



Fighting Against Forced Labour and Child Labour in Supply Chains Annual Report for year ending December 31, 2023

About this Report

This is a joint report (**Report**) for (i) Greenstone Gold Mines LP and (ii) Greenstone Gold Mines GP Inc., as the managing partner of Greenstone Gold Mines LP, (together, **Greenstone, we** or **our**), under the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the **Act**).

This Report is Greenstone's first annual report under the Act. The Report describes the steps that Greenstone took during the financial year ended December 31, 2023, to prevent and reduce the risk of forced labour or child labour in their operations.

About Greenstone Gold Mines

As of December 31, 2023, Greenstone Gold Mines LP was a partnership between Equinox Gold (**Equinox Gold**), holding 59.999% of the partnership interests and certain funds managed by Orion Mine Finance Management LP (**Orion**), holding 40% of the partnership interests (collectively referred to as the **Limited Partners**) for the joint ownership and development of the Greenstone Project and the Kenogamisis, Brookbank and Viper properties, located in the Geraldton-Beardmore Greenstone Belt in Ontario, Canada. Greenstone is managed by Greenstone Gold Mines GP Inc. (**Managing Partner**), holding 0.001% of the partnership interests.

Greenstone's objective is to become a gold producer, focused on the environment and social responsibility. Greenstone is committed to a culture of honesty, integrity and accountability and strives to operate its business in accordance with the highest ethical standards and applicable laws, rules and regulations.

On October 27, 2021, Equinox Gold and Orion announced groundbreaking for full-scale construction of the Greenstone Project. Greenstone will be an open-pit mine with a throughput of 27,000 tonnes per day, and is expected to produce more than 5 million ounces of gold over an initial 14-year mine life.

As of December 2023, construction of the process plant, power plant, and site infrastructure was substantially complete and commissioning activities for the process plant were underway. Initial mine pre-production activities commenced in September 2022, and the first gold pour is planned for H1 2024. Greenstone's principal product is gold doré and 100% of the gold will be sold to the Limited Partners. The principal buyers of gold doré from the Limited Partners will be international bullion banks, traders, and refiners.

Equinox Gold is a growth-focused mining company delivering on its strategy of creating a diversified, Americas focused gold company that will responsibly and safely produce more than one million ounces of gold annually, bring long-term social and economic benefits to its host communities, create a safe and rewarding workplace for its employees and contractors. Equinox Gold is principally engaged in the operation, development and exploration of gold projects and currently has seven operating gold mines, commissioning underway at Greenstone, and a pipeline of expansion projects. Equinox Gold's common shares are listed on the Toronto Stock Exchange (**TSX**) and the NYSE American Stock Exchange (**NYSE American**) under the trading symbol EQX. Equinox Gold has filed a "Fighting Against Forced Labour and Child Labour in Supply Chains Annual Report" for year ending December 31, 2023.

Orion is a global alternative investment firm dedicated to metals and materials with its primary headquarters in the United States, with in-depth sector knowledge and global operations. Orion aims to create meaningful economic value for stakeholders by investing across the metals and materials value chain and seeks to manage risks with a positive impact on the environment and society. Subsequent to the December 31, 2023 reporting date of this report, Equinox Gold purchased Orion's 40% share of Greenstone on May 13, 2024.

Our ESG Governance Structure

Responsible mining is our core focus, and sustainable environmental, social and governance (**ESG**) practices are integral to the success of our business. We work in close collaboration with Indigenous partners including Animiigoo Zaagi'igan Anishinaabek, Aroland First Nation, Ginoogaming First Nation, Long Lake #58 First Nation, and Métis Nation of Ontario, as well as the Municipality of Greenstone. We engage with these stakeholders to obtain feedback that helps guide our practices and programs.

Greenstone's board of directors (**Board**) includes representatives from Equinox Gold and Orion, that are responsible for overseeing and monitoring Greenstone's policies, programs and activities relating to ESG matters, including human rights. Greenstone leverages the Limited Partners ESG resources and programs, and the ESG departments and teams within Greenstone are responsible for incorporating ESG programs and practices into their daily activities.

Our policies and processes relevant to managing and reducing the risk of forced labour and child labour include:

- Our **Code of Business Conduct and Ethics** sets out the standards of conduct and ethics expected by all directors, officers, employees, consultants and contractors of Greenstone. Greenstone is committed to a culture of honesty, integrity and accountability and strives to operate its business in accordance with the highest ethical standards and applicable laws, rules and regulations, including human rights laws and regulations.
- Our **Supplier Code of Conduct** sets out our core values and how we expect our Suppliers to embrace our commitment to integrity by complying with the standards within this Code and with applicable laws, rules and regulations, including human rights laws and regulations.
- Our **Whistleblower** process is covered under the Code of Business Conduct and Ethics and describes how to report any concerns regarding any known or suspected conduct relating to Greenstone that may be improper, illegal, or unethical, any safety concerns, or any breach of the Code of Business Conduct and Ethics and Supplier Code of Conduct. Concerns can be reported at any time using our independent anonymous reporting service through a confidential e-mail Report@ggmines.com or confidential toll-free number at 1-866-340-9360.
- Our **Grievance Mechanism** ensures that community members and other stakeholders can voice concerns about Greenstone's activities and impacts, and that the concerns are addressed in a timely and transparent manner. In 2023, Greenstone received 4 community grievances, and all were addressed and closed by the end of 2023. None of the grievances related to concerns regarding forced labour or child labour.

