

# Our ESG Strategy



## Environment

Minimize and mitigate our impact on the environment. Contribute positively to environmental sustainability.

## Social

Protect the health, safety and wellbeing of our workforce and local communities. Collaborate with our community partners to deliver tangible social and economic benefits.

## Governance

Act with integrity and transparency. Maintain governance frameworks and management processes that strengthen our business and protect our stakeholders.

Our ESG vision is to become an industry leader for responsible mining and sustainable development.

Equinox Gold's approach to project development and operations is based on the philosophy that strong financial, social, environmental and governance performance are all equally important to our success. Strong ESG practices are integral to achieving our business objectives, creating enduring value for our community partners and delivering the strong financial returns that our shareholders expect. As temporary custodians of the sites we operate, we are deeply aware of our responsibilities to be environmental stewards while contributing to a positive legacy for local communities.

### EQUINOX GOLD'S ESG STRATEGY

While our ESG vision remains unchanged since we started the Company – to become an industry leader for responsible mining and sustainable development – we have put significant effort into developing policies that articulate our commitments to sustainability and formalizing procedures that ensure those commitments are embedded into our day-to-day activities and decision-making process. Anchored by our objective to demonstrate excellence across all facets of the business, we identify investments and initiatives that address the ESG issues that matter most to us and our stakeholders – our material topics. [ESG Material Topics](#)

The Board's ESG Committee reviews and approves the Company's ESG targets at the start of the year, and then evaluates performance monthly, quarterly and at year end. These targets guide Equinox Gold's ESG performance through the year and also form the basis for future improvement, as we monitor our progress and find new ways to improve our strategy and enhance the positive impacts of our business. Our ESG governance structure demonstrates the importance we place on embedding ESG priorities and connectivity across the organization, with clear accountabilities across reporting lines. Learn more in the [Corporate Governance section](#) of this report.

Underpinning our ESG strategy, as well as our approach to stakeholder engagement, is our commitment to transparent disclosure. We want all stakeholders to have clear, reliable information about our annual targets, performance and management approach regarding the material aspects of our business. We continue to evolve and expand our ESG disclosures, including through this report, on our website and in other Company materials.

Equinox Gold has adopted a number of leading industry frameworks and standards to guide and help improve our ESG performance – learn more in [Memberships and Frameworks](#).

## Our ESG Journey to Date: Key Milestones

### 2017–2020

Formed Equinox Gold

Signatory to UN Global Compact

Committed to World Gold Council's Responsible Gold Mining Principles (RGMPs)

Committed to Mining Association of Canada's Towards Sustainable Mining (TSM) protocols

Committed to International Cyanide Management Code

Approved Health and Safety Policy

Approved Anti-Bribery and Anti-Corruption Policy

Approved Diversity Policy

### 2021

Established ESG Working Group and Enterprise Risk Management Committee

Approved Environment and Climate Change Policy

Approved Social Responsibility and Human Rights Policy

Developed Health and Safety Standards

Commenced implementation of TSM protocols and RGMPs

Joined UN Global Compact Target Gender Equality Program

Began reporting to CDP (formerly Carbon Disclosure Project)

Published first ESG Report

Published first Tailings Management Overview Report

Conducted first materiality assessment

Conducted first human rights risks assessments

### 2022

Set diversity target to achieve 30% women on Board of Directors

Completed UN Target Gender Equality Program

Developed Social Management Standards

Developed Human Rights Management Standards

Published second ESG Report using GRI and SASB frameworks

Developed a climate risk inventory

Set target of reducing GHG emissions by 25% by 2030

Prepared first Climate Action Report (released February 2023) aligned with Task Force on Climate-Related Financial Disclosures (TCFD) framework