



# SUPPLIER CODE OF CONDUCT HANDBOOK

Last updated March 2025

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# RESPONSIBLE WAY OF DOING BUSINESS

## What is this handbook for & what does it cover?

Endeavour seeks to utilise its supply chain and procurement to multiply the positive impact of its business across on local, national and regional economies.

Suppliers are required to understand and support Endeavour's values in their business dealings with or on behalf of Endeavour.

We ask that you understand and know the standards that apply to you and follow these standards at all times.

This handbook has been designed to promote positive and long lasting relationships with our stakeholders.

This Supplier Code of Conduct Handbook outlines the business and ethical standards at the core of Endeavour's values, as defined in Endeavour's Policies.

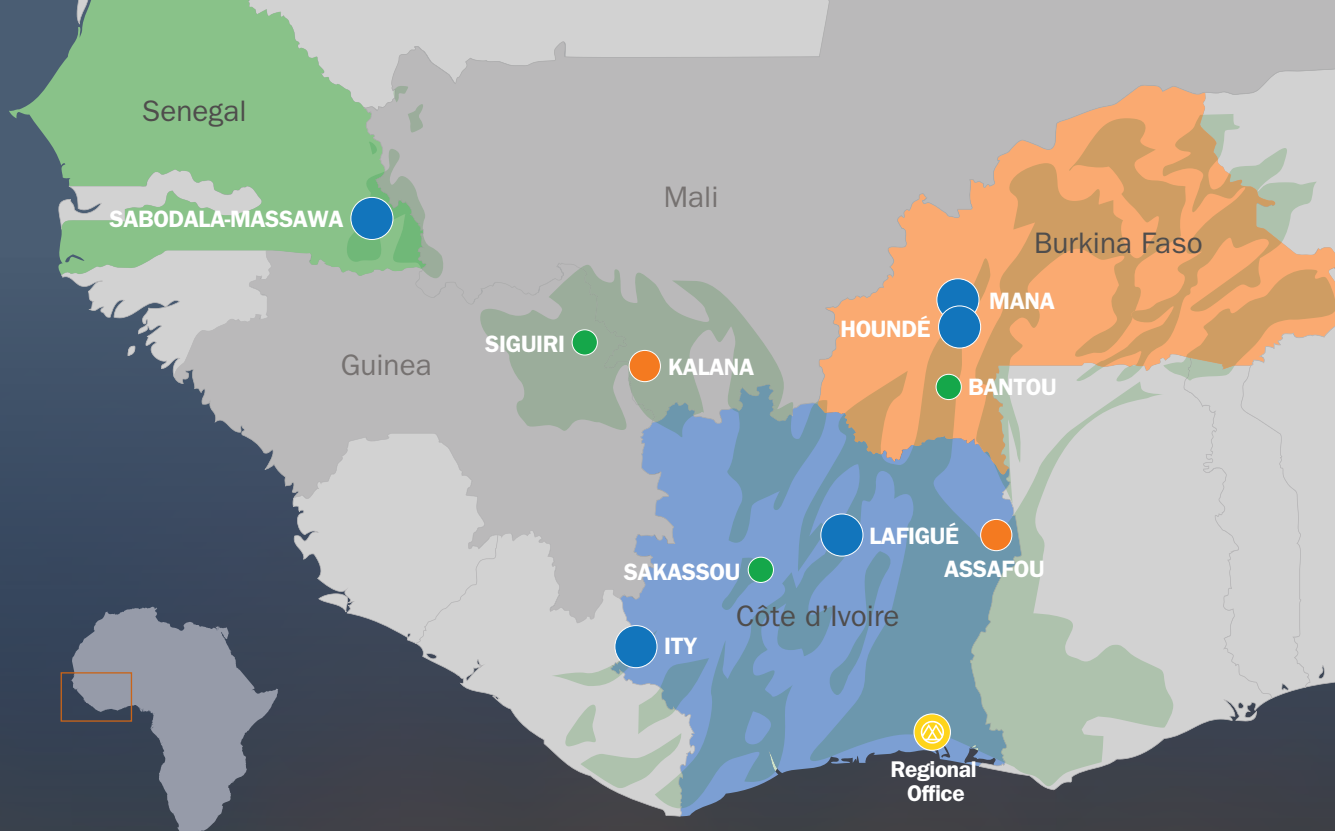
This Code of Conduct is intended to govern the conduct of Endeavour's suppliers, as well as their own subcontractors, by setting ethical standards they must follow and against which they will be assessed in order to successfully pass the Endeavour vendor due diligence.

