



INTERNATIONAL BIO RECOVERY CORPORATION

POSITION DESCRIPTION CHIEF EXECUTIVE OFFICER

GENERAL

This position description describes the appointment, role and responsibilities of the Chief Executive Officer (the “CEO”) of International Bio Recovery Corporation (“IBR”). It should be read together with the:

- written charter of the Board (the “Charter”)
- position description of the Chairman (the “Chairman”)

all as such documents may be amended from time to time.

OFFICE OF THE CHIEF EXECUTIVE OFFICER

The Board shall appoint the Chief Executive Officer on terms and conditions that it considers appropriate. The Chief Executive Officer shall report to the Board.

RESPONSIBILITIES OF THE CHIEF EXECUTIVE OFFICER

General

The CEO shall have full responsibility for the day-to-day operation of the Corporation’s business in accordance with the Corporation’s strategic plan, current year operating and capital expenditure budgets as previously approved by the Board.

Notwithstanding the foregoing, the following matters shall require Board approval:

- All decisions which are outside of the ordinary course of the Corporation’s business (including, without limitation, litigation strategies, major financings, acquisitions, dispositions, licensing and new commercial relationships);
- Any expenditures greater than \$100,000;
- Changes to IBR’s organizational (legal entity) structure;
- Changes in the structure of the senior management team;
- Hiring and terminations of persons holding positions that report directly to the CEO.

Relationship with Chairman

The CEO shall consult with the Chairman on matters of strategic significance to the Corporation.

Specific Responsibilities

In discharging his responsibility for the day-to-day operation of IBR's business, subject always to the oversight by the Board, the CEO shall:

- foster a corporate culture that promotes ethical practices and encourages individual integrity;
- maintain a positive and ethical work climate that is conducive to attracting, retaining and motivating top-quality employees at all levels;
- work with the Chairman in determining the matters and materials that should be presented to the Board;
- together with the Chairman, develop and recommend to the Board a long-term strategy and vision for IBR that leads to enhancement of shareholder value;
- develop and recommend to the Board annual business plans and budgets that support IBR's long-term strategy;
- ensure that the day-to-day business affairs of IBR are appropriately managed;
- consistently strive to achieve IBR's financial and operating goals and objectives;
- promote continuous improvement in the quality and value of IBR's products;
- seek to secure for IBR a satisfactory competitive position within its industry;
- ensure that IBR has an effective management team below the level of the CEO and has an active plan for management development and succession;
- ensure, in cooperation with the Chair and the Board, that there is an effective succession plan in place for the position of CEO;
- develop (for approval by the Board) policies on workplace safety and environmental matters; and
- serve as the spokesperson for IBR.

Information Flow to the Board

The CEO will ensure the delivery of information to Directors on a timely basis to keep the Directors fully apprised of all matters which are material to Directors at all times. The CEO will alert the Chairman on a timely basis of any material changes or events that may impact upon the risk profile, financial affairs or performance of the Corporation.

The CEO will coordinate with the Chairman to ensure that information requested by any Director is provided and meets the needs of that Director.