



Modern Slavery Statement 2025

For the fiscal year ending 31 December 2025



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Message from the CEO

Modern slavery, forced labour and child labour have no place in our business or in the supply chains that support it. At Endeavour, respecting human rights and operating responsibly are fundamental to how we do business and to how we create long-term value for our stakeholders.

As a responsible gold producer operating across multiple jurisdictions, in complex and labour-intensive environments, we recognise that modern slavery risks can arise within global supply chains. While our own operations are governed by robust employment practices, safety standards and oversight, heightened risks may exist within parts of our broader supply network. Addressing these risks requires strong governance, targeted due diligence and continuous engagement.

In 2025, Endeavour took significant steps to strengthen its approach to managing modern slavery risks. We introduced risk-based supplier modern slavery self-assessment questionnaires and initiated pilot on-site modern slavery observations. These initiatives enhance visibility into labour practices, reinforce accountability across our supply chain, and enable us to test the effectiveness of our controls beyond traditional desk-based assessments.

Our approach is grounded in respect for internationally recognised human rights and aligned with leading global standards, including the UN International Bill of Human Rights and the World Gold Council's Responsible Gold Mining Principles. We remain committed to transparency, collaboration and continuous improvement as risks evolve.

We recognise that addressing modern slavery is not a one-time effort. It requires ongoing vigilance, active engagement with our local and international suppliers, and close collaboration across our value chain. It also requires us to continuously adapt and strengthen our practices in response to emerging risks. In 2026 and beyond, we will continue to build on the foundations established so far. This will include expanding the implementation of supplier self-assessments, evaluating the pilot of on-site observations, and further strengthening our due diligence and governance processes.

Together with the Board of Directors, I remain firmly committed to ensuring that Endeavour operates responsibly, upholds human rights, prioritises local content in its supply chain and otherwise contributes positively to the communities and countries in which we operate.

Ian Cockerill

Chief Executive Officer
Endeavour Mining plc



2025 highlights and 2026 priorities

2025 highlights

During 2025, Endeavour continued to strengthen its approach to identifying, preventing and addressing modern slavery and forced labour risks, delivering tangible progress against the commitments set out in its 2024 Modern Slavery Statement.

✓ Zero substantiated modern slavery incidents

No substantiated reports of modern slavery, forced labour or child labour were identified within Endeavour's operations or its supply chain during the reporting period.

✓ Supplier modern slavery self-assessment questionnaire implemented

In 2025, Endeavour implemented modern slavery supplier self-assessment questionnaires for identified suppliers, strengthening supplier awareness and engagement. This was rolled out together with Endeavour's Supplier Code of Conduct online training. This training is aligned with the Supplier Code of Conduct, which sets out Endeavour's expectations relating to human rights including, modern slavery.

✓ Pilot on-site modern slavery observations initiated

Recognising the importance of moving beyond desk-based assessments, Endeavour initiated engagement during 2025 to identify and appoint an independent third-party expertise to conduct a pilot modern slavery onsite observation exercise within selected areas of its supply chain. This work represents an important step in assessing the practical effectiveness of existing controls.

✓ Employee Compliance Days launched in West Africa

In 2025, Endeavour launched Employee Compliance Days across its West African operations, designed to raise awareness of compliance obligations, including human rights and modern slavery risks. These sessions reinforced expected behaviours, reporting mechanisms and individual accountability across operational sites and offices.

✓ Enhanced modern slavery and ethics training

Endeavour enhanced its online modern slavery training programme during 2025, building on existing awareness initiatives to reinforce understanding of modern slavery risks, potential indicators and escalation pathways. As a result, 95% of relevant employees completed the enhanced modern slavery training during the year. In parallel, the Group continued to deliver training on its Code of Business Conduct and Ethics, which includes dedicated coverage of human rights standards and expectations.



2026 priorities

In 2026, Endeavour will build on the progress made to date to further embed robust safeguards against modern slavery across its operations and value chain. The Group will prioritise targeted actions aimed at strengthening transparency, accountability and oversight, while critically assessing the effectiveness of existing controls in practice.

Recognising that effective modern slavery risk management is an evolving process, Endeavour will focus in 2026 on converting insights gained in 2025 into sustained improvements, particularly in higher risk operational and supply chain contexts.