### Who is a supplier?

For the purposes of this Code of Conduct, a supplier is any individual or entity which provides goods and/or services to, or on behalf of, Endeavour or any of its affiliates, directly or as a subcontractor. This includes charitable organisations if they provide goods and/or services.

### Report a concern

Endeavour encourages a culture of openness where you can raise concerns. If you are ever unsure about what the right thing to do is, ask, and if you see unsafe or unethical behaviour, please report it. You can find out how in the Whistleblowing section on page 7.



# Endeavour is a leading global gold producer

Ranked among the top 10 globally, Endeavour is strategically positioned in one of the largest and most prospective gold producing regions. We are focused on developing our high-quality portfolio of low-cost, long-life assets while ensuring a strong social licence to operate.

Endeavour has a diversified portfolio across West Africa. Our operating mines are in Senegal, Côte d'Ivoire and Burkina Faso. The Company also has a strong portfolio of advanced development projects and exploration assets in the highly prospective Birimian Greenstone Belt.

Headquartered in London, Endeavour is listed on the London and Toronto stock exchanges under the ticker symbol "EDV".





# ENDEAVOUR CONDUCTS ITS BUSINESS WITH INTEGRITY, RESPECTING THE LAWS, CULTURES, DIGNITY AND RIGHTS OF INDIVIDUALS IN ALL OF THE COUNTRIES WHERE WE OPERATE

We are committed to producing gold that delivers meaningful value to people and society. Endeavour operates with integrity, respecting the laws, cultures, dignity and rights of individuals in each of the countries where we operate.

We expect our suppliers (including suppliers, vendors, and subcontractors) to uphold these same values. This includes ensuring that their employees, agents, subcontractors, and any other individuals working on their behalf, share our commitment to integrity, ethics, safety, and compliance.

This Supplier Code of Conduct (the “Code”) is a vital tool for maintaining high standards throughout our supply chain, promoting ethical behaviour, and fostering long-term, sustainable business relationships.

The Code outlines our requirements and expectations for all our suppliers on a number of topics, including acting with integrity, treating people with respect and operating safely. We require our suppliers and contractors to uphold the same high standards we set for ourselves and to act in accordance with the Code.

In line with our values, we always encourage speaking up. If any Endeavour employee, supplier or member of the public become aware of a suspected violation of our Company’s Code or policies, Endeavour has set-up a free, confidential and anonymous whistleblower hotline, which is operated by an independent third-party provider. The hotline is available 24 hours a day, 7 days a week.

We remain committed to supporting our suppliers by enhancing their understanding and implementation of the requirements and expectations outlined in this Code.

I look forward to a successful collaboration with you all.

**Ian Cockerill**  
CEO  
Endeavour Mining plc



**By upholding our  
Supplier Code  
of Conduct, you  
reinforce our  
shared values,  
enabling us to  
produce gold safely  
and responsibly for  
the benefit of all  
stakeholders.”**

**Ian Cockerill**  
CEO, Endeavour Mining plc









**To ensure the highest standards of transparency, fairness, and governance in all our transactions, we require strict adherence to the principles outlined in this Code.”**

**Hawahou Guillaume**

SVP Supply Chain, Endeavour Mining plc

As the Senior Vice President of Supply Chain at Endeavour, I am committed to fostering productive, mutually beneficial relationships with all of our stakeholders, including the suppliers within our host communities.

We carefully select suppliers who share our values and demonstrate the ability to contribute to sustainable economic development. We follow rigorous, established procedures to ensure that we partner with those who meet our high standards and reflect our ethical values.

It is essential that in your dealings with us, you uphold the principles of ethical business and align your operations with the standards set out in our Code.

To support this effort, we have developed a Supplier Code of Conduct E-learning Module to outline our core values and standards as defined in the Code and in our policies. By training our suppliers on the Code, we ensure that everyone we work with, including subcontractors, complies with the minimum standards for conducting business.

Each new supplier is subject to our due diligence requirement and must certify their awareness of, and agreement to meet the expectations and the minimum standards outlined in, our policies and the Code. This is done by signing the Supplier Declaration as part of that process.

