WESDOME GOLD MINES LTD.
ACCESSIBILITY POLICY MADE UNDER ONTARIO REGULATION 191/11

INTRODUCTION

The Integrated Accessibility Standards Regulations ("**IASR**"), O. Reg. 191/11 under the Accessibility for Ontarians with Disabilities Act, 2005 (the "**AODA**") requires that effective January 1, 2014, Wesdome Goldmines Ltd. (the "**Company**") establish, implement, maintain and document its accessibility policies and multi-year accessibility plan (the "**Accessibility Plan**"), which outlines the Company's strategy to prevent and remove barriers for persons with disabilities and to meet its requirements under the IASR.

The Company's accessibility policies and plan will be available in an accessible format upon request and will be reviewed and updated, if applicable, at least once every five years.

OUR COMMITMENT

In fulfilling our mission, the Company strives to treat all individuals in a manner that allows them to maintain their dignity and independence. The Company promotes integration and equal opportunity and is committed to meeting the needs of people with disabilities in a timely manner. We will seek to achieve this by preventing and removing barriers to accessibility and by meeting accessibility requirements under the AODA. This Accessibility Policy sets how the Company will achieve accessibility generally, as well as in employment, information and communications, and the design of public spaces (built environment).

There are several accessibility standards set out in one regulation under the AODA called the Integrated Accessibility Standards Regulation ("**IASR**") including customer service, information and communications, employment, design of public spaces and transportation. There is also a section of general requirements that apply to all the standards in the regulation. Under the IASR, the following accessibility standards apply to the Company:

1. Workplace Emergency Response Information;
2. Training;
3. Information and Communication;
4. Employment; and
5. Design of Public Spaces Standards.

ACCESSIBILITY STANDARDS FOR CUSTOMER SERVICE

The Company is committed to compliance with the Accessibility Standards for Customer Service, as set out in O. Reg. 191/11 under the *AODA*, which requires providing its services in ways that respect the dignity and independence of people with disabilities.

The Company's Employees have been trained on the Company's Customer Service Policy, and all new employees hired to provide such services will receive such training as part of their onboarding with the company.

A copy of the Company's *AODA* Accessible Customer Service Policy is available at our premises and will be made available to members of the public and third parties on request.

INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR)

The Company produced a multi-year Accessibility Plan that outlines actions to prevent and remove barriers to accessibility. The plan is posted on the Company's website and will be made available in an accessible format upon request. The Accessibility Plan will be reviewed and updated periodically as legislation continues to come into effect, and/or when a policy related to accessibility is updated or created, and at least every 5 years along with any related policies. The following sets out how the Company is committed to complying with the IASR.

WORKPLACE EMERGENCY RESPONSE INFORMATION

Where the Company is aware that an employee has a disability and that there is a need for accommodation, individualized workplace emergency response information will be provided to the employee as soon as practicable, if such information is necessary given the nature of the employee's disability. This information can also be provided to the Employee who is designated to assist the Employee with Disabilities (with the Employee's consent). Any individualized plans will be reviewed:

(a) When the employee moves to a different location
(b) When the employee's overall accommodation needs or plans are reviewed; and
(c) When the Company reviews its general emergency response plans

If you require an accommodation and/or individualized safety plan please contact Human Resources.

TRAINING

The Company is committed to providing training on the requirements of the accessibility standards referred to in the IASR and on the Ontario *Human Rights Code*, as it pertains to persons with disabilities.

The Company will ensure that training is provided to:

a. all employees and volunteers (paid and unpaid, full-time, part-time and contract positions)
b. all persons who participate in developing the Company's policies; and
c. all other persons who provide goods, services or facilities on behalf of the Company.

Training will include:

1. Accessible customer service training
2. The Ontario Human Rights Code as it relates to people with disabilities
3. IASR Work-related training
4. Changes to Wesdome's accessibility policies when they occur

The training will be appropriate to the duties of the person receiving such training. The Company will incorporate this training requirement into hiring practices to ensure that new Employees or Employees who change roles that require further training complete the required training within a reasonable time of having accepted a position with the Company.

We will maintain a record of Employees who receive and complete the training. The records will include the dates that training is provided and the names of the individuals who received and completed the training.

INFORMATION AND COMMUNICATION

The Company is committed to making company information and communications accessible to persons with disabilities. The Company will incorporate new accessibility requirements under the IASR standard for information and communication to ensure that its information, systems and platforms are accessible. The Company will provide, upon request, information, communication, and feedback forms in accessible formats that meet the

needs of persons with disabilities. Any website controlled by the Company shall meet the requirements set out in the IASR.

EMPLOYMENT

The Company is committed to fair and accessible employment recruiting practices that attract and retain employees with disabilities. This includes providing accessibility at all stages of the employment cycle.

a. Recruitment

The Company will notify employees and the public of the availability of accommodation for applicants with disabilities in the recruitment process, including on the career site, when job applicants are individually selected to participate in an assessment or selection process, and when making offers of employment to successful candidates.

b. Informing Employees of Supports and General Provision of Accessible Formats and Communications Supports

In the event that the Company implements and/or updates policies to provide support to employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability, the Company will inform all employees of those policies.

c. Documented Individual Accommodation Plans/Return to Work Process

The Company will incorporate accessibility requirements under the IASR to ensure that barriers in accommodation and return to work processes are eliminated and corporate policies surrounding accommodation and return to work are followed, where applicable.

d. Performance Management, Career Development and Redeployment

The Company will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans.

DESIGN OF PUBLIC SPACES

While the Company has no plans to engage in new construction or redevelopment which would be captured by the requirements of the IASR concerning the Design of Public Spaces, the Company recognizes its obligations under the relevant sections of the Regulation and is committed to incorporating barrier-free design principles into any public spaces that are newly constructed and redeveloped on or after January 1, 2017.

FEEDBACK

Feedback or requests for additional information regarding matters of accessibility may be made in person, via email, telephone, fax, or in writing to:

Mail Wesdome Gold Mines
Human Resources Department
220 Bay Street, Suite 1200
Toronto, Ontario
M5J 2W4

Phone	(416) 360-3743
Fax	(416) 360-7620
Contact us	hr.resumes_corporate@wesdome.com

The Company will respond to feedback within a reasonable amount of time from receipt of the feedback.

REVIEW AND APPROVAL

OWNER(S)	ADOPTED
Human Resources	March 2024
POLICY TYPE	**LAST REVIEWED AND APPROVED**
Human Resources	March 2024
POLICY NO.	**REVIEW SCHEDULE**
HR-006	Annual