

GROUP PROCUREMENT POLICY

1. Introduction

Endeavour Mining plc (together with its subsidiaries, referred to as “**Endeavour**”) recognises the need for a Procurement Policy which outlines Endeavour’s commitment to responsible and sustainable procurement practices. This Procurement Policy (the “**Policy**”) serves as a guiding framework for the procurement process, supplier selection, and ensuring compliance with ethical and sustainability standards.

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. This includes a commitment to implement the Responsible Gold Mining Principles and adhering to the best practices in Environmental, Social, and Governance (ESG) standards.

2. Application of this Policy

This Policy applies to Directors, officers, employees, consultants, contractors, sub-contractors and agents (together, referred to as “**Relevant Stakeholders**”) of Endeavour. It governs all the procurement activities within Endeavour, including supplier selection, contract awards, and ongoing supplier management. Additionally, it covers all employee hiring and management. The Policy applies across all sites owned and operated by Endeavour throughout the entire lifecycle of a mining operation, from exploration and discovery to construction, operation, and closure.

3. Scope of the Policy

Endeavour is dedicated to maintaining transparent procurement processes that promote the development of the regions in which it operates. It is committed to:

- maintaining the highest standards of ethical conduct, transparency, and integrity in all procurement activities, with zero-tolerance policy for bribery, corruption, or any other unethical practices. This expectation extends to all Stakeholders.
- practicing sustainable procurement to minimise environmental impacts from Endeavour’s supply chain and contribute positively to the communities in which we operate.
- ensuring compliance with all applicable laws and regulations as a fundamental principle of Endeavour’s procurement process.
- conducting rigorous supplier selection and due diligence to ensure potential suppliers meet ethical, environmental, and social standards, including assessing their alignment with ESG commitments.
- prioritising local suppliers by giving preference to local suppliers and service providers when sourcing goods and services required for mining operations, provided they meet acceptable standards of quality, cost, and timeliness.
- documenting all procurement transactions in accordance with established policies and procedures to ensure transparency and accountability.





- evaluating and awarding contracts objectively by basing supplier selection on objective criteria, including ethical conduct, quality, cost, and adherence to sustainability standards.
- actively managing supplier relationships by fostering collaboration, communication, and continuous improvement by actively managing relationships with suppliers.
- engaging in gender-sensitive procurement to ensure women-owned suppliers are given fair access to supplying opportunities, including through proactive and transparent communication of procurement processes and opportunities, and targeted communications to women-owned suppliers.
- monitoring supplier performance and ensuring supplier compliance with contractual obligations and sustainability commitments and preparing regular reports to assess progress.
- requiring suppliers to undergo training on human rights principles and other ethical practices to ensure compliance with Endeavour’s policies and international standards.
- establishing a robust monitoring and auditing system to ensure compliance with this Policy.
- reporting on Endeavour’s procurement practices in annual sustainability reports, following the guidelines of the Global Reporting Initiative (GRI), International Sustainability Standards Board (ISSB), the Mining Local Procurement Reporting Mechanism (LPRM), and other relevant standards where applicable.

4. Roles and responsibilities

The Senior Vice President Supply Chain, with the support of the Executive Committee, will oversee compliance with this Policy and will allocate the required resources to ensure its successful implementation.

5. Review and amendment of the Policy

This Policy will be reviewed and evaluated on an annual basis to determine its efficacy and will also be adapted where determined to be appropriate by the Executive Committee.

Last Approved:
6 March 2025

Approved by:
The Executive Committee
Endeavour Mining plc