

# Occupational Health and Safety

## WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Protecting the health and safety of our workforce and local communities is our greatest responsibility. Occupational health and safety is rated the “highest importance” material topic by our stakeholders. There are many health and safety hazards associated with mining operations, including working at heights and in confined spaces, ground instability, rock bursts, equipment mishaps and the use of explosives, among others. As such, effective management of health and safety is critical to protect the health and wellbeing of our people.



## Our Approach

Our objective is to achieve a workplace of zero harm. Our top priority is the safety of our workforce and local communities, and we are committed to achieving excellence in the management of health and safety.

Equinox Gold is committed to achieving excellence in the management of health and safety. We understand our responsibilities to provide a safe and healthy working environment for our workforce and are committed to preventing incidents and work-related injury and to mitigating health and safety risks and hazards. At Equinox Gold, we believe that health and safety must be everyone’s responsibility and priority to achieve a culture of zero harm.

### RELEVANT POLICIES

- [Health and Safety Policy](#)



## Safety Policies and Standards

Our commitment to create a safe and healthy working environment is formalized in our Health and Safety Policy and Occupational Health and Safety (OHS) Management Standard. Every member of our workforce is expected to adhere to these important standards.

Our approach to health and safety is based on our vision of zero harm: having an injury- and fatality-free workplace. To achieve this, we work diligently to:

- comply with applicable health and safety laws and regulations;
- implement effective health and safety management systems;
- identify and mitigate health and safety hazards before accidents occur, so that every member of our workforce goes home safely at the end of each shift;
- investigate all near misses and safety incidents and share those learnings across all sites; and
- continually monitor and assess the safety practices and performance at each of our operations to identify areas for improvement.



## Occupational Health and Safety Management System

We have a comprehensive OHS Management System that embodies our commitments to ensure the safety of our employees, contractors and anyone working at or visiting our sites. This management system encompasses a set of safe work procedures, instructions, records and controls. It enables us to identify and remove hazards and ultimately decrease health and safety risks in our workplace. The system was developed using the ISO 45001: 2018 framework and incorporates international guidelines, including the TSM Safety and

Health and Critical Management and Communications Planning protocols and the health and safety requirements of the World Gold Council's RGMPs.

As part of the OHS Management System, we also have occupational hygiene programs that aim to limit worker exposure to potentially harmful substances, such as dust, chemicals and other sources of occupational hazards. We run ongoing health campaigns and screening to gauge worker health related to workplace exposures.

Equinox Gold participates in the mine Safety Roundtable, a group of Canadian mining companies working together to reduce injuries and safety incidents. The group shares strategies and best practices that address industry hazards and risks. In addition, as a member of the Mining Association of Canada and the World Gold Council, we apply the TSM protocols and the RGMPs, both of which include health and safety obligations. In addition, Equinox Gold is a signatory to the UN Global Compact and to the International Cyanide Management Code.

## Shared Responsibility: Building a Strong Safety Culture

Equinox Gold has a culture of shared responsibility, where everyone is responsible for their own safety and also the safety of their co-workers. To achieve a culture of zero harm, every day at our mine sites starts with a safety 'toolbox' meeting to discuss the tasks at hand, identify potential risks and promote personal responsibility. This includes empowering our workforce to refuse unsafe work.

We engage our people in creating a strong safety culture by consulting them through our OHS Committees and regular safety meetings. We provide mandatory training and tools to help employees safely perform their tasks and

require participation in ongoing programs that promote safety and wellbeing. Our contractors follow the same rules and procedures as employees, since the safety and wellbeing of our entire workforce is a top priority. This ensures we have consistent reporting of key metrics and standardized processes for all workers on our sites.

To reinforce our safety culture and encourage innovation and leadership, Equinox Gold has a safety recognition program providing three awards annually for safety excellence within our Company:

- The Chairman's Safety Award recognizes the top mine site for safety performance in a given year.
- The CEO Safety Leader Award recognizes three individuals who have displayed exemplary safety leadership.
- The COO Most Improved Site Award is presented to the site that shows the best overall improvement in safety performance compared with the previous year.



## Monitoring and Measuring Safety Performance

Health and safety performance is a critical measure of success for Equinox Gold. We track various health and safety indicators and a portion of the corporate component of executive compensation, and site employees' performance-based compensation, is tied to health and safety performance.

We encourage our workforce to report all accidents, incidents and near misses so they can be properly investigated and understood,

and those learnings are shared across our mine sites to prevent recurrence. When hazards are identified, we have systems in place to determine the appropriate corrective actions and ensure these controls are implemented. We also enforce disciplinary action following deliberate breaches of our "Life-saving Rules" and serious violations of safety standards and procedures.

