

OUR APPROACH

Human Rights

Equinox Gold is committed to upholding internationally recognized human rights, creating a culture and workplace that respects the rights of all peoples, and contributing to improved quality of life and economic development in the regions and communities where we operate.



Why This Topic Matters to Us

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. Respecting human rights is a key international standard for responsible business practice, formalized in the United Nations’ Guiding Principles of Business and Human Rights (UNGPs), released in 2011. Equinox Gold supports these principles and recognizes that stakeholders expect all companies, regardless of size, to respect human rights in a business context.

📄 DISCLOSURES

GRI 3-3	GRI 411-1
GRI 408-1	GRI 413-1
GRI 410-1	



Advancing Positive Human Rights Outcomes

We understand human rights as those defined in the United Nations Declaration on Human Rights and have embedded our commitments to these principles in our:

- [Code of Conduct and Business Ethics](#), and
- [Social Responsibility and Human Rights Policy](#).

These commitments include respecting the rights of Indigenous peoples and traditional communities and working with them to contribute positive benefits in the areas in which we operate.

Relevant Issues for Our Business

To gauge actual or potential human rights risks within our operations and supply chain, we regularly conduct research and consult with stakeholders and human rights experts. Through this process, we have identified the following areas where our activities could have the most impact:

- Labour and working conditions
- Indigenous Peoples' rights
- Land rights and security
- Ethical business practices

- Community health, including access to clean water
- Community cultural, social and economic rights

Equinox Gold strictly adheres to labour laws and standards in all countries where we operate and is committed to integrating current best practices in identifying and managing the full range of human rights our business may affect. Our approach is guided by the UNGPs, the United Nations Global Compact and the Voluntary Principles on Security and Human Rights, which provide guidelines for embedding human rights due diligence processes into business strategy and decision making and address issues such as freedom of association and the prohibition of forced and child labour.

Supply Chain Due Diligence

Recognizing our responsibility to align our supply chain with our Company's values and principles, we strive to work only with suppliers that respect human rights. Our [Supplier Code of Conduct](#) is explicit in its expectations that suppliers apply the principles outlined in our [Social Responsibility and Human Rights Policy](#) when acting for or on behalf of Equinox Gold.

As a measure of oversight, all suppliers are required to affirm their commitment to our Supplier Code of Conduct.

Our Practices to Uphold Human Rights

To operationalize our human rights commitments, we have implemented processes, systems and safeguards aimed at respecting and upholding human rights, and at reducing the risk of causing human rights violations or abuses, either directly or through our business relationships. Our practices include:

- **Social Management Standards and Supplier Code of Conduct:** These documents provide clear guidelines and expectations and help us identify, assess and mitigate risks, including security-related human rights and conflict risks, in our operations and supply chain.
- **Workforce and supplier education** (including security personnel): We provide training to our workforce and suppliers, including security personnel, on our expectations and their responsibilities to uphold human rights.
- **A culture of respect:** We promote a workplace where employees and contractors are treated with respect and are free from discrimination, violence and abusive labour practices.
- **Regular audits:** External audits are conducted regularly to assess any potential adverse human rights impacts.
- **Respectful community engagement:** We are committed to treating communities with dignity and respect, while maintaining open, honest and regular communication about our plans, programs and performance, in a culturally appropriate manner.
- **Anonymous feedback channels:** We encourage feedback and maintain accessible grievance channels at each site, as well as a Company-wide Whistleblower Hotline, to allow for anonymous reporting of concerns and problems.
- **Mitigation plans:** We have plans in place to mitigate, and provide a remedy for, any potential negative human rights impacts, whether caused by or contributed to by Equinox Gold.

Accountability

The Board and its ESG Committee have oversight over 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 regions have overall responsibility for human rights within the Company.

Details about the ESG Committee's structure and mandate are available in our [2025 Management Information Circular](#).



EXPLORE OUR PERFORMANCE AND METRICS

View Equinox Gold's [annual Sustainability Report](#) for our performance indicators relevant to human rights.