

Human Rights

WHY THIS TOPIC MATTERS TO EQUINOX GOLD

Respecting human rights is a global standard of expected conduct. Human rights are the basic rights to which all people are entitled, regardless of race, gender, sexual orientation, marital status, nationality or social origin, religion or other status. The United Nations' Guiding Principles of Business and Human Rights, released in 2011, formalized the responsibility of all companies, regardless of size, to uphold human rights. Equinox Gold takes this responsibility seriously and recognizes the importance our diverse stakeholders place on respecting human rights.



Our Approach

Our Commitment to Human Rights

Equinox Gold is committed to respecting the rights of all people and upholding internationally recognized human rights in our workplace, in our supply chain and in the communities where we operate. This pledge includes respecting the rights of Indigenous and traditional peoples and working with these communities to ensure our business provides benefits to all (refer to the [Indigenous Relations](#) section).

We have embedded our commitments to human rights in our [Code of Conduct and Business Ethics](#), [Social Responsibility and Human Rights Policy](#), and Greenstone's [Indigenous Relations Policy](#). We understand human rights as those defined in the United Nations Declaration on Human Rights.



IMPORTANT HUMAN RIGHTS ISSUES FOR OUR BUSINESS

To gauge actual or potential human rights risks within our operations and supply chain, we have conducted research and consulted with stakeholders and human rights experts. This process has helped identify areas where our activities could have a potential adverse impact while also providing insights on where we can have the most positive contribution. The following human rights issues are most relevant to our activities:

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

Human Rights Management and Due Diligence

Equinox Gold complies with all human rights-related laws of the countries where we operate, including labour laws and standards that address issues such as equal pay, hours of work and child labour. We continue integrating current best practices in identifying and managing the full range of human rights our business can impact, with our approach guided by the United Nations Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights.

To that end, we have implemented appropriate systems and safeguards to help ensure we uphold human rights and do not cause, and are not complicit in, human rights violations or abuses, either directly or through our business relationships.

Our practices include:

- a Company-wide Human Rights Management Standard to identify and mitigate risks, including security-related human rights and conflict risks, in our operations and supply chain;
- educating our workforce and suppliers, including security personnel, on our expectations and their human rights duties;
- promoting a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices;
- conducting regular audits to assess any potential adverse human rights impacts;

- treating communities with dignity and respect and communicating openly, honestly and regularly about Equinox Gold's plans, programs and performance;
- encouraging feedback and maintaining accessible grievance channels at each site, as well as a Company-wide Whistleblower Line, to allow for anonymous reporting of concerns and problems; and
- having plans in place to mitigate, and provide a remedy for, any negative human rights impacts, whether caused by or contributed to by Equinox Gold.

Oversight

The Board and its ESG Committee has oversight for the Company's human rights policies, systems and performance. The Vice President External Affairs and Social Responsibility leads our overall human rights program, and the executives leading each of our region, have overall responsibility for human rights within the Company.



Our Performance in 2022

83%

of our security personnel completed human rights training

- Developed a Human Rights Management Standard
- Delivered human rights training to security personnel
- Experienced no human rights violations

Human rights was a key focus for our management team in 2022. We worked to assess and strengthen our human rights practices and mitigate risks. To further demonstrate our commitment to respect human rights, we developed a Company-wide Human Rights Management Standard that is aligned with the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the World Gold Council’s RGMPs. The standard ensures Equinox Gold has systems in place to address potential human rights risks, and includes guidelines for business conduct, provisions for regular assessments and internal training so our workforce understands our expectations and how to apply these in their everyday roles.

During 2022 we implemented human rights risk mitigation and prevention plans based on findings of the previous year’s (2021) site assessments at Los Filos and Aurizona. The findings of the site-based risk assessment at Aurizona were used to develop a country-wide action plan that included all four mines in Brazil.

We also engaged third-party consultants to conduct a site-specific human rights assessment at Greenstone. Based on the results, the site team addressed recommendations made by the consultant and we updated our human rights risks in the corporate Risk Register.

Human Rights Management Standard

developed to identify, address and account for any human rights impacts resulting from our business activities

Zero

cases of human rights violations within our operations

PRIORITIES FOR 2023

- Continue human rights training for security personnel to reach 100% participation.
- Conduct at least one site-specific human rights assessment.
- Roll out the Human Rights Management Standard.