As part of these efforts, several 2025 initiatives that required extended timelines will remain key priorities during 2026, including:

Expanded supplier engagement and modern slavery self-assessments

Endeavour will continue to roll out modern slavery self-assessments questionnaires to key suppliers, using the results to enhance risk visibility, inform prioritisation of monitoring activities and guide supplier engagement. These questionnaires will be integrated with Supplier Code of Conduct training to reinforce expectations and build supplier capability in identifying and addressing modern slavery risks within their own operations and supply chains.

Implementation of external assessment recommendations

Endeavour will review and implement, on a risk-prioritised basis, the recommendations provided by the independent third-party expertise following the pilot modern slavery on-site observation. These actions will focus on strengthening controls, oversight and worker protections, including subcontracted labour and potentially vulnerable worker groups. Progress will be monitored to ensure improvements are embedded and effective.

Targeted modern slavery training for Compliance Champions

Endeavour will deliver dedicated modern slavery training for its Compliance Champions, with a focus on both site-level operations and supply chain risks. Training will include human rights risk assessment, identification of salient risks (including supplier-related risks), and practical considerations when identifying and engaging affected stakeholders or appropriate representatives. This programme is intended to strengthen on-the-ground awareness, escalation and early detection capabilities across the business.

Insights generated through these activities will be used to refine Endeavour's broader approach to modern slavery risk management and inform decisions on future audits, on-site observations and extended supply chain monitoring. Endeavour remains committed to continuous improvement and to strengthening its ability to identify, prevent and address modern slavery risks across all areas of its operations and value chain.



Introduction

About this statement

This Modern Slavery Statement (the “**Statement**”) is a joint statement, made in accordance with the UK Modern Slavery Act 2015 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. It is published by Endeavour Mining plc on behalf of itself and its subsidiaries (hereinafter referred to as “**Endeavour**” or the “**Group**”).

Endeavour operates across multiple jurisdictions and complex supply chains, including in regions where the inherent risk of forced labour and child labour may be elevated. The Group therefore recognises its responsibility to identify, assess and address these modern slavery risks across its operations and supply chain through strong governance, robust due diligence and active supplier engagement.

The Group operates under a unified framework of policies, standards and procedures. This Statement therefore provides a consolidated overview of Endeavour’s approach to addressing modern slavery risks across all jurisdictions in which it operates, including the steps taken during the reporting year to strengthen governance, due diligence and supplier engagement.

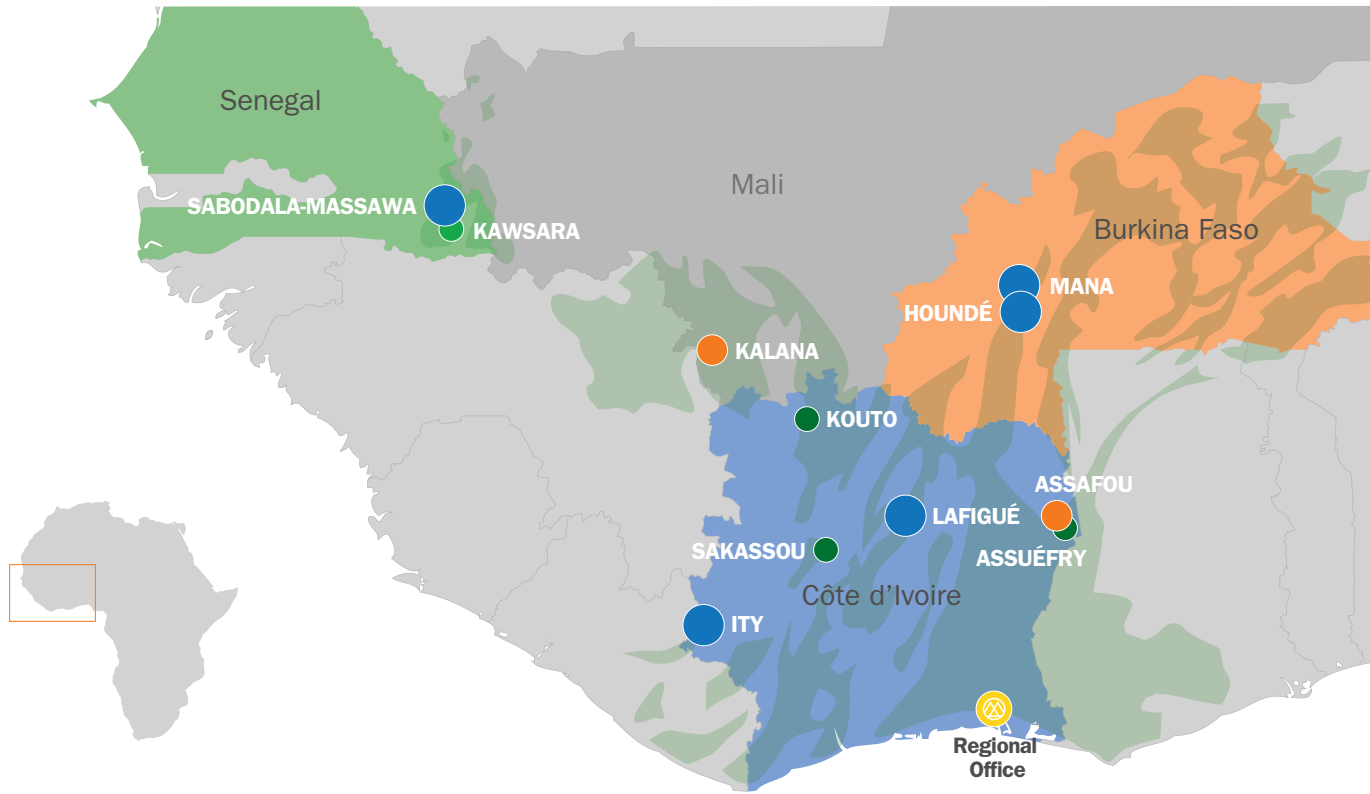
This Statement covers the financial year ending 31 December 2025 and sets out the steps taken during 2025 to identify, prevent and mitigate modern slavery risks, as well as the progress achieved during the year. It also outlines planned actions for 2026 as part of the Group’s ongoing commitment to continuous improvement.

