

Ur-Energy Inc. Human Rights Policy

Ur-Energy is fortunate to work in jurisdictions with strong laws defending fundamental human rights such as freedom, equality and dignity. Because we believe in these fundamental principles, we commit to vigorously defend them as we carry out our corporate mission across all operations. To that end, the Board of Directors has established this policy to formalize this commitment to protect basic human rights and to ensure compliance with existing laws. The policy is applicable to the Company and its subsidiaries, as well as the officers, directors and employees of each. The Board of Directors, with management, will regularly review this policy to ensure compliance and that all material risks are adequately addressed.

Anti-Slavery

Despite strong anti-slavery and anti-exploitation laws in the United States, where we work, modern abuses continue outside the view of the law. To help prevent these abuses, we commit to employment at will with no forced or bonded labor, including adhering to all laws prohibiting child labor.

Because we are unaware of known or suspected risks of slavery or human trafficking among the companies which are in our supply chain and are our vendors, suppliers and customers we do not find it necessary, at this time, to take affirmative steps to address these contacts. The prospect of such violations will be a part of the routine review of this policy and its implementation.

Human Dignity

Upholding human dignity is at the core of our values. To maintain human dignity, we commit to:

- engaging with known stakeholders and elected officials of all communities potentially affected by our operations to ensure their concerns are heard;
- accommodating diversity and upholding non-discrimination principles;
- providing fair, livable wages;
- advertising open job positions in local communities;
- providing a workplace focused on safety, and providing a confidential method for reporting unsafe work conditions and activities that may conflict with our Code of Ethics. We will not retaliate for reporting safety or ethics concerns;
- adhering to child labor laws;
- respecting the right to associate; and
- maintaining work schedules that promote healthy lives for our employees.

Additionally, we seek to establish and maintain business relationships with entities and persons who share the same principles and values as Ur-Energy, as set forth in this policy.

Equal Employment Opportunity

We are dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age (40 and over), race, sex, sexual orientation or gender identity, color, religion, national origin, disability, military status, genetic information, or any other characteristic or status protected by applicable law. This policy applies to all terms and conditions of employment, including hiring and termination.

We will make reasonable accommodation pursuant to applicable law for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief. This includes reasonable accommodations for pregnancy, physical recovery from childbirth or related health conditions.

Environment, Health and Safety

Protecting human life and wellbeing through development and implementation of environmental, health and safety programs is a top priority for the Company. The success of these programs depends on the alertness and personal commitment of all personnel. To ensure programs are effective, we perform annual audits. The programs will contain, at a minimum, the following components:

- recognition of safety hazards
- proper use and storage of personal protection and safety equipment
- Standard Operating Procedures (SOPs) for routine activities
- qualifications of trainers
- frequency of general and task specific training and retraining
- applicable safety regulations
- the right to refuse to perform unsafe work
- reporting of unsafe work conditions
- incident investigation and corrective actions
- emergency response procedures
- hazardous material shipping procedures

We will strive to maintain a safe work environment based not just on these programs, but a culture where environment, health and safety are the highest priorities throughout the organization. We recognize that water is a basic right and will work diligently to conserve water resources at our operations through recycling and restoration. We also maintain practices to ensure reclamation sureties are properly determined and only reputable surety companies are used.

Workplace Violence

We are committed to preventing workplace violence and to maintaining a safe work environment. We commit to maintaining zero-tolerance toward workplace violence and any form of harassment. Our employees, and all business associates, vendors and independent contractors should be treated with courtesy and respect at all times. Conduct that threatens, intimidates, or coerces another employee, a contractor or other business associate, or a member of the public will not be tolerated.

We will investigate all reports of threats or actual violence and of suspicious individuals or activities.

Communication and Training

We will communicate the content and importance of this policy to all employees and all new hires, at every level of the organization, as well as providing biannual training or further communication at any time a substantive change is adopted in the policy statement. The Corporate Secretary will oversee the generation of materials and ensure trainers are qualified to clearly articulate the policy.

Grievances

Any stakeholder may file a grievance related to this policy or our Code of Ethics by going to the Whistleblower tab on our Corporate Governance page at www.ur-energy.com. The appropriate member of management or our Board of Directors will determine how best to address the grievance based upon the information provided and related facts and circumstances. This may include, as appropriate, an investigation, after which the results of the investigation and corrective action, if any, will be reported to the Board of Directors.