



## SOCIAL RESPONSIBILITY AND HUMAN RIGHTS POLICY

Equinox Gold is committed to respecting the rights of all peoples, upholding internationally recognized human rights, and contributing to improved quality of life and sustainable development in the regions and communities where we operate. We commit to working ethically and with integrity, we take responsibility for the impacts of our activities on local communities, indigenous peoples and other rights holders, and we commit to continuously evaluating and improving our social performance.

Equinox Gold will assign adequate resources, use appropriate management systems and conduct regular audits to:

- engage with local communities, indigenous peoples and other rights holders in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations, and work to understand local interests and concerns so these can be considered in the Company's decision-making process;
- engage with interested and affected parties, including underrepresented groups, in identifying, assessing and mitigating the impacts of our activities on the environment, human rights, and the social and economic wellbeing of the regions in which we operate;
- seek to create opportunities for local procurement, employment and skills development as well as local economic development including through our supply chain;
- engage with local communities, indigenous peoples and governments to identify social investment opportunities and contribute to partnerships for community development that are congruent with local priorities and address social inequities;
- consider the rights and needs of local communities, indigenous peoples and other rights holders prior to activities involving land acquisition;
- seek to avoid involuntary resettlement, and where it cannot be avoided, engage with those displaced to minimize impacts, compensate fairly and promote an improved standard of living, paying particular attention to those at a heightened risk of vulnerability or marginalization;
- seek to protect cultural heritage from adverse impacts associated with our activities;
- respect the United Nations Guiding Principles on Business and Human Rights, identify human rights and corruption risks associated with our activities and in our supply chain, adopt adequate due diligence measures, and maintain fair and accessible grievance mechanisms for issues to be considered;
- apply the Voluntary Principles on Security and Human Rights to identify security-related human rights and conflict risks, seek to have our own or third-party security providers trained to respect human rights, work with public security to reduce the risk of human rights abuses, and provide for reporting and investigation of allegations of human rights abuses;
- communicate openly, honestly and regularly with local communities, indigenous peoples, other rights holders and other interested parties about Equinox Gold's plans, programs, performance and compliance.

This Policy applies to Equinox Gold and all of its directors, officers, employees, contractors, suppliers and business partners.

*(signed)* Christian Milau  
Chief Executive Officer  
Equinox Gold Corp.

*(signed)* Doug Reddy  
Chief Operating Officer  
Equinox Gold Corp.