



western

COPPER AND GOLD

DRUG AND ALCOHOL POLICY

This policy applies to all employees of Western Copper and Gold Corporation (“Western”) and its subsidiaries (together with Western, the “Company”).

Employees under the influence of any type of drug or alcohol on the job can pose serious health and safety risks both to themselves and their fellow employees. To help ensure a safe and healthy workplace, Western reserves the right to prohibit such items and substances from being brought onto, or present on company premises.

INTENT

The employees of Western Copper and Gold are our most valuable resource, and for that reason, their health and safety is of paramount concern. Western has adopted this policy to communicate its expectations and guidelines surrounding drug and alcohol use, misuse, and abuse.

EXPECTATIONS

The following expectations apply to employees and management alike while conducting work on behalf of the company, whether on or off company property:

- Employees are expected to arrive to work fit for duty and able to perform their duties safely and to standard; employees must remain fit for duty for the duration of their time at work;
- Use, possession, distribution, or sale of drugs or alcohol during work hours is strictly prohibited;
- Employees are prohibited from reporting to work while under the influence of drugs and alcohol, including recreational marijuana and any other non-prescribed substances
- Employees using medically approved medication must communicate to management any potential risk, limitation, or restriction requiring modification of duties or temporary reassignment; and
- Employees are expected to abide by all governing legislation pertaining to the possession and use of drugs and alcohol.

ROLES AND RESPONSIBILITIES

Western will clearly communicate all expectations surrounding drug and alcohol use, misuse, and abuse. To help enforce this policy, management and employees are expected to adhere to the following:

Management will:

- Identify any situations that may cause concern regarding an employee's ability to safely perform their job functions;
- Ensure that any employee who asks for help due to a drug or alcohol dependency is provided with the appropriate support and is not disciplined for doing so; and
- Maintain confidentiality and employee privacy.

Employees must:

- Arrive to work fit for duty, and remain fit for duty throughout their work day;
- Perform work safely in accordance with company-established safe work practices;
- Avoid the consumption, possession, sale, or distribution of marijuana, other drugs, or alcohol on company property;
- When off duty, refuse a request to come into work if unfit for duty;
- Report limitations and required modifications as a result of medically approved marijuana use;
- Report unfit co-workers to management;
- Seek advice or appropriate treatment, where required;
- Communicate dependency or emerging dependency;
- Follow the after-care program, where established; and
- Abide by all governing legislation pertaining to the possession and use of marijuana.

MEDICAL MARIJUANA

Where an employee uses medical marijuana, it is expected they provide a copy of their medical licence to use marijuana to Western.

DISCIPLINARY ACTION

Employees found in violation of this policy may be subject to disciplinary action, up to and including termination of employment. Where applicable, the Company may also take legal action in accordance with the law.

Approved:



Name: Paul West-Sells

Title: Chief Executive Officer

Date: May 29, 2020