While this Statement focuses on modern slavery as required by legislation, Endeavour’s approach to employees and suppliers is grounded in a broader human rights framework, within which modern slavery, forced labour and child labour are specifically addressed.

This is the Group’s seventh statement published in compliance with the UK Modern Slavery Act 2015 and its third statement in compliance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Endeavour is committed to transparency and accountability in its approach to modern slavery and forced labour risks. This Statement is intended to provide investors, stakeholders and other interested parties with a transparent and comprehensive overview of the measures taken and progress achieved to combat modern slavery. For the purposes of this Statement, stakeholders include employees, contractors, suppliers, local communities and business partners.

This Statement has been approved by the Board of directors of Endeavour Mining plc.



Structure, business and supply chain

Business structure

Endeavour is one of the world's leading gold producers and the largest in West Africa with operating assets across Burkina Faso, Côte d'Ivoire and Senegal.

Endeavour is incorporated in the UK and is listed on the London and Toronto stock exchanges under the ticker symbol "EDV". As at 31 December 2025, the Group employed a total workforce of 14,615 people, including 5,381 Endeavour employees. Endeavour believes that effective local leadership is driven by a global mindset, while operations are anchored in West African culture, performance benchmarks remain international. The Group's people strategy is designed to bridge these perspectives by providing a safe, inclusive and world-class working environments for all its employees.

Approximately 95% of employees were nationals, and 22% were from host communities. The Ity and Mana mines recorded the highest proportion of local community employees, at 47% and 33% respectively. Employee turnover during the year was 1.3%, the majority of which was voluntary. Most contractors engaged by the Group are involved in mining-related activities, as three of Endeavour's five mines operate under contract mining arrangements. In 2025, the contractor workforce totalled 9,234, with female representation of 11%.

Endeavour produces gold doré exclusively from its own mining operations, including traceable gold produced under the Single Mine Origin (SMO) initiative. Gold doré bars are refined into London Good Delivery gold by London Bullion Market Association (LBMA) accredited refiners. Gold produced under the SMO programme is physically segregated and traceable back to the mine of origin, supporting transparency, chain-of-custody integrity, and responsible sourcing.

- Mines
- Development Projects
- Advanced Exploration
- Strategic Partner Projects
- Birimian Greenstone Belt

Endeavour does not purchase or process gold from third parties, including other producers or artisanal and small-scale miners. This approach significantly reduces the Group's exposure to forced labour and child labour risks commonly associated with non-controlled or informal gold supply chains.

Following refining, gold is sold to market participants who assume responsibility for onward distribution to downstream users, predominantly in the banking, jewellery, electronics and medical equipment sectors. Endeavour's due diligence responsibilities therefore focus on its own operations and immediate supply chain up to the point of first sale.

