



## **SOCIAL RESPONSIBILITY AND HUMAN RIGHTS POLICY**

Equinox Gold is committed to respecting the rights of all peoples throughout our value chain, upholding internationally recognized human rights, and contributing to improved quality of life and sustainable development in the regions and communities where we operate. In alignment with the United Nations Guiding Principles on Business and Human Rights, we commit to working ethically and with integrity, to taking 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 openly, honestly and regularly with local communities, Indigenous Peoples, other rights holders and other interested parties in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations, about Equinox Gold's plans, programs, performance, and compliance.
- Provide employees, contractors, workers and community members with accessible feedback mechanisms, and work to understand local interests and concerns so these can be considered in the Company's decision-making process.
- Prevent, mitigate and remedy the adverse impacts of our activities on the environment, human rights, and the social and economic well-being 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.
- Identify opportunities to invest in local community projects and programs and participate in partnerships for community development that support local needs and priorities, and address social inequities.
- Adopt fair land acquisition and compensation procedures and seek to avoid involuntary resettlement. 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.
- Work to protect cultural heritage from adverse impacts associated with our activities.
- Assess for human rights risks associated with our activities and in our value chain, adopt adequate due diligence measures, and maintain fair and accessible grievance mechanisms for issues to be considered.
- Implement the Voluntary Principles on Security and Human Rights at our applicable operations

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

Date: September, 2021

Approved: February 2025