

# Implementing Leading Industry Frameworks and Standards

Globally, there are many standards and guidelines designed to protect people and our planet, and we have adopted and strive to adhere to those below. Some are aimed at business broadly, while others are focused on the mining industry. We use these standards to guide and help us improve our performance.

## WE SUPPORT



## United Nations Global Compact (UNGC)

- Adopted by Equinox Gold in 2020

The UNGC is a call to companies to align their business with sustainability principles. The

organization supports responsible business through guidance for strategy and operations anchored in ten principles focused on human rights, labour, environment and anti-corruption.

The UNGC encourages businesses to take strategic action to advance broader societal goals, such as the 17 United Nations Sustainable Development Goals (SDGs). While all 17 SDGs will guide our strategy, we have prioritized our focus on the SDGs most relevant to our business and stakeholders, as discussed in *Our Approach to the UN Sustainable Development Goals*. We will continue to review and add additional SDGs to our strategy as our business and capacity grows.

## The Ten Principles of the UN Global Compact

### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** make sure they are not complicit in human rights abuses.

### Labour

**Principle 3:** Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** the elimination of all forms of forced and compulsory labour;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

### Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



## World Gold Council's Responsible Gold Mining Principles (RGMPs) - Adopted by Equinox Gold in 2020

The ten World Gold Council RGMPs articulate the key principles of responsible gold mining so that consumers, investors and the downstream gold supply chain know what to expect from mining companies. As a member of the World Gold Council, Equinox Gold has made a public commitment to align with the principles, develop internal systems, report publicly on the status of our progress and obtain external assurance of our conformance.

Our Environment and Climate Change Policy, Health and Safety Policy, Code of Conduct and Business Ethics, Diversity Policy, and recently approved Social Responsibility and Human Rights Policy all outline the Company's commitments in alignment with the RGMPs.

In 2021, Equinox Gold started a gap analysis for the RGMPs and is in the process of defining a three-year action plan to achieve compliance with the principles by 2024. To assist with implementation of the RGMPs, a management system is being developed in 2022 to ensure operations have a clear plan to establish the processes and criteria needed to achieve compliance. Also in 2022, our Enterprise Risk Management processes will integrate the RGMPs, including risk assessments and the development of consequence/impact assessment criteria.

## World Gold Council – Responsible Gold Mining Principles

### Governance

1. **Ethical conduct:** We will conduct our business with integrity, including absolute opposition to corruption.
2. **Understanding our impacts:** We will engage with our stakeholders and implement management systems to ensure we understand and manage our impacts, realize opportunities and provide redress where needed.
3. **Supply chain:** We will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us.

### Social

4. **Safety and health:** We will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities, and will empower them to speak up if they encounter unsafe working conditions.
5. **Human rights and conflict:** We will respect the human rights of our workforce, affected communities and all those people with whom we interact.
6. **Labour rights:** We will ensure that our workplaces are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices.
7. **Working with communities:** We aim to contribute to the socio-economic advancement of communities associated with our operations and to treat them with dignity and respect.

### Environment

8. **Environmental stewardship:** We will ensure that environmental responsibility is at the core of how we work.
9. **Biodiversity, land use and mine closure:** We will work to ensure that fragile ecosystems, critical habitats and endangered species are protected from damage and we will plan for responsible mine closure.
10. **Water, energy and climate change:** We will improve the efficiency of our use of water and energy, recognizing that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate.



**Mining Association of Canada's Towards Sustainable Mining (TSM) Protocols - Adopted by Equinox Gold in 2020**

The TSM protocols are designed to help mining companies manage key environmental and social risks in order to meet society's needs for minerals, metals and energy products in the most socially, economically and environmentally responsible way. Under the TSM protocols, which include mandatory site-level assessments, eight critical aspects of social and environmental performance are evaluated, independently validated and publicly reported against 30 distinct performance indicators. The TSM protocols have been adopted as an industry standard in numerous jurisdictions, including by the Brazilian Mining Association (IBRAM).

In 2021, we completed self-assessments against the eight TSM protocols across our operations. In 2022, our goal is to achieve Level A rating in 75% of the TSM indicators at all operations. By the end of 2022 all of our mines will have defined action plans to achieve at least Level A for all indicators, and we plan to complete self assessments by the end of 2022 to gauge performance against our target.

**Mining Association of Canada - Towards Sustainable Mining Protocols**

- Biodiversity conservation management
- Climate change
- Crisis management
- Indigenous and community relationships
- Prevention of child and forced labour
- Safety and health
- Tailings management
- Water stewardship



**International Cyanide Management Code for the Manufacture, Transport, and Use of Cyanide in the Production of Gold (Cyanide Code) - Adopted by Equinox Gold in 2020**

The Cyanide Code focuses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions. It is a voluntary industry program for gold and silver mining companies, developed under the guidance of the United Nations Environmental Program and the International Council on Metals and the Environment.

Three of our sites are certified in accordance with the Cyanide Code: Mesquite, Los Filos and Fazenda. We expect to certify Castle Mountain, RDM and Aurizona by early 2023. Greenstone and Santa Luz are expected to be certified within three years of achieving commercial production, as required by the International Cyanide Management Institute.