Endeavour has adopted the World Gold Councils Conflict-Free Gold Standard and publishes an externally assured Conflict Free Gold Standard Report annually, in accordance with Responsible Gold Mining Principle (RGMP) 5.4, which is available on its website.

Respect for internationally recognised human rights is fundamental to Endeavour's values and culture. The Group is committed to treating all individuals with fairness, dignity, and respect, consistent with the United Nations (UN) International Bill of Human Rights, and to respecting human rights wherever it operates. This commitment underpins Endeavour's approach to labour practices, security arrangements, and engagement with employees, contractors, suppliers and host communities.

Endeavour supports the right to freedom of association and collective bargaining and seeks to ensure that employees can engage without interference, fear of retaliation, or restrictions on their choice of union representation. This commitment is reinforced through the Group's Human Rights Policy. Endeavour complies with all applicable labour and employment laws, and requires its contractors to meet equivalent standards.

Contractors

Endeavour adopts a collaborative approach to contractor management, supporting contractors to develop a clear understanding of the Group's expectations and the importance of shared accountability. All major contractors are subject to audits, given clear improvement road maps and supported throughout implementation.

In addition to existing requirements such as safety inductions, training programmes and baseline medical assessments (including initial health screenings to confirm fit for work and identify any pre-existing conditions), Endeavour shares relevant procedures, provides training, involves contractors in safety-related activities and works closely with them to build capability. During the year, contractor safety workshops were held in each country of operation with more than 120 people participating. These initiatives have supported improved contractor standards, helped assess skill gaps and ensuring contractor performance aligns with Endeavour's safety requirements.

Supply chain

Endeavour's supply chain supports mining operations and includes mining services, construction, fuel, chemicals, logistics and professional services. While strong controls apply within the Group's own operations, Endeavour recognises that heightened modern slavery risks may exist within certain tiers of the supply chain, particularly where labour intensive services, contractors or higher risk jurisdictions are involved.

The majority of procurement spend is directed to in-country and regional suppliers in West Africa. In 2025, approximately 86% of total procurement spend related to in-country suppliers, supporting local economic development while reducing supply chain complexity.



CONFLICT FREE GOLD STANDARD REPORT

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view the Report](#)



Supply chain governance and due diligence

During 2025, Endeavour continued to strengthen its supply chain governance framework, building on progress made in prior years. The Group's third-party due diligence programme (further information provided below) is a key mechanism through which modern slavery and human rights risks are identified assessed and managed. Endeavour does not knowingly engage suppliers or business partners that are involved in or suspected of being involved in modern slavery or human trafficking.

The integration of local contractors and suppliers into operations is a core component of Endeavour's business approach, in line with its Local Content Policy and applicable national regulations. This approach requires a holistic view of the supplier base, recognising that some local contractors are still developing the experience, safety practices and equipment standards needed to meet Group expectations.

All suppliers, contractors and their sub-contractors are required to operate in alignment with Endeavour's values and ethical standards, including compliance with the Supplier Code of Conduct. Contractual arrangements explicitly require suppliers to adhere to core principles, including:

- the prohibition of all forms of forced labour child labour, modern slavery and human trafficking;
- respect for internationally recognised human rights standards;
- safe, fair and lawful working conditions; and
- transparent, ethical and responsible business practices.

A robust modern slavery clause is included in all standard supplier contracts, requiring suppliers to take reasonable steps to prevent, identify and address modern slavery risks within their own operations and supply chains. These expectations are communicated through tender documentation, supplier onboarding processes, and contractual agreements.

Monitoring, audits and accountability

Endeavour conducts audits of selected key suppliers on a risk-based basis to assess alignment with the Supplier Code of Conduct and contractual requirements. Where risks or non-conformance are identified, suppliers may be required to implement corrective actions, and Endeavour reserves the right to take further action where necessary.

Audit and access rights are expressly included in new supplier agreements as part of ongoing governance enhancements, enabling verification compliance and strengthening accountability throughout the supply chain.

Local procurement and supplier development

Endeavour's procurement strategy prioritises in-country and regional sourcing wherever feasible, supporting local economies, employment and supplier capability development within host countries.

The Group discloses the geographic distribution of its Tier 1 (direct) supplier base, with the majority of suppliers located Burkina Faso, Côte d'Ivoire and Senegal, complemented by a smaller number of international suppliers. As noted above, in 2025, approximately 86% of total procurement spend was with in-country suppliers, supported by site-level procurement data and country-level reporting.

