



HEALTH AND SAFETY POLICY

Equinox Gold Corp. and its subsidiaries are committed to achieving excellence in the management of health and safety. Equinox Gold understands its responsibilities to provide a safe and healthy working environment to its workforce and is committed to preventing work-related injury and ill health and to mitigating health and safety risks and hazards. At Equinox Gold, we believe that health and safety must be everyone's responsibility and priority to achieve a culture of zero harm or occupational ill health. To achieve our goals, Equinox Gold aims to:

- Fulfill our compliance obligations and other legal requirements in all respects in the countries in which we operate.
- Implement Health and Safety Management Systems that align with international standards and industry best practices, providing a framework for setting objectives, targets and measuring performance.
- Promote a culture of personal responsibility amongst our workforce as well as health and safety leadership for our supervisors and managers.
- Consult and engage with our employees and their representatives about health and safety activities through our Occupational Health and Safety Committees and/or regular safety meetings.
- Encourage worker participation in programs aimed at improving their health and well-being.
- Respect our employees' right to refuse to perform work that they consider unsafe, and protect workers from reprisals when reporting incidents, hazards, risks and opportunities.
- Encourage our workforce to report all accidents, incidents and near misses so that they can be properly investigated, understood and prevented.
- Audit and assess the systems and practices at each of our operations to ensure conformance to identified requirements and promote continuous improvement of our Health and Safety Management System.
- Ensure that our workforce receives effective training in all relevant high-risk activities.
- Conduct risk assessments and inspections to identify and mitigate hazards and risks associated with our business activities.
- Prepare and resource an Emergency Response Plan and ensure employees are trained and equipped to respond to emergencies and crises.
- Enforce disciplinary action following deliberate breaches of our "Life-saving Rules" and serious violations of safety standards and procedures.

By adopting these principles and actively implementing them at our sites, Equinox Gold aims to ensure that our activities are performed safely by our workforce. This Policy is to be adopted by the Equinox Gold workforce, which includes employees, contractors and suppliers.

Approved for Equinox Gold Corp. by:

/s/ Darren Hall
Chief Executive Officer

Adopted: September 2020
Last Reviewed: May 2026