

Our Approach

RELEVANT POLICIES

→ Social Responsibility and Human Rights Policy

Equinox Gold is committed to upholding internationally recognized human rights, creating a culture and workplace that respects the rights of all peoples, and contributing to improved quality of life and sustainable development in the regions and communities where we operate. This pledge includes respecting the rights of Indigenous and traditional peoples and working with these communities to contribute

positive benefits in the areas in which we operate (refer to the [Relationships with Indigenous Peoples section](#)).

We understand human rights as those defined in the United Nations Declaration on Human Rights, and have embedded our commitments to these principles in our Code of Conduct and Business Ethics, Social Responsibility and Human Rights Policy, and Greenstone's Indigenous Relations Policy.

Salient Issues for Our Business

To gauge actual or potential human rights risks within our operations and supply chain, we have conducted research and consulted with stakeholders and human rights experts. This process has helped to identify the following areas where our activities could have the most impact, while also providing insights on where we can advance positive outcomes:

- Labour and working conditions
- Indigenous peoples' rights
- Land rights and security
- Ethical business practices
- Community environmental health, including access to clean water
- Community cultural, social and economic rights





Human Rights Management and Due Diligence Oversight

Equinox Gold strictly adheres to labour laws and standards in all the countries in which we operate and are committed to integrating current best practices in identifying and managing the full range of human rights our business can affect. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact and the Voluntary Principles on Security and Human Rights, which provide guidelines for embedding human rights due diligence processes in the Company and address issues such as freedom of association, and the prohibition of forced and child labour.

To that end, we have implemented appropriate systems and safeguards to ensure we uphold human rights and neither cause nor are complicit in human rights violations or abuses, either directly or through our business relationships. The Board and its ESG Committee have oversight

over the Company's human rights policies, systems and performance. The Vice President External Affairs and Social Responsibility leads our overall human rights program, and the executives leading each of our regions have overall responsibility for human rights within the Company.

Our practices include:

- a Company-wide Human Rights Management Standard that is aligned with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council's RGMPs; our standard helps us identify and mitigate risks, including security-related human rights and conflict risks, in our operations and supply chain;
- educating our workforce and suppliers, including security personnel, on our expectations and their human rights responsibilities;
- promoting a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices;
- conducting regular audits to assess any potential adverse human rights impacts;
- treating communities with dignity and respect and communicating openly, honestly and regularly about Equinox Gold's plans, programs and performance;
- encouraging feedback and maintaining accessible grievance channels at each site, as well as a Company-wide Whistleblower Hotline, to allow for anonymous reporting of concerns and problems; and
- having plans in place to mitigate, and provide a remedy for, any negative human rights impacts, whether caused by or contributed to by Equinox Gold.

Our Performance in 2023

64%

of our security personnel completed human rights training

Zero

substantiated claims of human rights violations within our operations

Priorities for 2024

Key Highlights

- Revised the Company's Human Rights Management Standard
- Delivered human rights training to the entire workforce with a module specifically focused on Modern Slavery and Child Labour
- Delivered human rights training to security personnel

Summary

During the year, we continued to enhance our human rights program. We revised and updated our Human Rights Management Standard and continued to provide training to security personnel, including contractors, on how to perform their security duties while respecting human rights.

Human rights risks have been integrated into the Company's ERM process. At the beginning of 2023, we reviewed the criteria used to rank the severity of potential human rights impacts. We also conducted a high-level human rights risk assessment of the countries where we operate. This assessment was used to identify any changes in the jurisdictions where our sites are located, and to

update our risk register accordingly. This human rights country-based risk assessment helps the Company's corporate office to determine the priority for human rights due diligence and whether site or issue-specific assessments are necessary such as a conflict assessment or labour rights assessment.

In May 2023, we joined a forum for mining security practitioners for collaboration and knowledge sharing. Through this forum, participants share experiences about the risks and challenges facing our industry as well as insights to advance the implementation of the Voluntary Principles on Security and Human Rights.

- Continue undertaking regular assessment of human rights risks at our sites and in the countries where we operate
- Work with sites within higher-risk areas to strengthen their human rights risk management practices