The majority of goods and services procured by Endeavour are sourced locally or regionally in West Africa. The Group publicly reports procurement spend through its Annual Report and sustainability disclosures and supports transparency through recognised local procurement reporting mechanisms.

In line with disclosures in the 2025 Annual Report and 2025 Sustainability Report, Endeavour continues to implement its Local Content and Supplier Development initiatives, including the Local Content Accelerator programme, designed to strengthen supplier capacity, governance, and compliance standards. These initiatives contribute to long-term economic resilience while supporting responsible and transparent supply chain practices.

Continuous improvement

Endeavour recognises that addressing modern slavery risks requires ongoing improvement, engagement and collaboration. The Group continues to review and enhance its policies, due diligence processes and supplier engagement activities, while working collaboratively with suppliers to promote responsible business conduct.

Endeavour's objective is to maintain a supply chain that is resilient, transparent and aligned with international human rights standards, supporting sustainable development and the protection of vulnerable individuals across the communities in which it operates.



SUPPLIER CODE OF CONDUCT

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Audits and on-site observations

Appointment of auditors and assurance of competency

In line with its 2025 commitment to strengthen the identification and mitigation of modern slavery risks across its operations and value chain, Endeavour supplemented internal monitoring activities with independent third-party expertise. The Group engaged an independent specialist with recognised experience in business ethics, human rights and modern slavery risk assessment to conduct a pilot on-site observation assessment at the Lafigué mine in Côte d'Ivoire.

The on-site observation was designed to proactively detect potential indicators of modern slavery and to test the practical effectiveness of Endeavour's existing controls. The assessment was conducted using recognised human rights and labour standards methodologies and included confidential engagement with a representative sample of the workforce, including employees, contractors and subcontractors.

Endeavour seeks assurance of the competency of external auditors and consultants by engaging providers with demonstrated expertise in modern slavery risk identification, work-centered assessment techniques and experience operating in higher risk jurisdictions. Oversight is maintained through review of the scope, methodology, findings and recommendations arising from such assessments, and by evaluating how effectively these insights inform improvements to controls and oversight.

Risk-based prioritisation of suppliers and sites

Suppliers and operational areas are prioritised for audit, review or on-site observation using a structured, risk-based framework. This framework considers factors such as country and sector risk, the use of contractors or sub-contractors, the scale and nature of labour-intensive activities, workforce composition (including migrant or informal labour), and findings from third-party due diligence screening, supplier self-assessments and grievance mechanisms.

The selection of the Lafigué mine for the pilot reflected this risk-based approach and provided an opportunity to assess modern slavery risks in a complex operating environment that includes employees, contractors and subcontracted labour. Learnings from the pilot will be used to refine future audits and on-site observations.

Monitoring beyond Tier 1 (direct) suppliers

While primary monitoring activities focus remains on its Tier 1 (direct) suppliers, Endeavour recognises that modern slavery risks may arise further upstream. The Supplier Code of Conduct applies to suppliers, contractors and sub-contractors and sets clear expectations that these standards are cascaded throughout suppliers' own supply chains. Suppliers are contractually required to take reasonable steps to prevent, identify and address modern slavery risks within their operations and supply networks.

In parallel, Endeavour has initiated upstream supply chain mapping beyond Tier 1 through its Taskforce on Nature-related Financial Disclosures (TNFD) Locate, Assess, Prepare (LEAP) assessment, third-party due diligence processes and targeted on-site observations, including the Lafigué pilot. Together these initiatives support improved visibility of risk exposure beyond direct suppliers and inform the ongoing development of enhanced monitoring and engagement practices.

Endeavour acknowledges that effective monitoring beyond Tier 1 is an evolving area of practice. The Group will continue to build on the lessons learned from the pilot as part of its commitment to continuous improvement and strengthened oversight across its value chain.



Outcomes of the Lafigué pilot assessment

The Lafigué pilot did not identify any instances of modern slavery. However, the independent specialist identified opportunities to further strengthen existing controls and oversight mechanisms, particularly in relation to sub-contracted labour and workers from potentially vulnerable community groups.

Recommendations were provided to support enhancements to the due diligence practices, monitoring processes and worker protection measures. Endeavour is reviewing these recommendations in detail and will be implementing targeted improvements during 2026. Key learnings from the pilot will inform how similar assessments and strengthen controls may be applied across other operations and relevant parts of the supply chain where appropriate.

