



SUPPLY CHAIN

Where impacts occur

- Our Group and Supply chain

Relevant policies

- Supplier Code of Conduct
- Local Content Policy
- Procurement Policy

[Click here to see policies](#)

Reporting frameworks and initiatives

- GRI 204
- GRI 308
- GRI 414
- SASB EM-MM-510
- RGMP 3 Supply Chain
- LPRM
- EITI



WHY IT MATTERS

From exploration to closure, Endeavour procures a diverse range of goods and services which include mining contract services, heavy equipment, process chemicals, fuel and lubricants, explosives, equipment parts, and professional services.

The effective management of procurement and supply chains, characterised by a prioritisation of host country suppliers and a commitment to clear, proactive communication, good governance and responsibility can substantially amplify our positive contribution to local, regional, and national economic development, providing direct and indirect employment opportunities.

We are also aware of the potential for negative impacts within our supply chain and therefore prioritise a responsible and comprehensive approach to supplier due diligence, training and engagement with the aim of preventing or mitigating risks.

Product stewardship is an important component of our supply chain, as it focuses on our downstream activities. Read more about how we manage this in our annual [Sustainability Reports](#).

MANAGEMENT APPROACH

We aim to participate in a responsible, ethical and sustainable supply chain by maintaining transparent procurement processes that promote the development of the regions in which we operate, guided by our Group Procurement Policy.

Endeavour's approach is informed by international instruments such as the International Bill of Human Rights, the United Nation's Guiding Principles, the International Labour Organisation's fundamental principles as well as its membership of the World Gold Council.

We integrate supply chain risks into our corporate risk management and employ rigorous due diligence and engagement to maintain a strong,



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well managed and resilient supply chain. We do not engage suppliers who are known to compromise the health and safety of their employees, are involved in bribery or corruption, or are known to or suspected of being involved in modern slavery or human trafficking.

We view our suppliers as extensions of our business and we expect them and our contractors to meet the same standards we set ourselves, including compliance with our policies and standards, which are incorporated into our bilingual Supplier Code of Conduct (SCC). This is available in local languages, and includes clear expectations on compliance, whistleblowing, health and safety, human and labour rights, environmental protection, anti-bribery and corruption, sustainability and community.

For example, our suppliers are expected to implement safety management systems and provide appropriate training, resources and personal protection equipment to ensure occupational hazards are minimised. Suppliers are expected to follow our 10 Golden Safety Rules and comply with Endeavour's Health and Safety Policy. We have zero-tolerance for bribery and corruption, as set out in our Anti-Bribery and Anti-Corruption (ABC) policy, which suppliers are expected to comply with.

We expect suppliers to respect workers' rights fair remuneration and work time, amongst other fundamental rights, by complying with applicable labour legislations, including union rights, freedom of association and collective bargaining.



We require our Suppliers to have zero-tolerance for any form of modern slavery within their operations and supply chain. Suppliers must ensure that they do not use child labour, and the age of an employee shall always be higher of national legislation. Additionally, Endeavour expects its Suppliers to actively work to eliminate modern slavery including child labour from their supply chains. We have incorporated comprehensive modern slavery, human rights and anti-bribery and anti-corruption clauses into all our contracts. These clauses requires suppliers and their employees to make a strong commitment to eradicating slavery and human trafficking, ensuring that their entire supply chain is free from all forms of modern slavery. We monitor compliance and take appropriate action in response to any violations.

We support the transparent disclosure of our annual procurement spend and our procurement practices, in accordance with the principles of the Local Procurement Reporting Mechanism (LPRM). In the interests of ethical conduct, we have committed to a number of external standards, including EITI and the RGMPs.

We have also received the Corporate Ethics Mark certification from CIPS, reinforcing our commitment to responsible and ethical procurement practices. We also completed our ISO 28000 certification and achieved certification for the OECD Due Diligence for Responsible Business Conduct.

Collaborating with our suppliers and ensuring thorough due diligence

We distribute our Supplier Code of Conduct to all suppliers before they begin working with us, and we circulate updated versions whenever changes are made. Maintaining strong supplier awareness of our expectations is essential, so we reinforce this through additional communication channels. To further support understanding, we also provide an e-learning module dedicated to the Supplier Code of Conduct and in 2025 we launched the Modern Slavery Self-Assessment, which all suppliers are required to complete and submit.

