

# Our Approach



→ Health and Safety Policy

## Safety Policies and Standards

Our objective is to achieve a workplace of zero harm, with no injuries or fatalities. To achieve that, we work diligently to:

- comply with applicable health and safety laws and regulations;
- implement effective health and safety management systems;
- identify and mitigate health and safety hazards before accidents occur, so that every member of our workforce goes home safely at the end of each shift;
- investigate all near misses and safety incidents and share those learnings across all sites; and
- continually monitor and assess the safety practices and performance at each of our operations to identify areas for improvement.

Our commitment to creating a safe and healthy working environment is formalized in our Health and Safety Policy and Occupational Health and Safety (OHS) Management Standards. Every member of our workforce is expected to adhere to these important standards.

## Occupational Health and Safety Management System

We have a comprehensive OHS Management System that embodies our commitments to ensure the health and safety of our employees, contractors and anyone working at or visiting our sites. This management system encompasses a set of safe work procedures, instructions, records and controls. It enables us to identify and remove hazards and ultimately decrease health and safety risks in our workplace. The system was developed using the ISO 45001:2018 framework to both comply with local requirements and reflect stringent global standards, and incorporates industry best standards guidance, including the TSM Safety and Health and Critical Management and Communications Planning protocols and the health and safety requirements of the RGMPs.

Our sites follow customized local procedures, processes and technologies to satisfy the OHS Management System. For example:

- Our Brazilian mines use the Record of Safety Occurrence (ROS) system, which provides employees with the ability to log issues either manually or electronically using their cell phones and QR codes.
- At our USA operations, we use Automated Mining Operations Software (AMOS) to perform daily walkaround inspections of our workplace and mobile equipment.

- Our Los Filos Mine adheres to Mexico's 'Five Points of Safety Card' system.
- As we prepare for our Greenstone Mine to enter production, we are building comprehensive safety systems that will satisfy ISO 45001 and Canadian Standards Association (CSA) standards, as well as applicable legislation. In addition to performing regular inspections of workplace health and safety during the construction stage, our safety department is performing audits on systems in place to address any issues prior to the commencement of operations.

Health and safety internal audits are also conducted at each mine, and our Brazilian locations follow a process of cross-auditing (teams from one mine audit another mine) for added assurance.

As part of the OHS Management System, we also have occupational hygiene programs that aim to limit worker exposure to potentially harmful substances, such as dust, chemicals and other sources of occupational hazards. We run ongoing health campaigns and screening to gauge worker health related to potential workplace exposures.



## Shared Responsibility: Building a Strong Safety Culture

Equinox Gold has a culture of shared responsibility, where everyone is responsible for their own safety and also the safety of their co-workers. To achieve a culture of zero harm, every day at our mine sites starts with a safety 'toolbox' meeting to discuss the tasks at hand, identify potential risks and promote personal responsibility. This includes empowering our workforce to refuse unsafe work, and 'right to refuse work' policies are in place at each site.

We engage our people in creating a strong safety culture by encouraging their input through our OHS Committees. We provide mandatory training and tools to help employees safely perform their tasks and require participation in ongoing programs

that promote safety and well-being, including safety meetings and regular refresher training. Our contractors follow the same rules and procedures as employees and we provide them with health and safety orientation, evaluate their performance and workplace risks, and ensure that any incidents with contractors are registered and investigated. By doing so, we achieve consistent reporting of key metrics and standardized processes to ensure that all health and safety incidents are recorded.

To reinforce our safety culture and encourage innovation and leadership, Equinox Gold has a safety recognition program providing three awards for safety excellence within our Company:

- The Chairman's Safety Award recognizes the mine site with the best safety performance each year.
- The CEO Safety Leader Award recognizes three individuals who have displayed exemplary safety leadership.
- The COO Most Improved Site Award is presented to the site that shows the best improvement in safety performance compared with the previous year.

## Monitoring and Measuring Safety Performance

Health and safety performance is a critical measure of success for Equinox Gold. We track key health and safety indicators, and a portion of the corporate component of both executive compensation and our site-based employees' performance-based compensation is tied to health and safety performance.

We require our workforce to report all accidents, incidents and near misses so the incidents can be properly investigated and understood, and those learnings are shared across our mine sites to prevent recurrence. When hazards are identified, we have systems in place to determine the appropriate corrective actions and ensure that controls are implemented. We also enforce disciplinary action following deliberate or repeated breaches of our "Life-saving Rules" and serious violations of safety standards and procedures.

Equinox Gold participates in the Mine Safety Roundtable, a group of Canadian mining companies working together to reduce injuries and safety incidents. The group shares strategies and best practices that address industry hazards and risks. In addition, as members of the Mining Association of Canada and the World Gold Council, we apply the TSM protocols and RGMPs, both of which include health and safety obligations. Equinox Gold is also a signatory to the UN Global Compact and to the International Cyanide Management Code.

## Supporting Overall Health and Wellness

To support the overall health and wellness of our employees, Equinox Gold provides extensive health benefits and supportive services, from corporate medical insurance to locally tailored programs that team members can access to ensure physical and mental health for themselves and their family members. These local programs are designed to comply with specific governments standards, such as fatigue management policies in the USA or stress reduction guidelines in Mexico, and often include employee medical exams and health surveys. We also offer a range of optional services that employees may choose to participate in, from individual counselling and mental health support to on-site health screening events, voluntary vaccination campaigns and healthy lifestyle and sports activities.

## Accountability

The Board and its ESG Committee has oversight for the Company's health and safety policies, systems and performance. The Vice President, Health, Safety and Environment leads our overall safety program, and health and safety teams at each site are responsible for daily safety vigilance.

We hold monthly safety review meetings involving the CEO, COO, country Senior Vice Presidents, site General Managers, and Health and Safety management from both the corporate and site teams. Together this group studies the causal factors of significant incidents and gauges the quality of the subsequent investigations and corrective actions that are intended to prevent recurrence, effectively sharing learnings amongst all operations.

