs.
3. Provide career information to guidance counsellors in secondary school systems.
4. Support and encourage female employees to act as role models and to serve as part of a mentoring group.
5. Engage educational, health and women's groups to help understand the needs and goals of the mining industry, in particular in areas where women are currently underrepresented.

3.0 COMMUNICATION

While Rambler itself is taking a proactive approach to encourage women's participation in non-traditional roles, the Company also recognizes that in order to significantly impact women's employment levels in specific areas that industry and government organizations will have to work together to promote a positive message. This message should outline the advantages of gender diversity in the workplace in addition to referencing the current levels of employment by women in the various trade and professional occupations.

To support gender diversity at the local level, as outlined throughout the Women's Employment Plan, the Company will develop and utilize the following tools as part of its own communications strategy.

1. Incorporate high school and post secondary schools in the area to promote the mining industry, specifically women in non-traditional roles.
2. Reinforce key messages and promote women's employment in the local community.
3. Liaison with women's organizations and related groups on an annual basis to review and discuss ideas designed at broadening the participation of women in non-traditional careers within the mining industry.

4.0 CONSTRUCTION & OPERATIONAL PHASES

During the construction phase of the project over 250 short term positions will be created over a 1 to 8 month period. In full production the operation itself will generate 158 full time positions with countless other indirect support services. Table 1 summarizes the employment statistics during both phases of the project as well as the contracted positions. Additional information, including NOC codes, can be found in Appendix 1.

Project Phase	Length of Employment	# of Personnel
Construction		
Ming Mine	1 – 8 months	17 – 81
Nugget Pond Mill	1 – 8 months	29 – 143
Goodyear's Cove	1 – 6 months	29 – 64
Total		75 – 288
Production		
Ming Mine	7 Years	111
Nugget Pond Mill	7 Years	28
General and Administration	7 Years	19
Total		158
Contracted		
Ming Mine	7 Years	26
Nugget Pond Mill	7 Years	4
Goodyear's Cove	7 Years	5
Total		35

Table 1: Summarized Project Employment Statistics

4.1 Construction Phase

To ensure that qualified women are afforded every opportunity to capitalize on the construction phase of the Ming Mine Copper-Gold Project, the Company has adopted a number of proactive initiatives in the Women's Employment Plan.

During the construction phase of the project the Company is dedicated to the following objectives to help address some of the obstacles that may result in low participation rates by women in the construction industry.

1. The Company's Women's Employment Plan will be included in all requests for proposals.
2. The contractors will be required to indicate in their bids the number of women they intend to employ.
3. The Company will communicate the importance in supporting women in non-traditional roles throughout the process. The Women's Employment Plan will be provided to all successful contractors prior to the commencement of work.
4. Execute a zero tolerance discrimination and harassment policy to contractors working on site.
5. Support information sessions held by other organizations to help address some of the obstacles that may result in low participation rates by women in the construction industry.
6. Ensure that appropriate private dry/ washroom facilities are available to accommodate women on site.

Once all construction is completed Rambler will compile a statistical report outlining the various trades employed during the construction phase of the project in conjunction with the participation levels of

women. This report will be communicated with the Women's Policy Office and the Department of Natural Resources for comment and feedback.

4.2 Operational Phase

The anticipated production start date for the Ming Copper-Gold Mine Project is the second quarter of 2011. To ensure the success of the Women's Employment Plan the Company will pursue every opportunity to endorse gender diversity and equal opportunity for all employees.

To ensure that the 15% women's employment target of staff and those hired by contractors/subcontractors is achieved the company is committed to:

1. Promote gender diversity in the workplace through:
 - The support and analysis of women's employment statistics throughout all phases of the mine's life.
 - Communicate the Women's Employment Plan to all contractors and request gender statistics for their employees prior to commencement.
 - Communicating diversity through the Company's newsletter or on bulletin boards and notices.
 - Continued communication with the Women's Policy Office and other women's groups.
 - Every effort will be made to provide a wide range of informational material promoting the education and training of women in non-traditional roles.
2. Assign the Human Resources Manager to be responsible for gender diversity.
 - This senior representative will be given sole management responsibility for diversity throughout the organization and the involvement of contractors on site. This representative will be given the tools and resources to achieve company goals and will be required to provide feedback on an annual basis.
 - On an annual basis, or more frequently if required, the Human Resources Manager will be responsible for the evaluation and revision of all policies relating to women's initiatives. A copy of this report will be provided to the Women's Policy Office and the Department of Natural Resources for review.

