

HUMAN RIGHTS POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”) respects all internationally recognised human rights, and this forms an essential part of our ethos.

We are committed to respecting, protecting, supporting and, where possible fulfilling the human rights of all individuals impacted by our operations, including communities affected by our projects and our **Relevant Stakeholders** (as defined below), and to treating them fairly and with dignity.

This Policy should therefore be read in conjunction with Endeavour’s 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 (together, referred to as “**Relevant Stakeholders**”) and covers all sites owned and managed by the Group across the life cycle of a mining operation, from exploration and discovery through to construction, operation, closure and rehabilitation.

This Policy reflects the standards to which Endeavour expects its Relevant Stakeholders to adhere when acting on the Group’s behalf. All consultants, contractors and agents are provided with or directed to a copy of this Policy and all agreements with consultants, contractors and agents includes a provision that the consultant, contractor, agent must comply with this Policy at all times.

Endeavour has established a Supplier Code of Conduct (available on the Group’s website), which requires suppliers to comply with the Policy, and the relevant related provisions outlined in their supply contracts, and expects them to ensure that their own suppliers also comply.

3. Scope of the Policy

The Group strives to achieve no breaches of human rights, and this Policy sets clear expectations for all our Relevant Stakeholders on how to respect human rights in their daily work. We have zero tolerance for human rights violations wherever we operate.

Our approach is informed by international recognised standards and frameworks including the International Bill of Human Rights, the United Nations’ Guiding Principles, the International Labour Organization’s fundamental principles, the OECD Guidelines for Multinational Enterprises, the Voluntary Principles on Security and Human Rights, as well as our membership of the World Gold Council and our commitment to upholding the Responsible Gold Mining Principles.

3.1 Our commitment

The key principles guiding our approach are:

- We identify and prioritise the most salient human rights issues that are at the greatest risk of adverse impact through our operations and business relationships: labour, hazardous waste, water, security, resettlement, artisanal and small-scale gold mining, and operational impacts (dust, noise, and vibration).
- We strive to contribute positively to the welfare of the local communities in which we operate by building mutually beneficial relationships while minimising any adverse social and human rights impacts from our activities.
- We respect the health and well-being of our host communities and recognise their entitlement to sanitation and clean drinking water, their rights relating to land and natural resources ownership and/or use, and their right to a sustainable environment that is healthy, clean and safe.
- We value and respect the resources, values, religious beliefs, traditions including livelihoods, and cultures of the communities in which we operate, and we recognise the particular importance of upholding the rights of socially marginalised and vulnerable individuals and groups (e.g. women, children).
- We strive to ensure that any resettlement activities associated with our operations are conducted in a manner that respects the rights, dignity, and livelihoods of affected communities.
- We uphold the right to freedom of expression, conscience, religion, thought, belief, and opinion. We do not permit hate speech and incitement at any of our operations.



- We do not tolerate discrimination on the basis of age, race, religion, gender, sexual orientation, disability, national, ethnic or social origin, or any other potential factor of difference.
and aim to foster a productive workplace free from harassment and discrimination, in which the dignity of each individual is fully respected. See our Harassment Prevention Policy and Diversity Policy for further information.
- We have zero tolerance for sexual exploitation and abuse, including the purchase or solicitation of sexual services, in any context related to our operations. Relevant Stakeholders are expected to uphold this standard both in the workplace and in interactions with local communities.
- We commit to uphold the principle of Free, Prior and Informed Consent (FPIC) and to supporting the rights of indigenous peoples.
- We recognise, respect and comply with all applicable labour, child labour, modern slavery and employment laws, and we insist that our contractors (and their contractors) meet the same standards. These include, but are not limited to prohibitions on child labour, forced labour, discriminatory behaviour, human trafficking and all forms of modern slavery, as well as recognition of the rights of freedom of association and collective bargaining, without interference, fear of retaliation or restrictions on which union representation employees

choose. For more information see our [Supplier Code of Conduct Handbook](#).

- We commit to ensuring safe working conditions and environments for all employees and contractors as per Endeavour's Safety and Health Policy.
- We support, implement, and promote the Voluntary Principles on Security and Human Rights ("VPSHR"). We expect and insist that human rights are respected by any security personnel operating at our sites. We train our security employees and private security contractors on the VPSHR, and we clearly communicate our expectations when engaging with public security.
- We have adopted the Conflict Free Gold Standard to ensure that all our gold has been extracted 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. We publish a Conflict Free Gold Report annually.
- We commit to conducting regular risk assessments and audits to identify and address potential human rights violations across our operations and supply chains.

3.2 Our approach

- We comply with all applicable laws, regulations, relevant industry standards, and all other compliance obligations that we subscribe to relating to human rights.
- Our approach to human rights is overseen by the Board of Directors, with an appropriate governance framework in place across the Group. It is the responsibility of everyone working at Endeavour to apply our principles on a daily basis.
- We identify our potential human rights impacts through a variety of methods, including environmental and social impact assessments, health and safety risk assessments, supplier due diligence, grievance and corporate whistle-blower mechanisms, security risk assessments, and general stakeholder engagement processes. In addition to identification, we take steps to prevent and mitigate any potential or actual adverse human rights impacts that we may cause or contribute to through our own activities, or which may be directly linked to our operations through our business relationships.
- We regularly conduct human rights due diligence to identify, prevent and mitigate human rights risks and impacts across our business during all stages of project development.
- We regularly review and assess the most salient human rights issues in consultation with Relevant Stakeholders and in accordance with international human rights frameworks, such as the United Nations Guiding Principles.
- We invest in training and awareness raising for our Relevant Stakeholders on human rights, including this Policy and our expectations and commitments.
- We solicit feedback from and engage with project-impacted communities and our Relevant Stakeholders on human rights related aspects of, and impacts from, our activities.



- In the event that our operations cause negative human rights impact on project-impacted communities or our Relevant Stakeholders, we have appropriate grievance mechanisms to ensure concerns are addressed in an accessible, transparent and equitable manner. We are committed to remedying any such negative impacts that are within our control.

We are aware that human rights risks and challenges may change. This Policy (and any internal procedures driven by it) is intended to be organic and evolve in accordance with our knowledge of human rights issues in the communities in which we operate.

We believe in building genuine relationships based on mutual respect and trust within the communities in which we operate. We encourage project-impacted communities and our Relevant Stakeholders to engage with the relevant nominated contact persons at our sites should they have any questions or concerns, including in respect of any instances of conduct not aligned with the expectations on conduct and performance set out in this Policy. In the event of any such instances, the Group reserves the right to take any action deemed necessary in line with the expectations and commitments set out in this Policy, including terminating any business relationship.

4. Training and compliance certification

All Directors, officers and employees are required to annually provide a certification of compliance with this Policy. Additionally, employees specified by management must complete human rights training on an annual basis.

5. Implementation

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

Compliance Function, who will report to the Board regarding actions taken to achieve compliance with the principles set out in this Policy and, should they occur, any material instances or breach of this Policy.

6. Reporting violations

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. 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