

OUR APPROACH

Relationships with Indigenous Peoples

As the first peoples to occupy the lands where we operate, Indigenous Peoples have deep-rooted history and culture in the territory, and invaluable knowledge and experience pertaining to the natural environment.



Why This Topic Matters to Us

Partnerships between mining companies and Indigenous communities are essential to the success of the mining sector. As a business operating within and in proximity to various Indigenous territories, we make it a priority to build and maintain respectful and mutually-beneficial relationships with these communities.

DISCLOSURES

GRI 3-3

GRI 411-1

SASB EM-MM-210a.3

Respectful and Inclusive Collaboration

Equinox Gold is committed to building strong, progressive relationships with Indigenous Peoples wherever we do business, through collaboration and engagement in an inclusive, respectful and culturally appropriate manner. While our efforts to date have been focused mainly in Canada, where we have five Indigenous partners, our commitment extends to all other jurisdictions where we operate.

Policies and Standards That Guide Our Approach

Equinox Gold's [Social Responsibility and Human Rights Policy](#) and our Social Management Standards guide our relationships with Indigenous Peoples:

- The Social Responsibility and Human Rights Policy articulates our commitments to working with Indigenous Peoples to:
 - respect their rights and consider their needs and interests,
 - identify opportunities for social investment and community development, and
 - communicate openly, honestly, and regularly about Equinox Gold's plans, programs, performance, and compliance.
- Complementing the policy, we have Social Management Standards that help our sites operate in a socially responsible manner by providing a minimum level of performance they are expected to meet or exceed. The Standards incorporate a number of social objectives, including for Indigenous relations, with specific requirements and practices around engagement, communication, integration of stakeholder input, social incident management and social investment, among other aspects.

We support the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), which calls for the free, prior, and informed consent (FPIC) of Indigenous Peoples for development projects that affect their lands. Our relationships with Greenstone Mine's Indigenous Peoples seek meaningful engagement and respectful relationships, with the aim of obtaining the consent of directly affected Indigenous Peoples.

Bringing Our Commitments to Life: Key Strategies and Practices

To meet our commitments, effectively manage our social impacts and establish true collaboration and partnerships with Indigenous communities where we operate, we have implemented specific strategies and practices across the organization. For example:

- We maintain a Stakeholder Engagement Plan that emphasizes open, two-way dialogue with our community and Indigenous partners. Our site teams are empowered to undertake engagement activities to identify, understand and document the rights, interests, concerns and traditional customs of local Indigenous Peoples that may be affected by Equinox Gold's operations, and integrate those learnings into site plans and decision-making.
- Throughout all stages of mining, from exploration through construction to operation, we implement practices that enable the meaningful participation of Indigenous Peoples in our workforce, in our procurement process and in other business opportunities. Equinox Gold is committed to hiring and developing Indigenous talent, as well as working with Indigenous suppliers to support our operations.
- We foster a culture that is inclusive of Indigenous values, and we host regular discussions and training with our teams to promote cultural awareness and respectful and inclusive practices.
- We engage with Indigenous Peoples through multiple channels. For instance, we hold information sessions and prepare communication materials to provide community members and other rightsholders with timely project updates. Community grievance mechanisms are available at all our sites to allow Indigenous Peoples to voice any concerns. Issues are reported to and handled by site management, and we are committed to addressing them in a timely manner. An important factor in achieving effective resolution is confirming the complainant's satisfaction with our response, demonstrating our efforts and our ongoing commitment to an open dialogue approach.

Greenstone Project: A Powerful Partnership

Collaboration and engagement with Indigenous partners is essential to the success of our Greenstone Mine, and we work closely with Animbiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation, Long Lake #58 First Nation, and Métis Nation of Ontario.

Greenstone Mine has Long-Term Relationship Agreements in place with all these groups, the result of several years of respectful and productive dialogue. The agreements include a range of commitments and shared responsibilities associated with environmental management, the use of traditional knowledge and heritage resources, employment and training, business and contracting opportunities, and financial participation.

We acknowledge our responsibilities under the Long-term Relationship Agreements and are committed to working together to ensure the continued success of Greenstone Mine. We have formed committees with representation from Greenstone Mine and our Indigenous partners dedicated to achieving compliance with the agreements. We strive to hire Indigenous people for permanent operations roles, leveraging community-based training programs that can equip Indigenous community members with the skills needed to join the team. These efforts help create long-term, meaningful employment opportunities that can last throughout the mine life.

Providing Indigenous community members with the opportunity to participate at every step of project development is a priority, as is supporting Indigenous partners in building businesses that could thrive beyond the mine life.

Community Investments

We are also committed to investing in Indigenous communities and programs. Team members at each site engage with our partners and host communities to identify local needs, and we then target our community investments to support those priorities. Current areas of focus are:

- Promoting community health
- Supporting education and skills development

- Promoting environmental protection
- Supporting cultural appreciation and development
- Supporting income generation and economic diversification projects

Our approach emphasizes community development and multi-stakeholder engagement rather than philanthropy. For more details, please refer to [Community Engagement & Development: Our Approach](#).

Accountability

Our CEO, COO and Senior Vice Presidents leading each of the countries where we operate, as well as our Vice President, External Affairs and Social Responsibility, have overall responsibility for relationships with Indigenous Peoples at Equinox Gold. To manage daily engagement responsibilities and compliance with our commitments with Indigenous communities, each Equinox Gold site has a Community Engagement leader. At Greenstone Mine, the General Manager has the responsibility for these relationships and has a dedicated Indigenous Relations Manager to oversee day-to-day activities.



EXPLORE OUR PERFORMANCE AND METRICS

View Equinox Gold's [annual Sustainability Report](#) for our performance indicators relevant to our relationships with Indigenous Peoples.