Our goal is to build and maintain a relationship based on trust, transparency, and mutual respect. Look forward to a long-lasting and successful partnerships with each of you, as we work together to achieve our shared goals.

**Hawahou Guillaume**

SVP Supply Chain

Endeavour Mining plc

# Our Supplier Code of Conduct



Endeavour is committed to doing business in a safe, ethical, socially responsible and sustainable manner. Our commitment to responsible and ethical business is strengthened by partnerships with those who share our values, alongside the dedication of our people.

The Code sets out minimum expectations and requirements for Endeavour's Suppliers to operate in accordance with responsible business principles detailed in the Code and in full compliance with all applicable laws and regulations.

Who is a Supplier? For the purposes of this Code, a Supplier is any individual or entity which provides goods and/or services to, or on behalf of, Endeavour or any of its affiliates, directly or as a subcontractor. This includes charitable organisations if they provide goods and/or services.

Suppliers are required to understand and support Endeavour's values in their business dealings with or on behalf of Endeavour. We ask that you understand and know the standards that apply to you and follow these standards at all times. Suppliers are also expected to implement the principles of this Code to their own business, including their suppliers, contractors and joint venture partners.

Suppliers are required to familiarise themselves with this Code and acknowledge the adherence of responsible business principles of the Code. Endeavour assesses the Supplier's compliance with this Code through conducting due diligence and audits.

Suppliers are expected to participate in training on components of this Code once per year. Training sessions will be organised by Endeavour and provided either in-person or online. Endeavour will also be rolling out a Modern Slavery Risk Factor Self-Assessment for Suppliers.





# Reporting concerns

We expect our Suppliers to have a grievance mechanism and ensure that their stakeholders can report concerns without fear of reprisals.

We also welcome concerns from anyone outside of Endeavour if they suspect or know of behaviour that violates our policies, standards or this Code. Endeavour takes concerns seriously and handles them promptly. Reporting your concerns allow us to address them proactively and prevent any further misconduct.

The confidentiality of those involved will be respected. Your identity will only be shared where it is necessary to do so in order to address the concern or is required by law.

## REPORT A CONCERN IF SOMETHING ISN'T CLEAR



## What should I do as a Supplier if I see something that is unethical?

You can report your concerns through the channel you are most comfortable with, such as Endeavour representative, any member of Supply Chain or through the Whistleblower channel. Suppliers are expected to instruct their employees and subcontractors to report suspected violations of this Code or Endeavour's Policies.



### Suppliers key responsibilities

- ✓ All of Endeavour's policies are available on our website: [endeavourmining.com](https://endeavourmining.com).
- ✓ If anything is unclear, please contact your Supply Chain Manager at Endeavour.

**ENDEAVOUR  
SPEAK UP** 

## 24-hour whistleblower channel

Endeavour also retains the services of an independent 24/7 whistleblower service provider, IntegrityCounts to which you can report your concerns. You can submit both phone and web-based written reports in either English or French on an anonymous and confidential basis.

### What's the process when you make a report

When a report is received of a potential violation of the Code, the Legal Department will investigate it and take appropriate action. The Legal Department reports on a quarterly basis to the Board Audit and Risk Committee on any received Code violations.

Anyone wishing to submit a complaint on a confidential basis is encouraged to email:

[endeavourmining@integritycounts.ca](mailto:endeavourmining@integritycounts.ca)

or use the worldwide call collect/reverse charge number:  
**+1 (604)-922-5953**

North America Call Toll Free: **+1-866-921-6714**  
United Kingdom Call Toll Free: **0-800-092-3586**

or visit the website:

[integritycounts.ca/org/endeavourmining](https://integritycounts.ca/org/endeavourmining)



# What Endeavour requires & expects from its suppliers

## Compliance with laws and contractual obligations

**Endeavour is committed to high standards of ethical business practices.**

Suppliers must comply with all relevant laws and regulations in all the jurisdictions in which they carry out activity with, or on behalf of, Endeavour as well as with their contractual obligations with regard to the areas described below.

Suppliers must take note that in the event that the laws in force in certain countries are less stringent than the standards in this Code, Suppliers must comply with this Code. Alternately, if the local laws are more stringent than this Code, Suppliers are expected to comply with such local laws.



