

HARASSMENT PREVENTION POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) strives to create and maintain a work environment free from harassment and discrimination in which people are treated with dignity, decency and respect.

The Group’s working environment must be characterised by mutual trust and the absence of intimidation, oppression and exploitation. Any form of unlawful discrimination or harassment is strictly prohibited and will not be tolerated.

This Harassment Prevention policy (the “**Policy**”) has been adopted to protect and promote the rights, safety and wellbeing of the Group’s **Relevant Stakeholders** (as defined below).

This Policy should be read in conjunction with our Diversity Policy and other corporate policies which are available on our website at: www.endeavourmining.com/esg/governance/our-policies/.

2. Application of the Policy

This Policy is applicable to all Directors, officers, employees, contractors, and agents (together, referred to as “**Relevant Stakeholders**”) and covers all sites owned and managed by Endeavour across the life cycle of a mining operation, from exploration and discovery through to construction, operation, closure and rehabilitation.

Relevant Stakeholders are expected to treat each other with courtesy and respect. They should at all times avoid behaviour at the workplace that may create an atmosphere of hostility or intimidation. This applies to all interactions, whether with supervisors, peers or subordinates; and in all work situations, including business travel.

Endeavour has established a Supplier Code of Conduct (available on the Group’s website), which includes an expectation that suppliers must comply with the Policy, as well as the relevant related provisions outlined in their supply contracts.

3. Scope of the Policy

The Group is committed to maintaining a work environment free from harassment and discrimination in which the dignity of each individual is fully respected. Discrimination or harassment will not be tolerated on the basis of age, race, religion, gender, sexual orientation, disability, national, ethnic or social origin, or any other potential factor of difference.

3.1 Definition of Harassment – General

Harassment is unwelcome verbal or physical behaviour that unreasonably interferes with work or creates an intimidating, hostile or offensive work environment. It can occur regardless of age, race, religion, gender, sexual orientation, disability, or national, ethnic or social origin of the perpetrator, and each case must be assessed against the relevant circumstances. It can include but is not limited to:

- comments (oral or written), gestures, or physical actions;
- single incidents or a repeated, continuous pattern of behaviour;
- bullying or hostile behaviour through any medium;
- behaviour that demeans, belittles or causes personal humiliation or embarrassment;
- behaviour that is directed at a particular person or a number of people;
- behaviour that is initiated by a colleague, a supervisor or someone outside the Group;
- incidents that take place at work or during social functions related to the workplace; or
- bias when a group of people is singled out for negative attention.

Behaviours that might constitute harassment include but are not limited to:

- public or private tirades by a supervisor or colleague;
- severe or repeated insults related to a person’s personal or professional competence;
- threatening or insulting comments, whether oral or written, including those made through all types of electronic media;
- deliberate desecration of religious and/or national symbols;
- racial epithets, slurs, and malicious, negative stereotyping expressed toward an individual or a group directly or indirectly (e.g., circulated via e-mail, written on walls); or
- malicious and false complaints of misconduct against other employees.



Notwithstanding the above, a distinction must be made between harassment and the legitimate exercise of management authority (e.g., addressing a *bona fide* concern about an individual's performance or other work related behaviour). The key differentiation lies in the proportionality or legitimacy of any criticism or disciplinary action judged necessary by the manager and whether it is reasonable in the circumstances.

3.2 Sexual harassment

Sexual harassment is any unwelcome conduct of a sexual nature, which makes a person feel offended, humiliated and/or intimidated. Sexual harassment can take various forms and can occur regardless of gender or sexual orientation of the perpetrator and each case must be assessed against the relevant circumstances, including how the subject felt about the relevant behaviour and what the perceptions should reasonably be. Sexual harassment may include, but it is not limited to:

- suggestive comments or jokes;
- insults or taunts of a sexual nature;
- unwanted or inappropriate advances whether in person or via social media sites; or
- sexually explicit pictures, posters, screen savers, emails, tweets, social networking posts, SMS/texts.

It can also involve intrusive contact or conduct of a suggestive nature via phone, text, email, social media, or in person, including but not limited to:

- unwelcome touching, hugging or kissing;
- staring or leering;
- unwanted invitations for sex or persistent requests to go out on dates;
- intimidating behaviour with a sexual overtone;
- intrusive questions about another person's private life or body;
- unnecessary familiarity, such as deliberately and repeatedly brushing up against someone;

- accessing sexually explicit internet sites using work PCs or laptops;
- coercion of a person into a sexual action by any means (including inequality of wealth or power); or
- behaviour that would also be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communication.

4. Prevention of Discrimination in Employment

Endeavour is also committed to fostering a diverse, inclusive, and equitable work environment, and upholds the elimination of discrimination in respect of employment and occupation. The Group will not treat people differently or less favourably because of characteristics that are not related to their merit or the inherent requirements of the job.

Recruitment:

- We have established a fair and equitable recruitment procedure.
- We will ensure that recruitment processes are conducted in a fair, transparent, and non-discriminatory manner.
- When we recruit, discrimination is prohibited based on protected characteristics such as race, ethnicity, gender, age, religion, disability, or sexual orientation.