Identifying and addressing modern slavery risks

How is Endeavour exposed to modern slavery risks

Modern Slavery is a global problem, affecting millions of men, women and children worldwide. It encompasses practices such as forced labour, child labour, human trafficking and debt bondage, which can arise across a wide range of economic activities and geographies.

Based on its operating context, business model and supply chain profile, Endeavour has identified the following **salient modern slavery** risk areas:

Key risk factors	Description	How the risk is reduced (see further under the section How Modern Slavery Risks Are Addressed)
High Risk Geographies	Endeavour operates in countries that may be characterised by heightened levels of conflict, political instability and corruption, which are recognised indicators of increased modern slavery risk. In such environments, weaknesses in regulatory oversight, law enforcement and labour protections may elevate the risk of exploitation within formal and informal labour markets.	<ul style="list-style-type: none"> • Code of Business Conduct & Ethics • Policies & Procedures • Accessible community and employee grievance mechanisms (including the Speak Up whistleblower hotline) • Strong community relations • Training and awareness raising • Compliance Champions • Conflict Free Gold Report reporting
Vulnerable Groups	Endeavour may interact with vulnerable population directly through its operations, or indirectly through its supply chain. Vulnerable groups may include migrant workers, minorities, individuals from linguistically diverse backgrounds, as well as women who are at heightened risk of exploitation due to social, economic or structural factors.	<ul style="list-style-type: none"> • Code of Business Conduct & Ethics • Policies & Procedures • Accessible community and employee grievance procedures and community engagement (including the Speak Up whistleblower hotline) • Community engagement activities • Supplier Code of Conduct • Training and awareness raising • Compliance Champions
Contractors and subcontractors	The use of contractors and subcontractors represents an inherent modern slavery risk, particularly in labour intensive sectors such as mining. The extensive reliance on contractors across Endeavour's operations may reduce direct visibility of labour practices and working conditions, potentially increasing the risk that labour related issues are not promptly identified or addressed.	<ul style="list-style-type: none"> • Contracting safeguards (including due diligence requirements and contractual standards) • Policies & Procedures • Accessible community and employee grievance procedures and community engagement (including the Speak Up whistleblower hotline) • Suppliers Audit and on-site observations • Supplier Code of Conduct • Training and awareness raising • Compliance Champions • Monthly meetings on site with key contractors for performance review and compliance with Endeavour's policies, including our Supplier Code of Conduct.



Key risk factors	Description	How the risk is reduced (see further under the section How Modern Slavery Risks Are Addressed)
Supply chain	<p>Endeavour’s operations are supported by complex supply chains that include mining services, logistics, fuel, chemicals (including cyanide), explosives and construction. These supply chains may extend across multiple tiers and jurisdictions, some of which present heightened risks of forced labour and child labour.</p> <p>Modern slavery risks may arise where goods or services are sourced from higher-risk geographies, where suppliers operate labour intensive business models, or where suppliers rely on migrant, casual or informal labour. Reduced visibility beyond direct (Tier 1) suppliers may increase the risk that labour practices deeper in the supply chain are not readily identified.</p>	<ul style="list-style-type: none"> • Risk based third party due diligence during supplier onboarding and renewal, including screening for modern slavery, labour and human rights risks • Supplier Code of Conduct • Contractual modern slavery clauses requiring suppliers to take reasonable steps to identify, prevent and address risks within their own operations and supply chains • Supplier Audits and on-site observations • Integration of modern slavery considerations into enterprise risk assessments and supply chain mapping activities • Training and awareness programmes for relevant employees and suppliers • Accessible community and employee grievance procedures and community engagement (including the Speak Up whistleblower hotline) • Compliance Champions
Artisanal and Small Scale Gold Mining (ASGM)	<p>Artisanal and Small Scale Gold Mining (ASGM) activity is present in the regions where Endeavour operates. ASGM is commonly associated with elevated risks of forced labour, child labour, unsafe working conditions, human trafficking and debt bondage. These risks may be heightened during periods of high gold prices, which can lead to increased informal mining activity and related vulnerabilities within surrounding communities.</p> <p>Endeavour does not purchase or process gold from third parties, including ASGM sources. However, the proximity of ASGM activity to some operational areas means there is a potential risk of indirect human rights risks, requiring ongoing vigilance.</p>	<ul style="list-style-type: none"> • Conflict Free Gold Standard and externally assured annual reporting • Single Mine Origin (SMO) initiative, ensuring traceability of gold from Endeavour’s own operations • Refining contract with MKS PAMP, an accredited refiner • Prohibition on sourcing gold from third parties, including ASGM • Community engagement and social performance programmes • Accessible community and employee grievance procedures and community engagement (including the Speak Up whistleblower hotline) • Policies & Procedures • Training and awareness raising • Collaboration with relevant stakeholders where appropriate to support responsible practices and risk mitigation

