

Commitment to Responsible Mining

During 2021, Equinox Gold formalized our ESG strategy to ensure our ESG commitments are embedded into all functions, operations and decision making. Our commitment is to implement best-in-class governance frameworks, demonstrate best practices in safety, environmental and social performance, and continually improve. That goal, established with full support from the Board and Management team, drives our ESG strategy and shapes our decision-making process.

While on-the-ground activities will evolve as our Company grows and matures, our primary ESG goals will remain the same: to protect the health and safety of our workforce and local communities, to minimize and mitigate our impact on the environment, to collaborate with our community partners and deliver tangible social and economic benefits, and to maintain governance frameworks and management processes that strengthen our business and protect our shareholders. The primary elements of our ESG strategy are outlined below.



Environment

- **Energy and greenhouse gas emissions:** Contributing positively to the global fight against climate change with a long-term plan to prioritize renewable power sources and reduce emissions
- **Water management:** Protecting the quality of local water resources, minimizing the amount of water used to maintain operations and maximizing water reuse
- **Mine waste and tailings facility management:** Ensuring mine waste and tailings facilities are safely constructed, managed and monitored and that all facilities are routinely inspected and audited by a qualified third party
- **Biodiversity:** Promoting the protection and conservation of local biodiversity by preventing or mitigating our impact on habitat and species loss
- **Reclamation and closure:** Undertaking progressive site remediation and planning for responsible reclamation and closure when an area is no longer required for mining activities



Social

- **Health and safety:** Achieving zero harm by ensuring our workforce has the knowledge, skills and resources they need to operate safely
- **Human rights:** Upholding our responsibility to respect the rights of workers and communities across our activities and to ensure we do not cause and are not complicit in human rights abuses
- **Employment practices:** Ensuring unbiased hiring practices and fair remuneration and benefits across all site locations, reflecting a reasonable living wage
- **Inclusion and diversity:** Creating workplaces that are respectful and inclusive, and that reflect the diversity of the regions in which we work
- **Community engagement:** Communicating regularly and transparently with local communities and Indigenous peoples, soliciting feedback and finding collaborative solutions to issues and concerns
- **Community development:** Hiring and procuring locally, contributing to both social and economic development to bring tangible, long-term benefits that endure beyond the life of mine



Governance

- **Corporate governance:** Ensuring that our policies are reviewed regularly, are appropriate for the size and stage of our business, reflect the key elements of effective corporate compliance and provide an effective framework to guide the conduct and behaviour of our Company and business partners
- **Ethics:** Ensuring that the actions of Equinox Gold's directors, officers, workforce and suppliers reflect the Company's values, uphold the Company's policies and are in accordance with laws and regulations
- **Risk management:** Ensuring the processes are in place to monitor and mitigate potential risks to our business, shareholders, rights-holders and the environment