### Vendor creation procedure

New vendor creation starts with the new SA1 and SA2 Forms respectively filled in by the service requester and the selected vendor. The forms are sent to legal for Due Diligence, then Supply Chain and Treasury for final approval.

The creation of a new vendor, amendment to an existing supplier and activating a supplier is controlled jointly by Treasury and Supply Chain.



### Supplier due diligence conducted by Security and Supply Chain

Due Diligence is conducted by Compliance through the GAN platform.



### Site Supply Chain members ensure suppliers continue to comply with this Code of Conduct



### If required, apply necessary measures to sanction violations



## Due diligence

### How do we ensure people are doing the right thing?

As part of its standard vendor onboarding process Endeavour conducts its due diligence utilising a third-party database tool to screen all stakeholders, in order to identify any high risk third parties.

We screen our suppliers against sanctions, law and regulatory enforcements and politically exposed person (PEP), to identify red flags for money laundering, counter terrorist financing and PEP risks. Endeavour conducts due diligence in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas.

All third parties are required to answer a questionnaire that includes company information and questions relating to anti-bribery and anti-corruption, human rights compliance and the use of forced, coercive or child labour. We require our Suppliers to provide access to relevant information and submit the external questionnaire on a timely manner in order to facilitate the supplier approval.

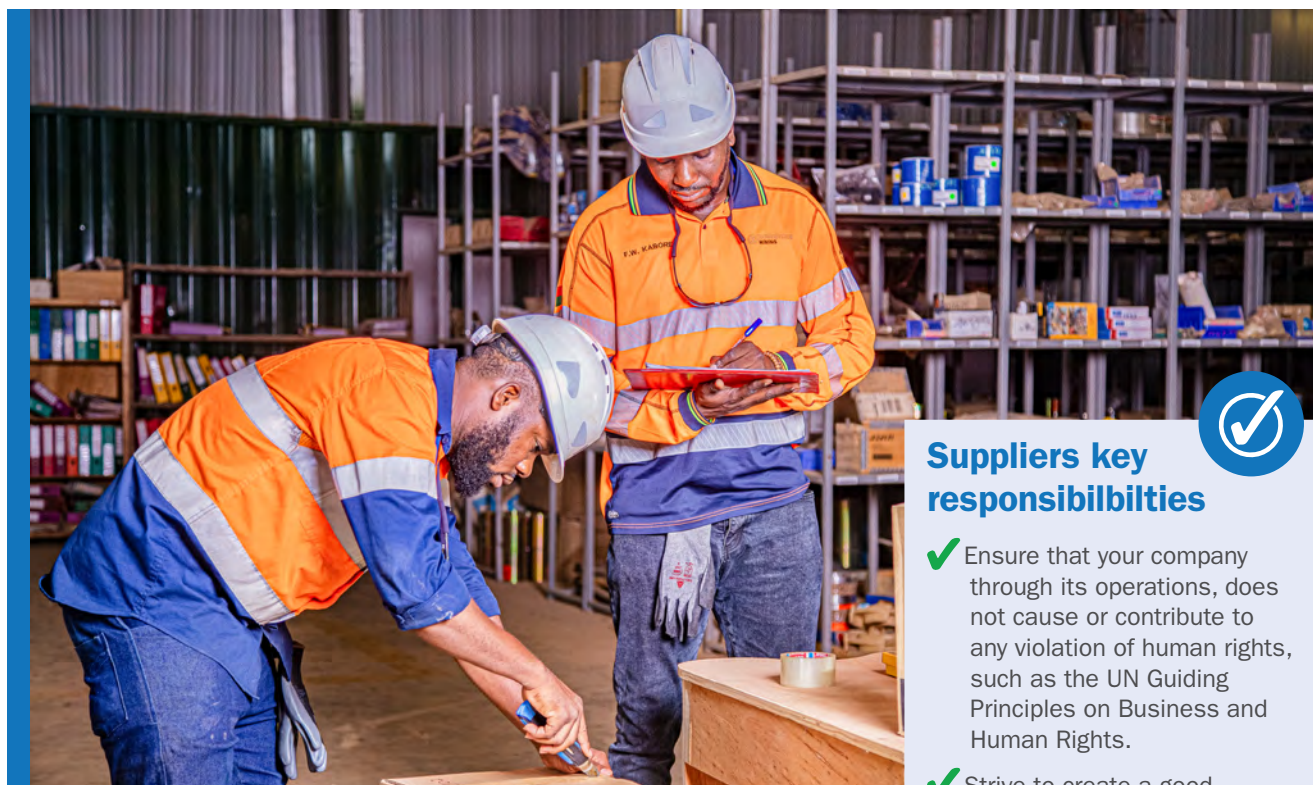


### Suppliers key responsibilities

- ✓ Comply with all applicable laws and regulations.
- ✓ Collaborate and ensure to complete and submit the due diligence questionnaire in a timely manner.







