



Fair and Equal Treatment

With more than 8,000 people in our workforce, spread across four countries, we strive to ensure our operations are free from discrimination or abusive practices and that all employees and contractors are treated with respect. To ensure we achieve this objective, we hire people who reflect our values, enforce corporate policies provide training related to anti-harassment and anti-discrimination and maintain a complaint reporting process (Whistleblower Hotline). We also implement specific training to address any behaviour not in accordance with our Code of Conduct. We prohibit child labour and all forms of modern slavery, including forced labour and human trafficking.

We abide by the applicable working hours legislation in all countries in which we operate, all of which have working hours legislation that is lower than the 48-hour standard established in the International Labour Organization conventions. We believe it is important that employees receive adequate breaks from work to recuperate and attend to their personal lives.

Equity, Diversity and Inclusion

We are committed to building an organization where everyone is valued and supported. Our objective is to create a diverse and inclusive culture that reflects the communities in which we operate and welcomes multiple perspectives, free of conscious or unconscious bias and discrimination.

To set the tone from the top of the organization, our Diversity Policy expresses our commitment to achieving diversity among the Board and senior management. To guide our Equity, Diversity and Inclusion (EDI) efforts, Equinox Gold is developing a Company-wide EDI strategy to complement the work already being done at our various operations. In parallel, we have a number of initiatives in place to attract, hire, and retain a more diverse team, alongside programs to ensure that compensation, development, advancement and support programs are inclusive of all team members.

Accountability

Our Vice President Human Resources, in conjunction with the executives leading each of our regions, has overall responsibility for employment at Equinox Gold. To manage daily workforce responsibilities, each Equinox Gold site has a human resources manager and each region has a human resources head. The Compensation and Nomination Committee of the Board oversees human resources performance across the Company.