## Accountability

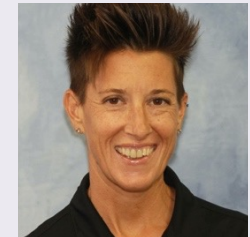
The Board and its ESG Committee has oversight for the Company's health and safety policies, systems and performance. The Vice President Health, Safety and Environment leads our overall safety program, and health and safety teams at each site are responsible for daily safety vigilance.

We hold monthly safety review meetings involving the Chief Executive Officer, Chief

Operating Officer, country Senior Vice Presidents, site General Managers, and Health and Safety management from both the corporate and site teams. Together this group studies the causal factors of significant incidents and gauges the quality of the subsequent investigations and corrective actions that are intended to prevent recurrence.

### EMPLOYEE PROFILE

## From Medical Student to Mine Safety Leader



Jessica Tiffin  
Safety Manager at  
Mesquite

Before starting her career at Western Mesquite Mines (WMM), Jess studied medicine in the Caribbean. Unfortunately, family obligations required her to return home to Idaho and she wasn't able to complete her studies. She found work as an equipment operator and was deployed to WMM through a contractor in 2009. Jess enjoyed the work and when the contract was up in 2010, she applied for a job at WMM as a Leach Pad Operator.

In her first year, the department manager recognized Jess' leadership potential and promoted her to supervisor. Looking back, Jess can remember a few team members struggling with how quickly she moved up in the Company. It took her a little longer than usual to gain their trust, but she worked hard and gained the respect of her team.

With her medical background and interest in helping others, Jess knew she wanted to be part of the Mesquite Mine Emergency Rescue Team (MERT). When the Safety Department asked for volunteers to become Mine Safety and Health Administration (MSHA) instructors, Jess put her hand up and quickly saw the potential career growth the Safety Department offered.

Safety has been an excellent fit for Jess due to her passion for helping and educating people. She believes her success comes from the support of her "work" family and she takes that passion for safety home to her wife and kids. The work-life balance offered by Equinox Gold has been beneficial in keeping Jess motivated to grow and succeed.



# Our Performance in 2022

## 2.12

Total Recordable Injury Frequency Rate

## Level A

achieved for 75% of the TSM protocols for Health and Safety

## 6 of 8

sites had no lost-time injuries in 2022

- Beat all of our 2022 safety targets
- Updated the Equinox Gold OHS Management Standard
- Developed leading indicators to better track safety performance
- Delivered 130,545 hours of health and safety training to both employees and contractors
- Introduced a new Crisis Management Plan and delivered the corresponding training

In 2022, we beat all of our company-wide safety targets, a testament to the teamwork and safety vigilance at the mine sites. There were no lost-time injuries at any of our sites during the fourth quarter, and six of our eight sites had no lost-time injuries for the entire year. We achieved a Total Recordable Injury Frequency Rate of 2.12 per million hours worked, 30% better than our 2021 performance and 36% better than our 2022 target of 3.40

or less. This performance puts us in the top quartile of our peers. Similarly, we bettered our 2022 Lost Time Injury (LTI) Frequency Rate target of 0.65 or less with a 0.34 result, a 50% improvement from our 2021 performance of 0.68.

Our ultimate goal is to have no workplace injuries, and this requires continuous improvement and daily vigilance. In 2022, we refreshed and updated the Equinox Gold OHS Management Standard, which enhanced our approach to handling health and safety risks with site management. We also developed leading indicators to better track performance and established a safety performance evaluation protocol for all sites, which includes internal, external (third party) and peer audits (sites audit each other). As a result of these actions, all of our sites accomplished our target of achieving a Level A rating for 75% of the TSM Health and Safety and Crisis Management protocol indicators.

In 2022, we provided a total of 130,545 hours of health and safety training across our sites, comprising 72,253 hours for employees and 58,292 hours for contractors. Training included emergency response, orientation, first aid, cyanide code, fire brigade, confined space, and mobile equipment, among other topics.

Despite our focus on safety, in 2022 we continued to experience high-potential incidents (HIPO), near miss incidents and repeat events. We introduced root cause analysis training, enabling us to focus on root causes, identify adverse trends and generate corrective actions to prevent recurrence.

We also implemented a new software solution for health and safety management. This was a huge initiative, spanning the entire organization. The new software will help us better track incidents, investigations, mitigations and the status of corrective actions.



## HEALTH AND SAFETY: 2022 HIGHLIGHTS FROM OUR SITES

**Mesquite**

- Implemented a “Behaviour Based Safety” program that works to identify, observe and reinforce positive behaviours, and ensure that employees are doing their tasks safely.

**Castle Mountain**

- Formed a Mine Emergency Rescue Team (MERT).
- Implemented an app to conduct pre-operation inspections along with workplace inspections.

**Los Filos**

- 29% reduction in TRIFR compared to 2021.
- Recertified in compliance with ICMC.