How Endeavour addresses modern slavery risks

Endeavour manages modern slavery and forced labour risks as an integral component of its broader human rights and ESG framework. This approach is guided by internationally recognised standards, including the International Bill of Human Rights, the United Nations' Guiding Principles on Business and Human Rights, the International Labour Organization's fundamental principles, the OECD Guidelines for Multinational Enterprises and the VPSHR.

This framework is further reinforced through Endeavour's membership of the World Gold Council (WGC) and its commitment to implement the Responsible Gold Mining Principles (RGMPs) across its operations.

In addition, Endeavour applies a structured, risk-based approach to identifying and assessing human rights and labour risks, including modern slavery risks across its operations and supply chain. Risk assessments are conducted on a group-wide basis and reviewed, considering:

- country and sector risk;
- business models and labour practices;
- third-party due diligence outcomes;
- supplier self-assessment and engagement;
- whistleblower, grievance and audit findings.

Policies and standards

Endeavour's commitment to ethical conduct, sustainability, respect for human rights and the prevention of modern slavery is set out in a comprehensive suite of policies, procedures and management standards. These instruments are reviewed regularly and made available in both English and French via the Group's website, intranet and on site noticeboards. Policy awareness and understanding are supported through targeted communication and engagement with relevant stakeholders.

Human Rights Policy

Endeavour's Human Rights Policy is aligned with international standards and the RGMPs and sets clear expectations for the Group's stakeholders. The policy is reviewed annually and underpins the Group's approach to promoting respect for human rights and preventing modern slavery risks across its operations and supply chain.

Code of Business Conduct and Ethics

The Code of Business Conduct and Ethics sets out the standards of behaviour expected of all employees and reinforce Endeavour's zero-tolerance approach to modern slavery, forced labour and child labour. It provides a practical framework for ethical decision-making and compliance with applicable laws and international standards and is supported by regular training and awareness initiatives.

Supplier Code of Conduct

Expectations for suppliers, contractors and sub-contractors are formalised through the Supplier Code of Conduct, which sets standards relating to human rights, labour practices, health and safety, environmental responsibility and ethical business conduct. Application and monitoring of these standards are addressed through the Group's wider supply chain governance and due diligence processes described elsewhere in this Statement.

Whistleblowing and Grievance Mechanisms

Endeavour maintains Groupwide, confidential and independent whistleblowing and grievance mechanisms to enable employees, contractors, suppliers and community members to raise concerns, including those relating to human rights and modern slavery.

Reports may be submitted anonymously through an external online platform or telephone hotline. The whistleblowing policy and supporting procedures set out how concerns are received, investigated and escalated. Oversight is provided by the Chair of the Audit and Risk Committee, supported by the EVP General Counsel & Company Secretary and the Legal Compliance function.

Awareness of these mechanisms is reinforced through policy communications, training and on-site communications. In addition, Endeavour maintains an Employee Grievance Policy and site-level community grievance mechanisms to ensure accessibility for local stakeholders.

Following an independent assessment of grievance mechanisms against United Nations Guiding Principle 22 in 2024, recommendations were made to strengthen community awareness. In response, Endeavour conducted engagement sessions with 2,875 community members during 2025 to explain how grievances can be raised, monitored and addressed.

Human Resources Standards

Endeavour has established Human Resources procedures and frameworks to support its human rights commitments and identify any potential labour related risks. These include structures recruitment and onboarding processes, incorporating background checks, verification of identity and right to work documentation where applicable.

Third-party due diligence process

Endeavour's third-party due diligence procedure sets out the Group's approach to identifying and managing risks associated with third-party relationships, including risks relating to bribery, corruption, fraud, money laundering and human and labour rights violations, including modern slavery.

A risk-based approach to third-party due diligence is applied as part of supplier onboarding and renewal processes. Due diligence is conducted using specialist third-party screening tools to assess suppliers against sanctions lists, regulatory enforcement databases and politically exposed person (PEP) registers. In addition, suppliers are required to complete questionnaires that include specific questions relating to human rights compliance, including the use of forced, coercive or child labour.

