

# Letter from Christian Milau, CEO and Director



**Christian Milau**

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Equinox Gold is a rapidly growing company, with eight new projects integrated into our portfolio over the last four years. As our company has grown, so has our team and ability to assess and track our ESG performance, identify areas for improvement and implement strategies to achieve our objective – to become an industry leader for responsible mining and sustainable development.

Our primary reporting objective is transparency, so all stakeholders have a clear understanding of our targets, our performance and our efforts for continual improvement. A key focus during 2021 was standardizing data collection and incident reporting across our operations so we can accurately measure performance and identify opportunities for improvement. Those efforts are reflected in this report, which includes quantitative data on health and safety performance, energy consumption, GHG emissions and water usage. During 2021 we also reported for the first time to the Carbon Disclosure Project, published our first Tailings Management Overview Report and started reporting key ESG data quarterly on our website.

Protecting the health and safety of our workforce is our greatest responsibility. While we surpassed our health and safety targets for 2021, our ultimate goal is to have no work-place injuries. A key health and safety initiative during 2021 was expansion of incident reporting and “near miss” reviews. By ensuring that all incidents are reported and reviewed, we can identify the cause and share the learnings and corrective actions across our operations to prevent recurrence.

We also examined our workplace culture and reviewed our hiring practices to ensure we are creating an environment that is welcoming and that our practices support diversity and inclusion at all levels of the Company. In the fall of 2021 we joined the United Nations

Global Compact Target Gender Equality Program, a 12-month program that will help us define a long-term company-wide inclusion and diversity strategy and reinforce our culture of inclusivity and respect.

Respect is one of our core principles and is the foundation of our approach to community relationships. Following our acquisition of Premier Gold in April, we have five new Indigenous partners at our Greenstone Project in Ontario, Canada. We acknowledge our responsibilities under those Long-term Relationship Agreements and look forward to demonstrating our commitment to the long-term success of our Indigenous partners. We have also enjoyed reconnecting with our community partners at all of our mine sites as COVID-19 restrictions lifted, and look forward to continued collaboration on social and infrastructure projects that will bring long-term benefits and opportunities to those communities.

Another focus during 2021 was collecting the baseline data required to better understand our environmental impact. With this information in hand, we set and achieved short-term targets, reducing our GHG emissions by 5% and implementing programs to improve energy efficiency at our mine sites. We also progressed initiatives to increase our use of renewable energy sources, with the potential to introduce solar power at Castle Mountain and hydro or solar power at several of our Brazil sites. In addition, our mine sites undertook progressive reclamation activities and supported conservation projects to protect and increase biodiversity in the regions surrounding our mines. We will continue to expand our environment and climate strategy to minimize our environmental impact and ensure these initiatives are integrated into our plans at each stage of development.

As a signatory to the United Nations Global Compact, our policies and practices are guided by its principles for environmental protection, human rights, labour standards and ethical business practices. Likewise, as a member of both the World Gold Council and the Mining Association of Canada, we are implementing the standards and principles these organizations expect of their members. We are committed to continual improvement as we work toward our objective of demonstrating excellence in responsible mining. I look forward to reporting on our progress as we deliver on our ESG objectives.