

## PURPOSE

The board of directors (the “**Board**”) of Wesdome Gold Mines Ltd. (“**Wesdome**” or the “**Company**”) recognizes the benefits of promoting diversity at the level of the Board of Directors and those in senior management positions at the Company. The Board believes that including diverse perspectives in the decision-making process leads to more robust oversight, competitive advantage and improved corporate governance.

Diversity refers to all the characteristics that make individuals different from each other, including but not limited to gender, education, experience, age, geographical representation, and ethnicity.

## APPLICATION

This Diversity Policy (the "Policy") defines the Company's approach to fostering diversity on the Board of Directors of Wesdome and in relation to those in senior management positions at the Company.

## BOARD DIVERSITY

Diversity is an important consideration in determining the composition of the board of directors of the Company (the "Board"). The Governance & Nominating Committee of the Board has been delegated the responsibility of implementing this Policy and overseeing its effectiveness. To support the Company's board diversity objectives, when identifying and considering the selection of candidates for election or re-election to the Board, the Governance & Nominating Committee will:

- i. Consider candidates who are highly qualified based on their independence, experience, expertise, financial and business acumen, personal characteristics and ability to devote sufficient time and resources to his or her duties as a member of the Board;
- ii. Consider the diversity criteria of the candidate;
- iii. Consider the level of representation of women on the Board; and
- iv. In addition to its own searches, as and when appropriate from time to time, engage qualified independent external advisors to conduct a search for candidates who meet the Board's and the Company's expertise, skills and diversity criteria to help achieve the Company's diversity goals, with such external advisors being specifically directed to ensure that diverse candidates are included.

## SENIOR MANAGEMENT

Diversity is also an important consideration in determining the composition of the Company's senior management. To support the Company's senior management diversity objectives, the Board, the Governance & Nominating Committee, the Chairman and the CEO will, when identifying and considering the selection of candidates for senior management positions:

- i. Consider candidates who are highly qualified based on their business experience, expertise and personal characteristics;
- ii. Consider the diversity criteria of the candidate;

- iii. Consider the level of representation of women in senior leadership positions; and
- iv. In addition to its own searches, as and when appropriate from time to time, engage qualified independent external advisors to conduct a search for candidates who meet the Company's expertise, skills and diversity criteria to help achieve the Company's diversity goals in relation to senior management positions, with such external advisors being specifically directed to ensure that diverse candidates are included.

#### APPROACH TO GENDER DIVERSITY

In pursuit of its goal to foster gender diversity on the Board and in senior management positions, the Board has established a goal of having 30% of the Board comprised of female directors and 30% of the senior management team comprised of female executives.

The Governance & Nominating Committee of the Board is responsible for assessing the Company's progress against this Policy's objectives, and will consider the appropriateness of this Policy and the stated target on an annual basis.

The Governance & Nominating Committee will ensure that the Company's annual management information circular includes information about the effectiveness of the Policy, measures taken to ensure that the Policy has been effectively implemented, and that it discloses the number and proportion of women on the Board and in senior management positions in the Company.

#### REVIEW AND AMENDMENTS TO POLICY

The Board will review this policy annually and assess its effectiveness in promoting a diverse Board and senior management team. The Board may, at any time in its sole discretion, supplement or amend any provision of this Policy, repeal this Policy in whole or in part or adopt a new Policy relating to diversity as the Board of Directors determines in its sole discretion to be appropriate.

#### APPROVAL

OWNER(S) Board of Directors	ADOPTED March 26, 2019
POLICY TYPE Board Governance	LAST REVIEWED AND APPROVED November 6, 2019
POLICY NO. BD-004	REVIEW SCHEDULE Annual