Pursuant to our Human Rights, Harassment & Prevention, and Diversity Policies, Endeavour is committed to treating all its stakeholders fairly, with respect and dignity and promoting diversity. We expect our Suppliers to comply with international human rights legislation and standards and to actively defend and support human rights by prohibiting and sanctioning human rights abuses within their operations. Suppliers are required to respect all labour and human rights through their value chain.

## Bullying and harassment

We do not tolerate bullying, intimidation, or harassment of any kind in our workplace. Comments or any other forms of offensive messages, derogatory remarks or inappropriate jokes are unacceptable.

## Sexual harassment

We do not tolerate any form of sexual harassment or sex-based harassment, including from our business partners, such as contractors and suppliers.

## Sexual exploitation

We do not tolerate abuse or attempted abuse committed for sexual purposes by an individual in a position of responsibility, power, or trust.

## Purchase of sexual services

Purchase of sexual services is illegal, contribute to human trafficking and pose a significant security risk. Human trafficking represents a serious violation of fundamental human rights. Regardless of local laws, regulations and cultural norms or customs, Endeavour strictly prohibits the purchase of sexual services during missions or business trips conducted on behalf of Endeavour.

## Suppliers key responsibilities

- ✓ Ensure that your company through its operations, does not cause or contribute to any violation of human rights, such as the UN Guiding Principles on Business and Human Rights.
- ✓ Strive to create a good working environment free of all form of harassment.
- ✗ Never participate in abusive, harassing, bullying, or violent behaviour, including sexually offensive conduct that colleagues or third parties may interpret as threatening and degrading.
- ✓ Respect our people's customs and culture.
- ✓ Comply with our Human Rights Policy, Harassment Prevention Policy and Diversity Policy.
- ✓ Speak Up and report your concern if you become aware of any situation in breach of the above principles.



### HUMAN RIGHTS POLICY

[Click here to view policy](#)



