

PUBLIC COMMUNIQUE

Local 269, National Union of Mine, Metal, Steel and Allied Workers of the Republic of Mexico (SNTMMSSRM)

November 20, 2020

The executive committee of local 269 of the National Union of Mine, Metal, Steel and Allied Workers of the Republic of Mexico (SNTMMSSRM) express our disagreement with Equinox Gold's violation of our labour rights and breach of our Collective Agreement as a result of having suspended payment of salaries since October 15, 2020. The company is acting in an arbitrary, arrogant, and authoritarian manner, demonstrating a lack of respect toward its workers by not fulfilling its obligations as owner, ignoring existing agreements between the union and the company.

We reject the company's behaviour, which if it is truly in their interest to resolve the issues in the region, should take a different stance such as not to create even more conflict where there is not any already. The conflict between the ejido of Carrizalillo and the company is already publicly known, as a result of the blockade of the Los Filos mine since September 3, 2020 that has yet to be resolved. Now, not only does the company have a conflict with the community, but it also has a conflict with more than 600 unionized workers, putting at risk more than 2,000 direct jobs among trusted employees, including both contractors and unionized workers, clearly lacking sensitivity.

As unionized personnel, we are available to return to work at which time the guarantees and conditions exist to enter the mine and work for the company. The application of PCR tests for our personnel and being ready to go back when operations restart is evidence of that.

Attentively

"Evolution and Work"