5.0 RECRUITMENT AND RETENTION

The Company is committed to being an equal opportunity employer devoted to gender diversity with competitive benefits and compensation and the continuous improvement associated with the advancement of employment of women within our organization. To achieve this Rambler recognizes that it will have to specifically target and promote women's involvement in many of the non-traditional occupations including implementation of qualitative targets in positions where women have been underrepresented.

To support the recruitment of women in its workforce the company will adhere to the following policies and practices:

1. Commit to working with training institutes in the province and the Office of Women Apprenticeship to support the integration of female registered apprentices and their transferrable skills into the project;
2. Use gender sensitive language in job advertisements, and other resources used in the recruitment and selection process;
3. Develop training sessions to educate supervisors and managers in the recruitment processes to guarantee practices free of gender prejudice;
4. Having a hiring panel consisting of men and women who support gender diversity;
5. Provide equal worth to job qualifications and work experience despite gender;
6. Consider, where possible, job shadowing and on-the-job opportunities to women enrolled in science, technology fields, and industrial trades where women are underrepresented;
7. Continue to practice a zero tolerance policy on discrimination and harassment.
8. Continue to support and promote hiring practices that are consistent with a healthy and productive working environment;
9. Seek funding from government sources for programs designed to increase woman in non-traditional roles;
10. Ensure that women are appropriately represented throughout the workplace;
11. Encourage trained professional role models to join the organization;
12. Conduct exit interviews for analysis and feedback into the Company's recruitment and retention plan.

In addition to the recruitment of women, Rambler has also initiated policies and practises to retain and promote its existing women's work force. These include but are not limited to:

1. A zero tolerance approach to gender-related harassment;
2. Provide work schedules that promote better work/life balance and career path planning that offer the flexibility necessary to attend to family responsibilities;
3. Reduce sources of unnecessary stress in the workplace such as harassment and work-family conflict;
4. An employment equity policy throughout the Company;
5. Rambler will continue to communicate and update its policies with regards to gender diversity and women's employment.

By implementing the above policies and practices Rambler believes that it is working toward a better, healthier working environment free of any form of harassment and discrimination towards women.

6.0 TRAINING AND CAREER PLANNING

Rambler is focused on strengthening, mentoring and coaching structures that provide employees with the knowledge, skills and motivation to accomplish short and long terms goals within the industry. The Company will use a succession of management programs to fully support women at all levels within the organization through training, workshops, policies, etc as they express interest to advance in their careers. The programs will be modified as feedback is received from employees and from monitoring developments in technology and learning from other organizations.

In addition the company will support women's advancement in their careers by:

1. Develop an internal commitment from managers and supervisors to identify potential employees for higher-level positions within the organization.
2. Hold workshops to give women the opportunity to enhance professional development and encourage advancement of knowledge and skills;
3. Promoting a culture that supports a positive relationship between men and women;
4. Providing opportunities to enhance women's professional development;
5. Identifying and addressing barriers that can be a hindrances to peak performance;
6. Support and offer personal development courses in the workplace.
7. Holding strategic forums for women to obtain exposure to and experience other occupations throughout the organization through job sharing and job rotation;
8. Allocating required resources to assist employees in career planning and aspirations;
9. Examining innovative ways for employees to network and support career growth and planning for women;

The Company's Human Resources Department will take the necessary steps to align operational requirements with employee needs. Rambler is confident that with sound business practices and clear company goals gender diversity will play an important role throughout the life of the project in addition to the training future of leaders.

Finally Rambler is committed to supporting the province's efforts and initiatives to encourage women in non-traditional occupations such as management, mine operators, building trades, sciences, trades and technology based programs that support the Company's operational requirements.

7.0 COMPENSATION AND BENEFITS

The Company provides a competitive compensation and benefits package for employees that are based on current local labour market and labour market surveys. The company promotes no gender inequality in pay scales between females and males for equal jobs and incumbents who have similar experience/qualifications.

Each position's base pay is based on current salary rates within the Company and labour market surveys. The Company provides permanent employees with a comprehensive group benefits package including life, health, medical and dental coverage. Pay periods are bi-weekly or semi-monthly depending on the position held.