### HARASSMENT PREVENTION POLICY

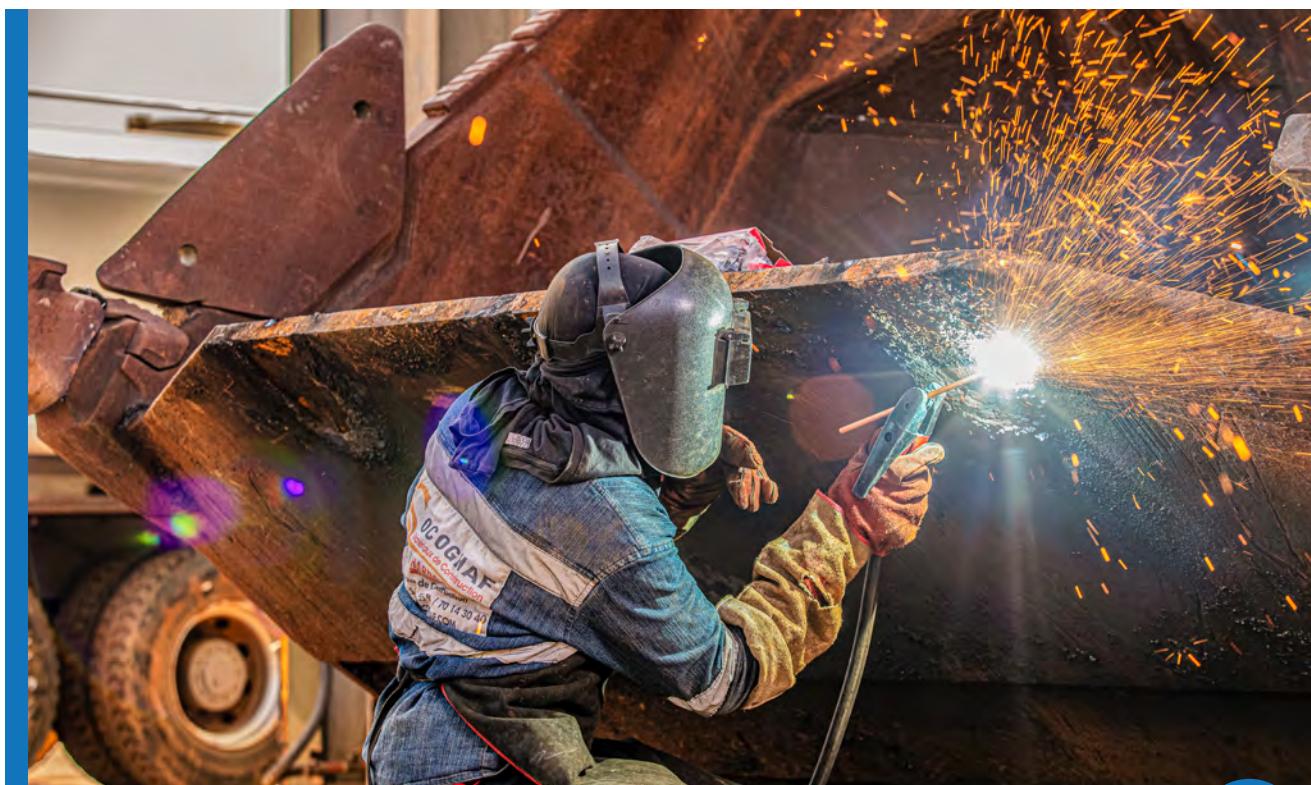
[Click here to view policy](#)



### DIVERSITY POLICY

[Click here to view policy](#)





Endeavour is committed to respecting the labour legislation of the countries in which it operates as well as international labour organisations' standards. Endeavour is also required to comply with the UK Modern Slavery Act and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

In addition, Endeavour had adopted a Harassment Prevention Policy to ensure a work environment that demands respect for the dignity of each individual regardless of age, race, religion, gender, sexual orientation, disability, national or ethnic origin. Endeavour expects its Suppliers to respect workers' rights to safe working conditions, fair remuneration and work time and to prohibit the use of child labour and all forms of modern slavery, amongst other fundamental rights, by complying with applicable labour legislations and all Endeavour policies on this subject.

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. Endeavour includes a robust modern slavery clause in all its standard contracts. This clause demands a firm commitment from suppliers and their employees to actively combat slavery and human trafficking and ensuring that their entire supply chain remains free from all forms of modern slavery.



## Suppliers key responsibilities

- ✓ Freedom of association – respect your workers their rights to join trade unions and other similar organisations.
- ✓ Comply with the ILO guidelines or national legislation regarding working hours and ensure that working hours are not excessive.
- ✓ Ensure that the workers employment contract meet legal requirements.
- ✓ Implement appropriate practices to combat all form of Modern Slavery.
- ✗ Prohibit child labour and all forms of modern slavery in your own supply chain.
- ✓ Complete the Modern Slavery Risk Factor Self-Assessment for Suppliers.



**HARASSMENT PREVENTION POLICY**  
Click here to view policy



# Health & safety

Endeavour places people first and puts the highest priority on safe and healthy work practices and systems.

Our chief priority is to make sure everyone has a safe work environment from when they arrive until they go home to their families at the end of their day.

Endeavour's business principles and policies are based on targeting the achievement of a "zero harm" performance. Endeavour has adopted a specific Safety & Health Policy, published on its website, and expects its Suppliers to fully comply with it, along with all site-specific health and safety procedures. Endeavour also expects its Suppliers to implement safety management systems and provide appropriate training, resources and personal protection equipment to ensure occupational hazards are minimised.

## Suppliers key responsibilities



- ✓ Follow the Ten Golden Rules.
- ✓ Provide a safe working environment for your workers.
- ✓ Provide unrestricted access to water and sanitation for your workers.
- ✓ Ensure your workers are trained and provided with safety equipment.
- ✓ Ensure there is a policy to manage infectious diseases.
- ✓ Comply with our Health and Safety Policy.



