

Owner:
VP HSES

Approver:
COO

Status:
Approved

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Principles

The indicators, definitions and reporting criteria follow these general principles:

- Injury and illness recording shall reflect the impact of an employer's operations on the workforce supporting the operations.
- Injuries and illnesses that occur in locations under the control of the employer are included.
- Injuries and illnesses that occur while undertaking activities under the control of the employer are included.
- Injuries and illnesses that occur 'on the job' are included regardless of location.
- All employees, contractors and third parties are included.
- Injuries or illnesses are recordable for all workers for whom exposure hours are recorded (or can be estimated).
- 'Off the job' injuries or illnesses are not included.

Purpose

The purpose of this this procedure is to provide common definitions for health and safety injury/illness statistics.

Scope

This procedure applies to all employees and contractors working for Equinox Gold Corp. at all Equinox sites and projects.

Responsibilities and Accountabilities

VP HSES

- Ensure there is a clear definition for H&S performance indicators (leading and lagging)
- Communicate performance to Senior Management and Board
- Compile Monthly statistics for corporate level reporting
- Where the incident is significant, or the type of incident is frequently occurring, the incident is to be shared across sites as soon as possible. Findings of investigations shall also be shared at the conclusion of the investigation process.

General Managers and Country VP's

- Ensure that the data from site manager is correct and consistent with this standard.
- Communicate performance to COO and VP HSES as required based on significance of incident.

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- Support the communication of compiled corporate level data to site management and employees to the extent deemed appropriate.

Site Health and Safety Manager

- Ensure site understanding of the definitions provided within this Standard for correct classification of injuries and illnesses.
- Ensure the procedure is rolled out to relevant structures in Equinox (Site Managers, Contract Managers, Procurement, H&S department, medical center)
- Maintain and provide to VP HSES and site managers, accurate statistical data on performance indicators.
- Develop trend analysis, including:
 - o Lost Time Injury Frequency Rate.
 - o Total Recordable Injury Frequency Rate.
 - o All Injury Frequency Rate.
 - o Severity Rate.
- Ensure significant hazards and High Potential Near Misses are reported by site employees and contractors and provided to site management and VP HSES.
- Support VP HSES by providing significant incident data/description for dissemination across all sites.
- Ensure that investigations are conducted for significant incidents and that the outcomes take into consideration the highest possible level of controls and mitigations. These outcomes shall be shared across Equinox via the VP HSES.

Department and Contract Managers

- Ensure this Standard is understood by the workforce including contractors.
- Provide guidance to supervision where required.
- Take part in significant incident investigations.

Superintendents and Supervisors

- Ensure that all employees and contractors report all incidents, injuries and illnesses as well as near misses as soon as practicable.
- Ensure that inspections, risks assessments and field visits are completed as required and take part in these at the frequency required by annually reviewed KPI's.
- Ensure that employees and contractors are provided time to attend safety training.
- Take part in significant incident investigations.

Workers

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- Ensure that all incidents and near misses are reported to the supervisor immediately, truthfully and accurately
- Ensure that safety initiatives and practices are supported.
- If there are any questions or concerns related to this Standard or any other safety related matter, these must be raised with a Safety department representative, management, or representative of the Joint Health and Safety Committee (or equivalent) who will raise the issue with VP HSES.

Definitions

The definitions below are adopted from International Council of Mining and Metallurgy (ICMM) guidance on recommended Health and safety indicators and boundaries.