Our Workforce

At the end of 2023, Greenstone had 343 employees (of which 38% were local and 26% self-identified as Indigenous) and 700 contractors, all located in Canada.

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, we enforce corporate policies and maintain a complaint-reporting process. We also implement specific training to address any behaviour not in accordance with our Code of Business Conduct and Ethics. Given that Greenstone operates in Canada, and the specialized skills and experience required by our workforce, combined with our hiring practices, Greenstone considers there is a negligible risk of forced labour and child labour in our workforce.

Our Supply Chain

Greenstone recognizes our responsibility to help ensure supply chain practices reflect our values, with the goal of bringing positive outcomes to the communities our supply chain reaches. During 2023 Greenstone's procurement activities included equipment and materials for the construction of the process plant, power plant and site

infrastructure (engineered equipment, pipe, cable, control panels), as well as equipment and consumables for mining operations (mobile mine equipment, tires, diesel, explosives, maintenance materials). In 2024, procurement will include consumables for the process plant and power plant (natural gas, various reagents).

In 2023, we procured goods and services from approximately 970 suppliers. Where possible, we prioritize procuring goods and services from the local and regional areas in which we operate. Good and services that could not be sourced in Canada included certain engineered specialized equipment for the process plant, power plant, and other site infrastructure. During 2023, 6% of our spend was in local communities, 37% in Ontario, 52% in Canada and 5% of our spend was with companies in countries outside of Canada. During 2023, we did not procure any services from the countries reported to have the highest incidences of modern slavery¹.

Greenstone is committed to working with responsible suppliers and building a global supply chain that is efficient, resilient, and responsive to both our requirements and the priorities of our communities. In 2021, we introduced Greenstone's Supplier Code of Conduct. The Supplier Code of Conduct sets Greenstone's expectations for suppliers in their business dealings with, or on behalf of, Greenstone, including compliance with applicable laws, including Human Rights laws. The Supplier Code of Conduct forms part of all supplier contracts.

While the measures described above help to reduce the risk of forced labour or child labour being used in our supply chain, we have not conducted a detailed assessment of our supply chain to identify which suppliers of goods and services carry a heightened risk of forced labour or child labour being used.

Managing Forced Labour and Child Labour Risks

Greenstone is committed to upholding internationally recognized human rights in the workplace, in our supply chain and in the communities in which we operate. During 2023, we continued to leverage the practices and expertise of our Limited Partners related to human rights, and all forms of modern slavery, including forced labour, child labour and human trafficking.

The actions that we have taken to identify and address human rights risks or impacts, in particular forced labour and child labour are outlined below.

- **Supply Chain Practices.** Our supply chain processes follow best practices, including supplier pre-qualifications processes, approval requirements for bidders list, requesting manufacturing location details for all major equipment components, and incorporating the Supplier Code of Conduct as an integral part of all contracts.
- **Human Rights Impact Assessments.** Greenstone participated in Equinox Gold's human rights assessments, where third-party consultants were hired to conduct site-specific assessments. There were no findings related to forced labour or child labour in Greenstone's business and supply chain.
- **Risk Identification and Management.** Our risk management culture and activities are guided by industry best practices. We use an Enterprise Risk Management (**ERM**) framework to ensure we proactively identify and mitigate risks that may have a significant impact on our operations and ability to meet our business objectives. The ERM process is consistent with the ISO 31000 standard, an international standard that provides principles and guidelines for risk management. Risks are reported at least quarterly to the Greenstone Board, and the Limited Partner's risk committees. All members of our workforce are expected to anticipate and escalate risks accordingly, and we educate our workforce on how to spot, manage and report risks that could affect our business.
- **Company Culture.** We promote a workplace where employees and contractors are treated with respect and are free from discrimination, violence, and abusive labour practices.
- **Training.** We educate our workforce, including security personnel, on our expectations and their human rights responsibilities. Greenstone senior personnel participated in Equinox Gold's training on the obligation to report any suspected human rights violations associated business activities or through our supply chain, including forced labour or child labour.

¹ See the Global Slavery Index 2023 published by www.walkfree.org/resources

- **Feedback.** We maintain an effective community grievance process that is communicated to and promoted within the local communities, and an independent whistleblower reporting service to allow for anonymous reporting of concerns and problems.

Remediation

Greenstone is not aware of any incidents of forced labour or child labour occurring during 2023 either within our operations or in our supply chain. Consequently, we did not take any measures to remediate any forced labour or child labour during the year.

Assessing Effectiveness

Greenstone relies on our independent anonymous whistleblower reporting service and our community grievance mechanism, and internal audits to identify any instances of forced labour and child labour in our business and supply chain. To date, no such instances have been reported or identified.

Attestation

This Report was approved by the board of directors of Greenstone Gold Mines GP Inc. on May 28, 2024, on behalf of Greenstone Gold Mines GP Inc. and Greenstone Gold Mines LP (together the **Reporting Entities**).

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the Reporting Entities. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act for the reporting year listed above.

/s/ Peter Hardie

Peter Hardie, director of Greenstone Gold Mines GP Inc.

May 30, 2024

I have authority to bind the Reporting Entities.