

Human Rights



Human rights are the basic rights to which all people are entitled, regardless of race, gender, sexual orientation, marital status, national or social origin, religion or other status. We understand human rights as those defined in the United Nations Declaration on Human Rights, and we are guided by the United Nations Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights.

We have a responsibility to 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 addressed. We respect internationally recognized human rights both in the workplace and in the communities affected by our mining activities and are committed to assigning adequate resources, using appropriate management systems and conducting regular audits to identify risks to the people and communities in which we operate.

We also respect the rights of Indigenous and traditional peoples and strive to work together with Indigenous communities to ensure that our business provides benefits to all. More information about our commitment to working collaboratively with Indigenous peoples is available in *Working with Indigenous Communities*.

Equinox Gold has formalized our commitments to Indigenous and human rights in our Code of Conduct and Business Ethics, Social Responsibility and Human Rights Policy, and our Greenstone Gold Mine's Indigenous Relations Policy. We are committed to taking adequate measures to ensure we do not cause, and are not complicit in, human rights abuses either directly or through our business relationships.

Our approach to human rights focuses on identifying areas where our activities could have a potential adverse impact, so that we can avoid or mitigate those risks, and also identifying areas where we can have the most positive contribution. Through this assessment, the areas most relevant to our activities are the following:

- Labour and working conditions
- Community environmental health, including access to clean water
- Community health and safety
- Community cultural, social and economic rights
- Indigenous peoples' rights
- Land rights and security
- Ethical business practices

2021 Performance

In 2021, we conducted an introductory training course on human rights to ensure our executives and operational leaders understand the responsibility we hold to respect human rights, and also the most common risks that mining activities could pose on rights-holders such as our workforce, host communities and Indigenous peoples.

An external consultant completed a desk-top risk assessment across all of our operations and also did one-week-long visits at each of Los Filos and Aurizona. We have integrated the identified risks into our Enterprise Risk Management system so appropriate plans can be developed to support our community partners and reduce the risk of human rights infringements.

During 2021, we conducted a desk-top review of the World Gold Council Conflict-Free Gold Standard requirements to ensure our activities are not contributing to local conflict. The first level of assessment determines if any operations are in areas with levels of conflict that require a more comprehensive review. In 2021, none of our sites were located in conflict areas as defined by the Standard.

What's Next

In 2022, we will develop a corporate-wide human rights due diligence framework to ensure our business has systems in place to identify and mitigate potential human rights risks. That framework will include guidelines for business conduct, provisions for regular assessments, and wider training within the Company so more people understand our expectations and how to apply these ethics in everyday operations.