Term	Definition
All Injury Rate	Total of all injuries that were due to work related activities during the period, regardless of how minor.
All Injury Frequency Rate (AIFR)	The All Injury Frequency Rate (AIFR) is calculated for the recording period as: $AIFR = [(FAI+MTI+RDI+LTI) * 1,000,000]/worked\ hours$
Commuting	Commuting is defined as an employee's or contractor's travel from a residence to a work location, regardless of means (walking, driving or using employer-provided or public transportation).
Contractor	A contractor is an employee of a company contracted by the employer to do work on

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	its behalf and under its control with respect to location, work practices and application of health and safety standards.
Controlled Activities	Controlled activities are work activities or tasks performed by workers where the employer is responsible for establishing work and for applying work practices and health and safety standards. Controlled activities may occur within a controlled location or anywhere else where the activity or task is being performed directly on behalf of the employer.
Controlled Location	Controlled locations are physical or geographical locations where the employer is responsible for the work activities and for establishing and applying work practices and health and safety standards. Controlled locations may include mines, exploration sites, processing plants, access roads within the member's control, office buildings etc.
Illness	An illness is an abnormal condition or disorder of body functions or systems caused by acute or chronic exposure to agents, toxins, pathogens or other factors in the workplace. It includes hearing loss, loss of lung function or other proven impacts of work on the body.
Employee	An employee is a worker who is paid by the employer.
Employer	An employer is a company entity principally responsible for activities including exploration, mining, ore processing, smelting, closure, administration and other work necessary for the operation of a mining or metals company. Where a company has an ownership stake but is not the responsible operator, it should not be considered an employer at that location for the purpose of performance indicators.
Fatality	A fatality is defined as the death of a worker from an occupational injury or disease. A fatality is recorded when death is a direct result of an occupational injury or disease. A fatality will account for 365 days of LTI for severity calculations.
First Aid	<p>First aid injury is an injury that does not require intervention by trained medical professionals. The injury is minor enough that anyone (including the injured party) can treat it. The worker performs normal duties immediately after first aid treatment.</p> <p>First Aid includes the following treatments:</p> <ul style="list-style-type: none"> • visit(s) to a health-care provider for the sole purpose of observation • diagnostic procedures including the use of prescription medications solely for diagnostic purposes • use of non-prescription medications including antiseptics at non-prescription strengths • cleaning, flushing or soaking wounds on skin surface

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	<ul style="list-style-type: none"> • use of wound coverings such as bandages, gauze pads, etc. • use of hot and cold therapy (e.g. compresses, soaking, whirlpools, non-prescription creams/lotions for local relief except for musculoskeletal disorders) • use of any totally non-rigid, non-immobilizing means of support (e.g. elastic bandages) • using temporary immobilization devices while transporting an accident victim (e.g. splints, slings, neck collars, backboards etc.) • drilling of a nail to relieve pressure or draining fluid from a blister.
<p>High Potential Near Miss</p>	<p>An unplanned event that does not result in an injury/illness or damage but had potential to do so. Something has occurred that did not result in injury/illness or damage but could have.</p> <p>clarify:</p> <ul style="list-style-type: none"> – Incident: something did occur and harm was caused. – Hazard: something could occur. – Near Miss: something did occur but there was no harm caused.
<p>Loss of Consciousness</p>	<p>Any loss of consciousness as a result of a workplace incident is a recordable incident</p>
<p>Lost Time Injury or Illness (LTI)</p>	<p>An occupational injury or illness that results in the worker's inability to perform routine work functions on the next assigned shift after the injury is a recordable case. Lost time injuries are work related injuries which requires written confirmation by a medical practitioner. An LTI results in the worker being declared unfit for work, unable to perform restricted duties and requires time off to undergo further medical treatments or rest and recovery.</p> <p>Where a worker is given days off to receive medical evaluation, this is not considered lost time.</p> <p>A lost time injury happens when an employee suffers a work-related injury that results in any of the following:</p> <ul style="list-style-type: none"> - Being off work the next assigned shift. - Loss of wages - Permanent disability or impairment to normal function.
<p>Lost Time Injury Frequency Rate (LTIFR)</p>	<p>The Lost Time Injury Frequency Rate (LTIFR) is calculated for the recording period as</p> $LTIFR = (LTI * 1,000,000) / \text{worked hours}$
<p>Medical Treatment Injury (MTI)</p>	<p>Medical treatment is defined as occurring when an injury or disease requires a higher degree of patient management to ensure a full recovery. It involves</p>