8.0 WORKPLACE POLICIES

The Company is committed to supporting the Human Resources policies and procedures ("Best Practices"). These "Best Practices" create a positive workplace, incorporate the concepts of wellness, safety, social responsibility and community involvement.

The Company will establish "Best Practices" to support women in the workplace. The Company has implemented a Respectful Workplace Policy where employees are expected to conduct themselves in a positive manner and refrain from behaviour or conduct that is offensive. Harassment of any form is prohibited and individuals engaged in it will be disciplined, up to and including termination. The Company

also prohibits engaging in or threatening acts of violence, fighting or assault and has a zero tolerance for drugs and alcohol on its property.

During the mandatory site orientation period the Company's Human Resources Department will communicate the Company's "Best Practices" to new employees informing them that gender sensitive or offensive language will not be tolerated at the workplace.

The Company will ensure all materials, such as safety clothing, tools, and equipment will be gender neutral and suitable for men and women. The Company will ensure there is female representation on committees formed throughout the workplace.

9.0 REPORTING AND MONITORING

The Company is committed to greater diversity in the workforce and the success of the Women's Employment Plan through all phases of the operation. The Company will appoint the Human Resources Manager to monitor the WEP and continuously provide strategies for improvements and upgrades to ensure the participation of women and targets are met as well as liaison with the Women's Employment Office and Government Officials on a quarterly basis to demonstrate success of the Plan. The company will continue to review contingency strategies on an ongoing basis to reach indicated targets. Periodically throughout the life of the project as targets are reached the company is committed to advancing these targets, where possible.

Finally, the Human Resources Department will collect and compile gender based information on recruiting, hiring and retention, and from exit interviews, in the Human Resource Management System. This system, along with the other pre-mention information will be communicated with the Women's Policy Office and the Department of Natural Resources on an annual basis to ensure that the Company's Women's Employment Plan is aligned with industries objectives and goals.

APPENDIX 1

Ming Copper Gold Mine – Detailed Project Employment Statistics

Occupation	NOC	Full-time/ Part-time	Length of Employment	# of Personnel
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Ming Mine – Construction Labour Force

Operator	7421	Part	1 – 5 months	3 – 7
Site works Tradesperson	7611/7612	Part	1 – 6 months	5 – 10
Building Civil Tradesperson	7251/7252/7263/ 7271/7282/7284/ 7291/7293/7294/ 7295	Part	1 – 8 months	1 – 50
Building Mechanical Tradesperson	7311/7313	Part	1 – 5 months	2 – 5
Building Electrical Tradesperson	7242/7333	Part	5 months	5
Supervision	7212/7213/7214 7215/7216/7217	Part	1 – 8 months	1 - 4

Total 1 – 8 months 17 – 81

Ming Mine - Production Labour Force

Mine Superintendant	8221	Full Time	7 Years	1
Shifter	8221	Full Time	7 Years	4
Safety & Trainer	2263	Full Time	7 Years	1
Jumbo Operator	8231	Full Time	7 Years	8
Rock Truck Operator	8231	Full Time	7 Years	8
Scoop Operator	8231	Full Time	7 Years	4
Ground Support	8614	Full Time	7 Years	16
Super Swellex & Construction	8231	Full Time	7 Years	4
Longhole Blaster	8231	Full Time	7 Years	4
Scoop Operator (production)	8231	Full Time	7 Years	8
Scoop Operator (Rock filling)	8231	Full Time	7 Years	4
Rock Truck Operator	8231	Full Time	7 Years	16
Grader Operator	7421	Full Time	7 Years	1
Yardman	7611	Full Time	7 Years	1
Service Man & Labour	8614	Full Time	7 Years	8
Dryman/Lampman	8411	Full Time	7 Years	1
Foreman Mechanic	7312	Full Time	7 Years	1
Mechanic	7312	Full Time	7 Years	12
Helper Mechanic	7312	Full Time	7 Years	4
Electrician	7242	Full Time	7 Years	4
Helper Electrician	7242	Full Time	7 Years	1

Total 7 years 111

Ming Mine - Contracted Labour Force

Diamond Driller	8231	Full	7 Years	8
Production Driller	8231	Full	7 Years	8
Mine Security	6651	Full	7 Years	4
Surface Ore Haulage	8231	Full	7 Years	5
Surface Ore Loading	8231	Full	7 Years	1