We maintain a third-party due diligence process to ensure our relationships align with Endeavour's values and business principles. Using a third-party database, we screen all stakeholders for high-risk indicators, including sanctions, regulatory compliance, money laundering, counter-terrorist financing, and politically exposed persons (PEPs) before working with them. As part of our due diligence, all suppliers are required to complete questionnaires on human rights and the use of forced, coercive or child labour. On completion and ahead of working with Endeavour, all suppliers must then submit a signed compliance certificate confirming they have read and understood our policies and the Supplier Code of Conduct. Our integrated platform streamlines onboarding, supports supplier education via e-learning, and enforces pre-qualification, tendering, commercial terms and ongoing oversight of supplier and contractor practices.

Endeavour conducts regular audits of key suppliers to assess their adherence to our Supplier Code of Conduct. Third-party auditors conduct audits which entail office and site-based visits as applicable, and worker interviews.

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Auditors inform the supplier of identified gaps and share a remediation tracker before the audit is formally closed. Endeavour then works with the auditor and supplier to ensure immediate compliance or an actionable corrective plan.

We also implement pre-qualification and tendering procedures, establish commercial terms and conditions, and maintain ongoing oversight to monitor the business practices of our suppliers and contractors.

We assess the maturity of supplier ESG programmes and initiatives to gain a comprehensive understanding of practices across the supply chain. This is done through an external questionnaire sent to suppliers, covering key areas related to environmental, social, and governance practices. It enquires about, among other things, overall ESG maturity, ESG training, the existence of an environmental policy, compliance with environmental permits, waste management, and GHG emissions monitoring.

Preferential local procurement

We prioritise partnering with local suppliers for goods and services, while actively supporting the growth of domestic manufacturing and supply chains. A significant portion of our key supplies are procured either locally or from neighbouring African countries. This provides benefits to our countries of operation as well as contributing to a more efficient and socially responsible value chain.

We categorise our supplier database into local (businesses within the department and/or region where the mine is

located), national and international vendors. IFC categories are used to classify ownership in order to identify and tailor category-specific strategies. Where possible, we seek to support and work with women-owned businesses.

We have a Local Content Policy that defines the minimum requirements to support economic development in the communities where we operate, which supports the implementation of our local content strategy.

Our Procurement Policy encourages our mines to prioritise local and national suppliers at the site level, provided they are competitive (in terms of total cost, delivery and quality of the good or service) and not at the expense of adhering to supplier due diligence standards, applicable laws and HSE commitments. Where two suppliers are considered equal, the local supplier should prevail.

When we consider a new contract, as well as looking at technical competence and commercial details, we also evaluate the supplier's approach to local employment and procurement. We recognise the potential to amplify our social investment in our local communities via our suppliers.

We have ring-fenced some goods and services for the 'Local Vendors' category to be provided by suppliers within the mine's immediate area of operation. Our on-site procurement and social performance teams support our local content policy and strategy and build capacity by way of training workshops to explain how to do business with Endeavour.



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Product stewardship

Our gold is produced in a manner that does not cause, support or benefit unlawful armed conflict or contribute to serious human rights abuses or breaches in international humanitarian law. Every year we publish an externally assured Conflict Free Gold Standard Report, in accordance with RGMP 5.4.

We produce traceable gold doré bars, which are refined into London Good Delivery gold by an accredited London Bullion Market Association (LBMA) refiner.

We are members of the Single Mine Origin (SMO) gold certification initiative, which offers fully traceable and responsibly sourced gold.

How we ensure our approach is effective

Our service contracts include key performance indicators (KPIs), such as quality of service and timeliness of delivery. Our approach to supplier performance is one of engagement rather than enforcement. Performance against each KPI is monitored, reviewed and discussed with the supplier on a regular basis by our team.

By maintaining a regular cadence of review, we are able to catch and address any issues early and develop corrective action plans with the supplier to enable contractual terms to be met wherever practicable, particularly for our local suppliers. If issues are not remedied, ultimately there is a clause relating to termination of the contract.

The Supply Chain and Social Performance teams at our mines work together to hold awareness meetings with local suppliers, emphasising fair treatment of workers, including conditions, fair pay and working hours.

We demand our contractors comply, at a minimum, with the national regulations, and we take proactive measures to verify this, including reviews by our HR department during the due diligence process for review of tender submissions. In addition to this, we audit wages paid to employees by our subcontractors.

Furthermore, the Company engages with suppliers through annual performance evaluations across the mining value chain. High-performing suppliers are recognised through an annual supplier awards program, with assessment criteria including cost efficiency, production support, safety performance, community impact and ESG practices. This approach supports continuous improvement, improve supplier relationship management and reinforces responsible supply chain standards.

RESPONSIBILITY AND ACCOUNTABILITY

Executive responsibility for our supply chain rests with the CFO, who reports directly to the CEO. The CFO is supported by the SVP Supply Chain who manages a team at the Group and regional-level as well overseeing the mine-level procurement departments.

