ENDEAVOUR MINING

Last Updated
March 2025

DIVERSITY AND INCLUSION

WHY IT MATTERS

We recognise the benefits of having employees from diverse backgrounds who can bring fresh perspectives and experiences to the way we conduct our business.

Mining in many parts of West Africa is still considered to be a male-orientated industry, predominantly due to a combination of historic perceptions as well as cultural traditions. As a result, the employment of women in operational and technical roles still represents a relatively new shift in the mining industry's workforce demographic. We are doing our best to address this bias.

We value diversity and are committed to fostering a working environment that treats all employees, contractors, sub contractors and business partners with respect and dignity, regardless of race, gender, nationality, ethnic origin, disability, religion, age, sexual orientation, marital status, pregnancy or any other potential factor of difference.

We operate in a number of jurisdictions and our operations blend a wide range of nationalities, cultures and abilities. Our approach to diversity in the workplace is a key ingredient in our long-range vision for the Company, as a progressive and inclusive place to work and grow.

MANAGEMENT APPROACH

Working across geographies that exhibit a broad range of cultures, customs and histories, we are committed to championing diversity and inclusion and believe that a diverse workforce is essential for a successful business, bringing fresh perspectives and experiences to the way we work.

Our commitment to a fair and inclusive working environment is set out in our Diversity Policy and Harassment Prevention Policy, which are reviewed and updated annually, and underpinned by our Code of Business Conduct and Ethics. We do not tolerate discrimination, bullying, intimidation, or harassment of any kind in our workplace.

We are members of the UN Global Compact and a signatory of the Women's Empowerment Principles (WEP), established by UN Global Compact and UN Women to offer guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community.

We actively promote equal opportunity and gender equality at all levels of our business. Remuneration is gender neutral, determined by expertise, experience and performance and is regularly reviewed against our peers in the industry.

WHERE IMPACTS OCCUR

- The Group

RELEVANT POLICIES

- Diversity Policy
- Code of Business Conduct and Ethics
- Harassment Prevention Policy

REPORTING FRAMEWORKS AND INITIATIVES

- GRI 406
- RGMP 6 Labour Rights
- UN Global Compact Principle 6 Labour
- Women's Empowerment Principles



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DIVERSITY AND INCLUSION



We have women in mining groups at our mines, as well as a Group-wide female networking group, EDV Femmes, which was established to facilitate women building and strengthening their own networks within the business, and to provide a platform of support. It meets regularly, hosting a range of events in both English and French.

We have a dedicated diversity strategy, with a designated HR manager responsible for its implementation. This strategy comprises a range of initiatives aimed at supporting diversity, which includes employee engagement surveys, anti-harassment training, professional development specifically orientated towards women, gender neutral job advertisements and inspiring the next generation of female miners by attending career fairs, offering bursaries and scholarships, as well as a schools outreach programme.

How we ensure our approach is effective

Our commitment to diversity and inclusion is reflected in the public targets we publish in our annual Sustainability Reports.

We also provide performance metrics on diversity (including gender, age and ethnicity) on an annual basis in our annual and sustainability reports.

We have a formal procedure for employees to report any complaints or allegations of harassment or bullying, which includes a bilingual 24/7 independent, anonymous and confidential whistleblower hotline. We communicate the whistleblower hotline to our employees in a number of ways: in our site inductions, on our employee noticeboards, intranet and website, as well as in our Code of Business Conduct and Ethics.

ACCOUNTABILITY AND RESPONSIBILITY

Our EVP Human Resources (HR) and Communication, who reports directly to the CEO, has Group-level responsibility for our employees, their professional development and performance.

The EVP is supported by the VP Compensation and Benefits, the VP for Talent Acquisition and Development and a regional HR team. Each of our mine sites has a dedicated HR Manager who reports directly to the General Manager, and together they are responsible for maintaining strong relations with employees, the unions and labour inspectors, with a dotted line to the regional HR team. The regional HR team is responsible for implementing the Group's policies, standards and initiatives.

Our HR Strategy is presented to the Board annually, priority focus areas include: improving diversity and inclusion, growing local content, fostering a performance-orientated culture, building leadership capabilities and developing effective labour relations.