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	<p>specialized medical equipment and/or techniques which result in a treatment that could not normally have been performed on-site. Medical treatment injury does not include exploratory and/or precautionary measures by a physician, such as x-rays, booster shots, initial pain management medication for sprains/strains, minor splinting and cleaning of wounds etc.</p> <p>At a minimum, the following are considered medical treatment beyond first aid (regardless of the professional status of the person providing the treatment):</p> <ul style="list-style-type: none"> • suturing of wounds • treatment of fractures • treatment of bruises by drainage of blood • treatment of non-superficial burns • providing prescription drugs or non-prescription drugs at prescription dosage to manage symptoms. <p>Medical treatment injuries allow the worker to return to their normal duties without time loss and/or modification of their duties beyond the day of treatment.</p>
<p>Occupational Injury or Disease</p>	<p>An occupational injury or disease is defined as an injury or disease that results from work activities occurring in locations that are under the control of the employer or direction of the employer, regardless of location.</p>
<p>Pre-existing Health Condition</p>	<p>Pre-existing health conditions are those that employees or contractors bring with them to their workplace, either caused by exposure at another workplace or by non-occupational factors.</p>
<p>Restricted Duty Injury (RDI)</p>	<p>A Restriction Duty Injury is an injury where, upon medical certification from an attending physician and/or other qualified medical practitioner, the injured person is not able to undertake normal or routine work functions and requires the provision of some form of alternative, light or restricted duties. Anyone who receives this certification following an injury shall be offered alternate and/or restricted duties on which are in keeping with their physical limitations and capabilities. The alternative duties shall be provided for the following shift so that no time is lost.</p> <p>Workers who undertake medical treatment from a workplace injury and are unable to perform normal duties during recovery may perform modified duties and shall be recorded as a Restricted Duty Injury.</p> <p>Restricted duty injuries commence the first full day of their next scheduled shift after the date of injury and upon clearance for duties by a physician and/or other qualified medical practitioner.</p>

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Restricted Duty Injury Frequency Rate (RDIFR)	The total Restricted Duty Injury Frequency Rate (RDIFR) is calculated for the recording period as: $RDIFR = (RDI * 1,000,000) / \text{worked hours}$
Recordable Injury	A recordable injury case is a new case of sufficient severity such that it requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work function on the next calendar day.
Routine Work Functions	Routine work functions are work activities or assigned duties that the worker regularly performs or are included in a worker's job description.
Severity Rate	A measure of the severity of the injuries in terms of the time lost by the workforce including those required to be on restricted duties. Calculated as: $\text{Severity Rate} = (\text{Lost Time Days} + \text{Restricted Duty Days during period} * 1,000,000) / \text{Total Hrs worked}$
Significant Aggravation	Significant aggravation is defined as occurring when an incident occurring at work results in tangible consequences that go beyond those the worker would have experienced as a result of the pre-existing condition alone, without the aggravating effects of an event or workplace exposure.
Third Party	A third party is someone who is present within an employer's-controlled location but who is neither a direct employee nor a contractor. Third party individuals may be workers, members of the general public or other visitors. Common examples of third parties are operators of vehicles delivering supplies and materials.
Total Recordable Injuries	Total Recordable Injury (TRI) cases are the sum of all new occupational injury cases that meet recording criteria during the recording period.
Total Recordable Injury Frequency Rate (TRIFR)	The Total Recordable Injury Frequency Rate (TRIFR) is calculated for the recording period as: $TRIFR = [(MTI+RDI+LTI) * 1,000,000] / \text{worked hours}$
Work-related Activities	Work-related activities are those tasks or activities performed by workers where the employer can set health and safety standards and procedures and can enforce their application.
Worked Hours	Worked Hours used in injury performance calculations are the total number of hours worked by employees or contractors carrying out work-related activities during the recording period (typically a calendar year).
Worker	Workers are people who are engaged in work-related activities on behalf of an employer. Workers may be employees, contractors or third parties.

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