**HEALTH & SAFETY POLICY**  
[Click here to view policy](#)





## Our ten golden rules for your health and wellbeing:



### 1. HAZARDS AND RISKS IDENTIFICATION BEFORE STARTING

Before starting any task, I identify hazards, assess risks and take steps to minimise and control them. Work should never be started without a thorough risk assessment and the necessary work permits.



### 2. CHANGE MANAGEMENT

I will always ensure that there is a clear understanding of why the change is necessary and that all the risk pertaining to the change is assessed and eliminated or reduced to the strict minimum.



### 3. ALCOHOL AND DRUGS

I must never operate mobile or fixed plant equipment while under the influence of alcohol or drugs.



### 4. WORKING AT HEIGHTS

I never work at heights above 1.8 metres unless the work area is fully guarded to prevent falls or appropriate personal fall protection equipment is worn.



### 5. PERMITS AND INSPECTIONS

I should not operate any mobile or fixed plant equipment or tools unless I am licensed, trained or authorised to do so. Equipment should never be operated until it has been inspected and operators must be physically, mentally and medically fit. I will always use permit for tasks where a permit is required.



### 6. ENVIRONMENT

I will never intentionally harm the environment or violate the terms of the environmental management plan or associated permits. I always maintain cleanliness in the workplace and clean up areas before leaving.



### 7. SAFETY DEVICES, BARRIERS AND PPE

I will never remove or tamper with safety devices, barriers and PPE without the appropriate permits or authorisations.



### 8. ISOLATION AND LOCKOUT

I will never maintain any equipment before first rendering it safe by isolation. I will never remove, modify or bypass a Safety Tag or Lock unless licensed, trained or properly authorised to do so.



### 9. HARASSMENT, DISCRIMINATION AND BULLYING

I will never subject any person to any form of harassment, discrimination or bullying.



### 10. CHEMICALS AND HAZARDOUS SUBSTANCES

I will never handle chemicals or hazardous substances unless specifically trained or authorised to do so. I will never release chemical and hazardous substances or waste into the environment.





At Endeavour, we know that being responsible stewards of the environment is critical to our long-term success as a business. We also recognise that gold mining and its associated processes can have an impact on the natural environment. We are committed to managing, mitigating and minimising the impacts of our operations on the environment, which is also something we expect from our Suppliers.

Endeavour expects its Suppliers to abide by all applicable environmental laws, local and international standards and best industry practices. Additionally, Endeavour expects its Suppliers to put in place carbon/emission reduction systems to minimise their energy use and other activities that contribute to greenhouse gas emissions.

## Suppliers key responsibilities



- ✓ Comply with applicable environmental legislation.
- ✓ Strive to minimise adverse environmental impact
- ✓ Reduce waste and optimise the use of natural resources.



## ENVIRONMENTAL POLICY

[Click here to view policy](#)



# Anti-bribery & anti-corruption



We have a zero-tolerance approach to bribery and corruption, enshrined in our Anti-Bribery and Anti-Corruption Policy (“ABC Policy”) which sets out the framework for ensuring we conduct our business in an honest and ethical manner, reflecting the highest standards of integrity.

Endeavour prohibits any provision, offering or accepting of bribes to any person, whether private or public, wither directly or indirectly through any third party. Bribery occurs when you offer, pay, seek or accept an improper payment, gift or advantage to influence a business or governmental outcome or decision.

Our Legal & Compliance Team and Audit Committee ensure that we conduct our business in compliance with all the relevant anti-bribery and anti-corruption legislation, including the UK Bribery Act of 2010, the Canadian Corruption of Foreign Public Officials Act (CFPOA), the US Foreign Corrupt Practices Act (FCPA), and anti-bribery and anti-corruption local laws.

We require our Suppliers to comply with our ABC Policy. In addition, we have an anti-bribery and anti-corruption clause in all our supplier contracts and undertake third-party due diligence as part of our supplier onboarding and contract renewal process.

## Suppliers key responsibilities



- ✓ Comply with applicable laws and regulations regarding bribery, corruption, fraud and other prohibited business practices.
- ✗ Do not accept or receive any improper advantage in order to allocate business or other advantages.
- ✗ Do not tolerate bribery or corruption of any kind, including facilitation payments.