**Aurizona**

- Worked towards certification with the ICMC.

**Fazenda**

- Achieved no lost-time incidents (LTIs) in 2022, earning the Chairman’s Safety Award.
- Began implementing the “Safety Culture Maturity Curve”, which focuses on the management of proactive leading safety indicators.

**RDM**

- Achieved 390 days worked without a LTI.

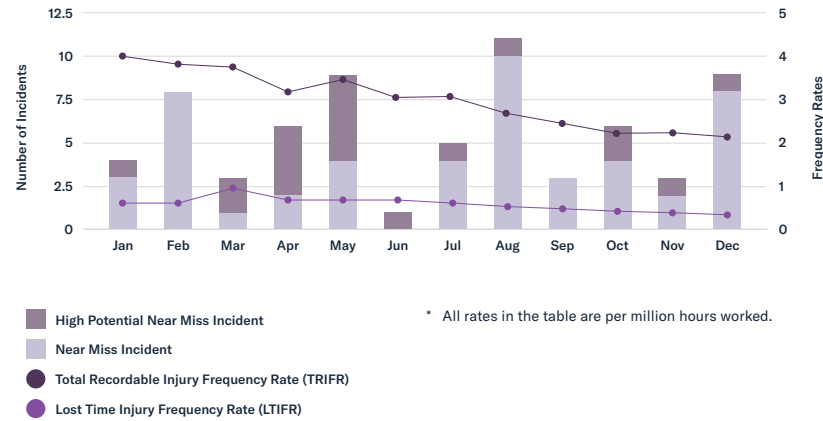
**Santa Luz**

- Completed construction (totalling 4 million work hours) with no LTIs.

**Greenstone**

- Advanced construction with no LTIs and achieved 2 million hours LTI-free, earning the COO’s Most Improved Safety Award.

## 2022 CONSOLIDATED TRIFR, LTIFR AND NEAR MISS INCIDENTS



## 2021 AND 2022 SAFETY PERFORMANCE BY SITE

	AIFR		TRIFR		LTIFR		HIPO and NMI	
	2021	2022	2021	2022	2021	2022	2021	2022
Mesquite	16.9	1.44	2.41	1.44	0	0	16	6
Castle Mountain	62.69	22.52	10.45	11.26	0	0	0	0
Los Filos	14.53	11.94	3.08	2.17	0.85	0.54	48	29
Aurizona	6.56	5.03	2.42	1.89	0.69	1.89	13	0
Fazenda	8.39	2.82	2.71	0.8	0.9	0	0	2
RDM	6.13	3.88	2.86	2.22	0.41	0.55	3	20
Santa Luz	11.64	13.27	2.49	2.21	0	0	7	11
Greenstone	10.09	26.54	6.73	3.57	0	0	2	0
Total	10.48	10.48	3.05	2.12	0.68	0.34	90	68

AIFR: All Injury Frequency Rate  
 HIPO: High Potential Incident  
 LTIFR: Lost Time Injury Frequency Rate  
 NMI: Near Miss Incident  
 TRIFR: Total Recordable Injury Frequency Rate

\* All rates in the table are per million hours worked. AIFR includes lost time, restricted duties, medical treatment and first aid injuries, while TRIFR includes lost time, restricted duties and medical treatment injuries.

## PRIORITIES FOR 2023

- Achieve Level A in 100% of TSM Health and Safety and Crisis Management protocol indicators.
- Evaluate operational sites against ISO 45001 standard (international standard for Occupational Health and Safety Management).
- Develop a corporate health and safety risk register that conforms to ISO standards.





## Chairman's Safety Leader Award

The winner for 2022 is Fazenda, with a TRIFR of 0.80 per million hours worked. Fazenda also passed the milestone last year of 2.9 million hours worked without any lost-time injuries, an outstanding achievement.



## COO's Most Improved Safety Award

The winner for 2022 is Greenstone for having the greatest safety improvement, with a 47% reduction in its TRIFR compared to 2021.



## CEO's Safety Leader Award



**Washington dos Santos Gonçalves**  
Planning Supervisor  
at RDM

Washington won first place for the CEO Safety Leader Award for introducing fixed work platforms to replace scaffolding in an area of the RDM process plant, which reduced the risk of falling when working at height.



**Elder Tomé Bispo Oliveira**  
Warehouse Leader  
at Fazenda

Elder Tomé Bispo Oliveira won second place for introducing two new tools to safely handle 45gal drums of kerosene: the "Drum Catcher" and "Drum Wheel". Work is safer, well organized, and much more efficient with Elder's tools.



**César Augusto Miranda Santos**  
Welder at Aurizona

César Augusto Miranda Santos won third place for having a floor opening guarded to prevent a fall. Previously, César was exposed to an opening in the "vibrating grizzly" while performing maintenance work and had to wear fall protection.