

Our Approach

We are committed to engaging with local communities, Indigenous peoples and other rights holders in an inclusive, respectful and culturally appropriate manner, early and throughout the life cycle of our operations, and working to understand local interests and concerns so these can be considered in Equinox Gold's decision-making process. Our approach is guided by our [Social Responsibility and Human Rights Policy](#) and our Equinox Gold Social Management Standards.

RELEVANT POLICIES

→ Social Responsibility and Human Rights Policy



Los Filos community development team with the Xochipala community authorities at the newly built sports complex. The community sports complex was built in partnership with the Municipal government, the Xochipala authorities and Equinox Gold.

Community engagement starts at the beginning of each project, where we identify local stakeholders (interested and affected parties) and document issues that are important to these groups. Each community is unique, so we develop site-specific plans in partnership with local communities that consider the local culture, livelihoods and traditions. We also seek to identify vulnerable groups that may be at heightened risk of marginalization and to consider those groups when managing the social and economic impacts of our operations.

Frequent and transparent dialogue with local leaders and community members is the cornerstone of our community engagement strategy, and we work to collaborate effectively and build relationships based on mutual understanding and trust. We strive to communicate openly, honestly and regularly with local communities, Indigenous peoples, rights holders and other interested parties about Equinox Gold's plans, programs, performance and compliance. Soliciting feedback and truly listening is essential, so we can stay in touch with new and emerging stakeholder issues and identify where we need to do better.

Transparent Project Management

Our established community engagement approach is essential when it comes to land management, particularly during mine development or expansion. We work together with communities and landowners within the area of influence, as informed by social and environmental impact assessments, based on the principles of transparent communication and negotiation. This early engagement provides us with valuable insights and data that inform our community investment strategies and help address any concerns or challenges that may arise.

We hold community information sessions and prepare communication materials to provide community members and other rightsholders with timely project updates. Our efforts are guided not only by government mine licensing processes, which require us to document our plans and make them available to the public, but also by a genuine desire to establish true collaboration and partnerships with the communities where we work.



How We Manage Community Grievances

We emphasize open, two-way dialogue with our community partners to help identify and manage any issues or concerns raised by our stakeholders, and we have community grievance mechanisms in place at all our sites to allow local residents and communities to voice any concerns. Issues are reported to and handled by site management, and we are committed to addressing them in a timely manner and achieving effective resolution. Sites register each grievance and report community feedback and engagement activities to Company leadership monthly. We also report this feedback quarterly to the Board and disclose the results annually in this report (see [2023 Performance in this section](#)).

Community Investments

To help improve lives and build a prosperous society, Equinox Gold is also committed to investing in our neighbouring communities to create tangible, lasting benefits that endure beyond the life of our mines. Through our social investment programs, we support a variety of causes each year guided by the following themes:

- Promoting community health
- Contributing to local infrastructure and services
- Supporting education
- Promoting environmental conservation
- Supporting income generation and economic diversification projects

We champion these areas because they matter to our local stakeholders, as determined through engagement and consultation. We emphasize development and sustainability rather than philanthropy in order to foster positive, lasting change.

Collaborating for Greater Impact

Collaboration is a key tenet of our approach to community investment. Team members at each site engage with our partners and host communities to identify local needs, and we then focus our community investments to support those priorities. We also team up with non-profit, government and private organizations to maximize the impact of the vital activities and services they provide to support community development.

Recognizing that it takes more than dollars to make a difference, we encourage and support employee volunteerism. Our team members proudly donate their time and talents to positively impact the lives of the people who live in the communities where we work. See the [VoluntEQX program spotlight on page 99](#), as an example of these initiatives.

Other Contributions to Community Development

Complementing our community investments, our core business activities contribute to local economic development by generating jobs and business opportunities, providing training and apprenticeship programs, and increasing public income in the form of tax payments and royalties to governments that can be reinvested into the communities. We report on government payments through our annual Extractive Sector Transparency Measures Act ([ESTMA](#)) report. Through our procurement activities, we also contribute to host communities by supporting local businesses and entrepreneurs (see additional details in the [Supply Chain](#) section of this report).

Accountability

Our CEO, COO, country Senior Vice Presidents and Vice President External Affairs and Social Responsibility have Company-wide responsibility for overseeing stakeholder relations and social performance. Each site has a dedicated Social Responsibility team that interacts with community stakeholders to solicit feedback and provide updates, engages in activities to build positive community relations, tracks external social impacts, and reports on social performance to the corporate office. The Vice President External Affairs and Social Responsibility reports these indicators to the Board's ESG Committee quarterly.



SPOTLIGHT

Supporting New Health Centre for the People, by the People

To ensure our community investments satisfy the high-priority needs of our communities, Equinox Gold prioritizes making investments in community-led initiatives, such as the Community Health Centre in Carrizalillo, Mexico.

This project, led by community health authorities, was a good fit for Equinox Gold since 'health' is one of the focus areas of the Company's social investment strategy.

Equinox Gold stepped up to fund construction and equip the new health centre, which will provide basic medical and emergency care to the area, reducing the need of patients to travel to distant clinics in Chilpancingo or Iguala.

As an added benefit, the centre will contribute to local economic development, since it is being constructed by contractors from the community, following a local design competition and resident input.

The construction process began in 2023 and is expected to be completed in 2024. When finished, Carrizalillo Health Centre will offer primary care to the more than 800 families from the community and surrounding area.

