



western

COPPER AND GOLD

COVID-19 POLICY

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

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. This policy includes the measures we are actively taking to mitigate the spread of COVID-19. Western requests that all employees follow these rules diligently, to sustain a healthy and safe workplace in this unique environment. We assure you that the Company will always treat your private health and personal data with high confidentiality and sensitivity.

PROTOCOLS FOR WORKING DURING COVID-19

- If an employee has cold symptoms, such as cough/sneezing/fever, or they feel sick, they should request sick leave, or, if able to work despite being unwell, they should make plans to work from home.
- If an employee has been in close contact with someone infected by COVID-19, with high chances of being infected, they should work from home. The employee will be permitted to return to the office after they have isolated for 14 calendar days since their exposure to the infected person, provided that they’re asymptomatic.
- If an employee must stay home to care for children or to provide care for a family member with COVID-19, they should discuss work from home arrangements and set expectations together with their direct manager.
- An employee that has been living with or caring for a family member with COVID-19 will only be permitted to return to the office 14 calendar days after their family member has fully recovered, provided that they’re asymptomatic or they have a doctor’s note confirming that they don’t have the virus.
- If an employee has a positive COVID-19 diagnosis, they must stay home, and they may return to the office *only after* they have fully recovered, with a doctor’s note confirming their recovery.

PROTOCOLS FOR TRAVELING & COMMUTING DURING COVID-19

- All work trips and events – both domestic and international should be taken only if absolutely necessary and should be cancelled or postponed if possible.
- In-person meetings should be done virtually whenever possible, especially if they include external parties.
- If an employee has recently returned from traveling internationally, or they have visited an area with a high number of COVID-19 cases, they must work from home for 14 calendar days, and return to the office only if they are fully asymptomatic.

GENERAL HYGIENE RULES

Employees are expected to:

- Wash hands regularly, and especially after using the bathroom, before using common areas such as the kitchen, before eating, and after coughing or sneezing. Sanitizer will be available in the office for use throughout the work day.
- Cough/sneeze into a sleeve (rather than hands).
- Properly dispose of used tissues.
- Avoid touching the face, eyes, nose, and mouth to prevent the spread of infection.
- If an employee is coughing/sneezing on a regular basis, they should avoid close contact with coworkers, make extra efforts to keep distance from others, and/or make arrangement to work from home.

Approved:



Name: Paul West-Sells

Title: Chief Executive Officer

Date: May 29, 2020