



HUMAN RIGHTS

Where impacts occur

- Our Group and our Supply Chain

Relevant policies

- Human Rights Policy
- Code of Business Conduct and Ethics
- Supplier Code of Conduct

[Click here to see policies](#)

Reporting frameworks and initiatives

- GRI – various disclosures
- SASB EM-MM-210
- RGMP 5 Human Rights and Conflict
- UN Global Compact Principle 1 and 2 Human Rights
- VPSHR



WHY IT MATTERS

We respect the human rights of all our stakeholders. Protecting the health, well-being, dignity and rights of those connected to our business is fundamental to maintaining trust and acting responsibly. By proactively identifying potential human rights risks, we aim to put in place strong measures to ensure our stakeholders are not exposed to any potential, adverse impacts.

Endeavour has identified the following material issues as those which present the greatest risks to human rights: labour, hazardous waste, water, security, resettlement, artisanal and small-scale gold mining, and operational impacts (dust, noise, vibration).

MANAGEMENT APPROACH

Endeavour is committed to doing business in a safe, ethical, socially responsible, and sustainable manner, which includes respecting, protecting, supporting and where possible fulfilling the human rights of all individuals impacted by our operations. Our commitment to respecting all internationally recognised human rights involves recognising the interconnectedness of human rights and business and embedding human rights considerations into all facets of our operations. This commitment extends

beyond our sites, encompassing collaborations with our business partners and respectful interactions with our host communities. We have policies, practices and systems in place to guard against any potentially negative impacts of our operations with regards to human rights.

Our commitment is set out in our Human Rights Policy, which confirms our approach is informed by international instruments such as the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organisation's fundamental principles as well the World Gold Council's Responsible Gold Mining Principles (RGMPs). The policy is reviewed and updated annually. We also expect our business partners to share our commitment to human rights, and we leverage our business relationship to advance human rights.





We have zero tolerance for any form of child labour or slavery, including forced labour. We work hard to ensure that our supply chains comply with international standards and that we do not cause, or are complicit in, human rights abuses, either directly through our activities or through our business relationships. We also have a modern slavery clause in all our contracts templates. See further information in our Supply Chain fact sheet.

We are committed to ensuring safe working conditions and environments for all employees and contractors. As stated in our policy, we support the right to freedom of association and collective bargaining, without interference, fear of retaliation or restrictions on which union representation employees choose. We also uphold the right to freedom of expression, conscience, religion, thought, belief, and opinion.

To put our human rights commitments into practice, Endeavour has integrated a dedicated human rights programme within our compliance framework. This programme is designed to actively safeguard human rights by proactively identifying and mitigating risks, ensuring early detection of potential issues, and swiftly responding to any concerns. We are committed to continuous improvement, regularly evaluating and strengthening our programme's effectiveness, both within our operations and with our business partners. Our proactive approach to identifying potential human rights impacts through a variety of methods, including: environmental and social impact assessments, health and safety risk assessments, supplier due diligence, grievance and corporate whistle-blower mechanisms, security risk assessments, and general stakeholder engagement processes.

We conduct annual human rights training, which includes dedicated training on modern slavery. We believe that ongoing education and awareness are essential, and we invest in equipping our employees with the knowledge and skills to identify and address potential human rights and modern slavery issues.

Security

Our security practices must uphold our approach to human rights, as outlined in our Human Rights policy, whilst ensuring the safety and security of our people, assets and property. We expect and insist that human rights are respected by any security personnel operating at our sites.

To support this approach, we are Engaged Members of the Voluntary Principles on Security and Human Rights (VPSHR).

All our security employees are contractually required to complete training on the VPSHR. Private security contractors working with Endeavour are externally vetted to ensure they have a track record of acting responsibly and respecting human rights. In addition to this, we provide both security employees and contractors on Endeavour's Human Rights Policy and procedures to ensure that their conduct is appropriate when working with third parties. National gendarmes, police or military forces are also present at our mines, who are accountable to their national chain of command and operate with our security personnel through a mechanism of Memorandums of Understanding, which includes a commitment to following the VPSHR.

How we ensure our approach is effective

We regularly conduct human rights due diligence to identify, prevent and mitigate human rights risks and impacts across our business during all stages of project development. We have also defined a structured monitoring and evaluation of the effectiveness of our actions, and regularly review and assess the most salient human rights issues in consultation with relevant stakeholders and in accordance with international human rights standards. From our review we update the policy on an annual basis and a third party has produced our Human Rights roadmap to be published in 2026.

HUMAN RIGHTS

While we aim in the first instance to avoid the potential for any risk to human rights, Endeavour has various grievance mechanisms for our employees, local communities and business partners, which include the provision of remedy for any adverse human rights impacts that result from our operations.

Endeavour Speak Up is our 24/7 independent, confidential, anonymous reporting service. The hotline is communicated to our employees in a number of ways, including as part of site inductions, on employee noticeboards around our sites and offices, on our intranet and corporate website, as well as in our Code of Business Conduct and Ethics. We also communicate it as part of our community grievance mechanism and include it in our Supplier Code of Conduct and supplier onboarding.

Endeavour encourages a culture of openness where employees and business partners can raise concerns and report any behaviour that violates our policies or standards, including unethical, fraudulent, or illegal financial activity without any fear of retaliation of any kind. We also report on human rights every year in our Sustainability Report and publish an annual Modern Slavery Statement which outlines the steps we take to identify and mitigate the risk of modern slavery occurring in our business and supply chain.

RESPONSIBILITY AND ACCOUNTABILITY

Endeavour's Board holds ultimate responsibility and accountability for the overall governance of the Company. It is supported by the ESG and Audit Board Committees. We report on human rights-related grievances and information around investigations/ outcomes to the Board Audit Committee as part of our quarterly whistle-blower reporting mechanism.

The material issues which have been identified by Endeavour as those which present the greatest risks to human rights are managed by relevant senior leadership teams, detailed below:

- EVP Group General Counsel and Company Secretary oversees the human rights legal framework.
- CFO and SVP Supply Chain manage modern slavery prevention and supplier due diligence.
- EVP Public Affairs, Security & Social Performance drives strategy, and the SVP Security ensures all security operations adhere to the Voluntary Principles on Security and Human Rights (VPSHRs).
- VP Social Performance manages site-level grievance mechanisms and human rights monitoring.
- EVP HR & Communication is accountable for labour rights, workplace diversity, and the prevention of discrimination.
- The Compliance Department manages the investigation of reported breaches, with material findings reported directly to the Board Audit Committee to ensure transparency and continuous improvement.