Total 7 Years 26

Occupation	NOC	Full-time/ Part-time	Length of Employment	# of Personnel
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Nugget Pond Mill – Construction Labour Force

Operator	7421	Part	1 – 6 months	2 – 5
Siteworks Tradesperson	7611/7612	Part	1 – 3 months	10 – 11
Building Civil Tradesperson	7251/7252/7263/ 7271/7282/7284/ 7291/7293/7294/ 7295	Part	1 – 8 months	5 – 80
Building Mechanical Tradesperson	7311/7313	Part	1 – 6 months	1 – 10
Building Electrical Tradesperson	7242/7333	Part	1 – 6 months	1 – 8
Supervision	7212/7213/7214 7215/7216/7217	Part	1 – 8 months	1 - 4
Concentrator Mechanical	7311	Part	2 - 6 months	5 - 15
Concentrator Electrical	7242	Part	2 - 4 months	2 - 6
Concentrator Mechanical and Electrical Supervision	7216/7212	Part	4 - 6 months	2 - 4

Total 1 – 8 months 29 – 143

Nugget Pond Mill - Production Labour Force

Mill Superintendant	8221	Full Time	7 Years	1
Administrative/Mill Clerk	1414	Full Time	7 Years	1
Metallurgist	2142	Full Time	7 Years	1
Senior Analytical Chemist	2112	Full Time	7 Years	1
Analytical Technician	2211	Full Time	7 Years	2
Senior Control Room Operator	9231	Full Time	7 Years	4
Crushing Operator	9411	Full Time	7 Years	2
Grinding Operator	9411	Full Time	7 Years	4
Flotation Operator	9411	Full Time	7 Years	4
Product Dewatering Operator	9411	Full Time	7 Years	4
Pipe Fitter and Millwright	7213	Full Time	7 Years	2
Electricians	7242	Full Time	7 Years	2

Total 7 Years 28

Nugget Pond Mill Contracted Labour Force

Mill Security	6651	Full	7 Years	4
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Total 7 Years 4

Occupation	NOC	Full-time/ Part-time	Length of Employment	# of Personnel
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Goodyear's Cove – Construction Labour Force

Operator	7421	Part	1 – 5 months	1 - 5
Siteworks Tradesperson	7611/7612	Part	1 – 3 months	8 - 9
Building Civil Tradesperson	7251/7252/7263/ 7271/7282/7284/ 7291/7293/7294/ 7295	Part	1 – 5 months	10 - 30
Building Mechanical Tradesperson	7311/7313	Part	1 – 4 months	1 - 4
Building Electrical Tradesperson	7242/7333	Part	1 – 4 months	2 - 5
Supervision	7212/7213/7214 7215/7216/7217	Part	1 – 6 months	2 - 3
Storage Facility Process Mechanical	7311	Part	1 – 2 months	2 - 4
Storage Facility Process Electrical	7242	Part	1 – 2 months	2 - 3
Process Mechanical and Electrical Supervision	7216/7212	Part	1 – 2 months	1
		Total	1 – 6 months	29 – 64

Goodyear's Cove - Contracted Labour Force

Loader Operator	7421	Full	7 Years	1
Ship Loading	7451	Part	7 Years	4
		Total	7 Years	5

Occupation	NOC	Full-time/ Part-time	Length of Employment	# of Personnel
General and Administration Labour Force				
General Manager	0811	Full Time	7 Years	1
Administrative Clerk	1414	Full Time	7 Years	1
Safety, Health and Environment	2263	Full Time	7 Years	1
Financial Controller	0111	Full Time	7 Years	1
Accounting Clerk	1431	Full Time	7 Years	1
Buyer	1225	Full Time	7 Years	1
Environmental Technician	2231	Full Time	7 Years	1
Warehouse Person	7452	Full Time	7 Years	1
HR Person	0112	Full Time	7 Years	1
Chief Exploration Geologist	2113	Full Time	7 Years	1
Senior Project Geologist	2113	Full Time	7 Years	1
Mine Geologist	2113	Full Time	7 Years	1
Junior Geologist	2113	Full Time	7 Years	1
Geo Technician	2212	Full Time	7 Years	2
Chief Engineer	2143	Full Time	7 Years	1
Engineer	2143	Full Time	7 Years	1
Junior Engineer	2143	Full Time	7 Years	1
Surveyor	2154	Full Time	7 Years	1
Total			7 Years	19