## ANTI-BRIBERY & ANTI-CORRUPTION POLICY

[Click here to view policy](#)



# Social responsibility

## Sustainability and community

Local communities are at the heart of our operations and are fundamental to our day-to-day work.

Endeavour believes that our mines can serve as a positive catalyst and foster long-term economic development and social benefit. We also support the United Nations Sustainable Development Goals (SDGs) and strives to make a meaningful contribution to their achievement.

We are committed to building strong relationships through effective and respectful community engagement. In our interactions with our host communities, we respect and promote human rights, including cultural heritage, customs, and established rituals.

We foster resilient and self-sustaining communities through collaborative partnerships, empowering individuals with the necessary skills and knowledge to thrive. We support a range of community development initiatives, with a special focus on education, vocational training, healthcare and sustainable income-generating projects.

We expect our Suppliers to respect the communities where they operate and the human rights of the community members.

Suppliers should give preference to local workforce, goods and services where possible. In addition, Suppliers should assess and mitigate any negative impacts their work may have on local communities and individuals.

We also encourage our Suppliers to sponsor and undertake community initiatives in coordination with us.

### Suppliers key responsibilities



- ✓ Strive to advance socioeconomic development of local communities by supporting local organisations and source locally when possible.
- ✓ Engage with local communities and take responsibility for local needs and expectations in operations.
- ✓ Take steps to prevent negative effects on local communities while encouraging positive opportunities.



#### MORE INFORMATION

Click here to visit our ESG Reporting Centre or to read our annual Sustainability Reports





## Have an idea to make positive impact to a community?

Endeavour strongly promotes community partnership opportunities with supply chain partners and encourages suppliers to make proposals in this area. Get in touch with us to discuss your idea.

## United Nations Sustainable Development Goals

We support the United Nations Sustainable Development Goals (SDGs) and strive to make a meaningful contribution to their achievement.

Our approach to sustainability management and community development aligns with the expectations of the SDGs. While we recognise the importance of all 17 SDGs, we have focused on the following ten goals, which we believe are most relevant to our business and where we can have the biggest impact.



**End poverty in all its forms everywhere.**



**End hunger, achieve food security and improved nutrition and promote sustainable agriculture.**



**Ensure healthy lives and promote well-being for all at all ages.**



**Ensure inclusive and quality education for all and promote lifelong learning.**



**Achieve gender equality and empower all women and girls.**



**Ensure access to water and sanitation for all.**



**Ensure access to affordable, reliable, sustainable and modern energy for all.**



**Promote inclusive and sustainable economic growth, employment and decent work for all.**



**Take urgent action to combat climate change and its impact.**



**Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.**



# Conflicts of interest



We must avoid any situations that may give rise to, or even appear to be, a conflict of interest. All business decisions must be made objectively, free from personal favouritism and based upon a good faith.

We require our Suppliers to take steps and manage actual or perceived conflicts of interest when working with Endeavour. Suppliers must declare their ultimate beneficial owners and directors of their company. Any actual or potential conflict of interest must be reported and managed in a transparent manner.

## Suppliers key responsibilities



- ✓ Avoid conflict of interest with their obligations to Endeavour and disclose any potential or actual conflict of interest.
- ✗ Disclose your beneficial owners during the due diligence process.



# Gifts, entertainment & hospitality



We must exercise sound judgment and moderation when exchanging business courtesies.

Endeavour will not offer any gifts or other favours to its Suppliers as this could be perceived to gain unfair advantage. We therefore expect our Suppliers to not offer any gifts to Endeavour employees except for promotional items of minimal value.

Hospitality and entertainment such as meals can be offered under the condition there is a clear business reasons and the costs are kept within reasonable limits as per our Gifts, Entertainment and Hospitality Procedure.



## Suppliers key responsibilities

- ✓ Avoid offering gifts, entertainment and hospitality to Endeavour employees.
- ✗ Never offer or receive gifts, entertainment or hospitality in connection with a contract bidding or contract renewal.



**ENDEAVOUR IS GENUINELY  
COMMITTED TO DOING  
BUSINESS IN A SAFE, ETHICAL,  
SOCIALY RESPONSIBLE AND  
SUSTAINABLE MANNER**

**THIS EXTENDS TO OUR  
SUPPLIERS, WHO ARE VITAL  
CONTRIBUTORS TO THE  
SUCCESS OF OUR BUSINESS**



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