Job Assignment:

- We guarantee that job assignments are based on qualifications, skills, and experience, rather than personal characteristics.
- We prohibit any form of favouritism or unfair treatment in assigning tasks, projects, or responsibilities.
- We ensure equal access to opportunities for all employees regardless of their background or identity.

Promotion:

- We have established a promotion procedure to ensure promotions are merit-based and free from discrimination.
- We provide equal opportunities for career advancement and professional growth for all employees.

Training:

- We offer diversity training to all employees, including managers and supervisors.
- We provide education on recognising and addressing harassment and discrimination in the workplace.

5. Management's responsibility

Managers and supervisors have the responsibility to monitor their work environment and must take all necessary action to prevent and stop harassing behaviour.

Managers are expected to make themselves available to Relevant Stakeholders who may wish to raise concerns in confidence and will deal with such concerns in an impartial and sensitive manner.

Managers have a particular responsibility to set positive examples. In their daily actions and communications with staff, they must make clear that harassing behaviours will not be tolerated.

6. Determining if harassment or unfair discrimination has occurred

Any complaint brought to the attention of the Group will be promptly investigated in a confidential manner so as to protect the privacy of persons involved. Upon completing the investigation of a complaint, the Group will communicate its findings and intended actions to the complainant and alleged perpetrator. The Group is not bound to act in the absence of sufficient compelling evidence corroborating an accusation.

In situations where the determination is that harassment or unfair discrimination has occurred, then depending on the severity of the incident, whether relevant behaviour was persistent and deliberate, or whether one person is in a position of direct or indirect authority over another and the presence of any other aggravating factors, the appropriate outcome may be focused on obliging the perpetrator to cease the behaviour and providing support to the complainant. Disciplinary measures deemed appropriate given the severity of the behaviour may include referral to counselling or training, withholding of a promotion, reassignment, temporary suspension without pay, financial penalties, probation, or termination of employment.

7. Reporting alleged harassment or complaints

The Group encourages the reporting of all incidents of harassment, regardless of who the offender may be, or the position held in the Group. Relevant Stakeholders who believe that they or someone else may be experiencing harassment should in the first instance contact the appropriate supervisor or the Human Resources department. If a Relevant Stakeholder does not feel comfortable approaching his/her supervisor or the Human Resources department with a complaint of harassment, for example, because the supervisor is the alleged harasser or is related to or has a familial/community connection to the alleged harasser, the Relevant Stakeholder should report the harassment to the external independent, bilingual 24/7 whistleblowing hotline.

Endeavour retains the services of an independent 24/7 whistleblower service provider, Integrity Counts, to receive both **phone and web-based written reports** in either **English or French** on an anonymous and confidential basis.

Anyone wishing to submit a complaint on a confidential basis is encouraged to email endeavourmining@integritycounts.ca or use the worldwide call collect/reverse charge number: +1 (604)-922-5953.

Alternatively, any person that becomes aware of actions relating to the Group which could constitute a violation of this Policy is required to report it to their relevant mine General Manager, VP Risk and Assurance, any Executive Committee member, or their Compliance Champion, or by writing to:

Endeavour Mining plc

Attention: Chair of the Audit and Risk Committee
5 Young Street, London, England W8 5EH

7.1 No adverse consequences

The reporting of any alleged harassment or unfair discrimination will not have any impact on an employee's current job or on any future job or promotion prospects with the Group. He or she will be protected against any retaliation by the alleged harasser or any other representative of the Group.

The Group will take all appropriate measures to minimise the risk of any victimisation or reprisals against the complainant or the alleged harasser. It will ensure that all staff, including management and supervisory staff, are informed that the Group will not tolerate victimisation or reprisals. If management becomes aware of victimisation or reprisal or threats of such in the workplace as a result of a complaint lodged, appropriate support services are made available to the complainant. Disciplinary action will be taken in accordance with the Group's usual procedures for breach of a Group policy. This may include dismissal. Applicable laws may also play a role in determining the outcome of a harassment allegation.

7.2 False accusations

The Group recognises that false accusations of harassment or unfair discrimination can have serious effects on innocent persons. If, after the investigation, it is found that the complainant has maliciously or recklessly made a false accusation, the complainant will be subject to appropriate sanctions. A false accusation found to have been made with malice or reckless disregard for the truth will be treated with the same degree of seriousness and severity as an allegation of harassment or unfair discrimination itself.

8. Implementation

The Board is accountable for ensuring this Policy is effectively implemented and it has delegated the oversight and implementation of this Policy to Endeavour's senior management and the Group compliance function.

9. Review and amendment of the Policy

Endeavour's Corporate Governance & Nominating Committee will review and evaluate this Policy on an annual basis to determine its efficacy.

Last approved:

4 March 2026

Approved by:

Corporate Governance & Nominating Committee
Board of Directors of Endeavour Mining plc