The third-party due diligence programme also supports assurance that supplier relationships are aligned with Endeavour's values and business principles.

Training and awareness

Training is a core element of Endeavour's modern slavery risk management approach.

During 2025:

- the online modern slavery training programme was enhanced, reinforcing understanding of risk indicators, reporting pathways and expected behaviours;
- training on the Code of Business Conduct & Ethics, including dedicated human rights content, continued to be delivered; and
- targeted training was provided to key suppliers on modern slavery and human rights as part of the Supplier Code of Conduct training programme.

These training programmes support a strong culture of awareness, accountability and early risk identification across the business and supply chain.



HUMAN RIGHTS POLICY

Click here to view the Policy



CODE OF BUSINESS CONDUCT AND ETHICS

Click here to view the Code



SUPPLIER CODE OF CONDUCT

Click here to view the Code



WHISTLEBLOWING POLICY

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Stakeholder engagement

Endeavour engages with employees, suppliers and host communities to promote understanding of human rights and shared responsibility. Engagement initiatives support dialogue on expectations, grievance mechanisms and responsible practices, consistent with Endeavour's broader social performance and sustainability objectives.

Corporate risk management

Modern slavery and supply chain risks are integrated into Endeavour's Corporate Risk Management framework and overseen by the Audit and Risk Committee. Risks are identified, assessed, monitored and reported through established governance structures.

Supply chain risk is recognised as a principal risk area, encompassing modern slavery considerations. By prioritising in-country and regional sourcing, applying robust due diligence processes and maintaining active supplier engagement, Endeavour seeks to maintain a resilient and well managed supply chain.

Speak-up and remediation

The whistleblowing and grievance mechanisms described above provide channels for identifying potential human rights and modern slavery concerns. No instances of modern slavery or forced labour were identified within Endeavour's operations or supply chain during 2025, and no remediation actions were required during the reporting period.

Endeavour remains committed to taking prompt and appropriate remedial action should issues be identified in the future.

WHISTLEBLOWING POLICY

[Click here to view the Policy](#)

HUMAN RIGHTS POLICY

[Click here to view the Policy](#)

Assessing the effectiveness of actions

In alignment with the UN Guiding Principles on Business and Human Rights (UNGPs), the UK Modern Slavery Act, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, Endeavour is committed to assessing the effectiveness of actions to prevent and address modern slavery, forced labour, and child labour across its operations and supply chains.

Modern Slavery is often a hidden and complex risk making it critical not only to implement robust controls but also to assess whether those controls operate effectively in practice.

Endeavour therefore applies a combination of quantitative indicators, qualitative review and continuous improvement actions to assess effectiveness over time. Key outcomes during 2025 included:

- high completion rates for employee modern slavery and code of business conduct (including human rights) training;
- successful implementation of supplier self assessments questionnaires; and
- initiation of pilot on-site observations to test the practical effectiveness of existing controls.

Effectiveness indicators and outcomes

Focus Area	Indicator	2025 Outcome
Employees	Completion rate – Modern Slavery Online Training	95%
Employees	Completion rate – Code of Business Conduct & Ethics including human rights training	95%
Third Parties	Number of third parties where modern slavery risks were identified through the due diligence process.	0
Suppliers	Completion of modern slavery supplier self-assessment questionnaires	Implemented for identified suppliers in 2025
Whistleblower Reporting	Substantiated modern slavery incidents	0 whistleblower reports received; 0 substantiated modern slavery incidents.
Site-level monitoring	Pilot modern slavery on-site observations	Initiated in 2025

Continuous improvement

Endeavour views effectiveness assessment as an iterative process rather than a fixed outcome. Insights gained through monitoring, audits, training outcomes and pilot activities are used to refine controls, update policies and strengthen engagement stakeholders.

This approach supports that the Group’s modern slavery response remains proportionate, risk-based and responsive to evolving operational conditions and regulatory expectations.





Statement review

Signature

This Statement was approved by the Board of Directors of Endeavour Mining plc on 29 April 2026.

Signed by:

Ian Cockerill
Chief Executive Officer
Endeavour Mining plc

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

Full name: Ian Cockerill

Title: Chief Executive Officer

Date: 29 April 2026

Signature:

"I have the authority to bind Endeavour Mining plc"



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