



EQUITY, DIVERSITY AND INCLUSION POLICY

This policy applies to all Casino Mining Corporation's ("Casino") directors, officers, workers, contractors and consultants acting on the company's behalf ("workers"). Casino is a wholly owned subsidiary of Western Copper and Gold Corporation.

Casino believes that it is important for all workers to feel welcomed, valued, and respected so that they may realise their full potential and thrive in their work environment. To this end, we are committed to promoting, fostering and maintaining a culture of equity, diversity and inclusivity. Our guiding principles are:

- We endeavour to create a safe and inclusive workplace that embraces diversity at every level of the company.
- We respect and value all individuals, regardless of race, gender or gender identity, ethnicity, nationality, sexual orientation or identity, age, disability, socio-economic background, religious beliefs, or any other differentiator.
- We are dedicated to employing equitable and non-discriminatory recruitment and remuneration practices, as well as providing just and impartial access to opportunities and advancement based on skill and merit.
- We treat all persons equally with respect and dignity, and will not tolerate any form of discrimination, harassment, inappropriate conduct or behavior. We will maintain mechanisms so that reports regarding actual or suspected incidents can be conveyed in a confidential manner without fear or concern regarding retribution.
- We will provide access to training and raise awareness with regards to diversity, inclusivity and equity in the workplace. All workers are expected to conduct themselves in a respectful manner and in a way that promotes inclusion and fairness.
- We will comply with all applicable laws, regulations and standards in relation to providing an equitable workplace.

Approved:

Name: Paul West-Sells

Title: Chief Executive Officer

Date: 17 May 2021