

SAFETY & HEALTH POLICY

1. Introduction

Endeavour Mining plc (“**Endeavour**”, together with its subsidiaries, the “**Group**”), a global gold producer, places people first and puts the highest priority on safe and healthy work practices and systems.

Our commitment to health and safety is based on creating a “Zero Harm” working environment – we believe that all occupational injuries and illnesses are preventable and recognise healthy and safe work conditions as a human right. This commitment is rooted in our values and underpinned by our Safety and Health policy (the “Policy”), which sets out the minimum standards for the Group in this respect.

This Policy should 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 applies to all Directors, officers, employees, consultants, contractors and agents (together, referred to as “**Relevant Stakeholders**”) of the Group. We expect all Relevant Stakeholders to adhere to the safety and health commitments set out in this Policy across all of Endeavour’s operations.

3. Scope of the Policy

The Group strives to achieve “Zero Harm” in its safety and health performance, which is managed in accordance the following principles:

- We comply with all applicable laws, regulations, relevant industry standards, and all other compliance obligations that we subscribe to relating to occupational health and safety.
- We are committed to establishing a working environment that is conducive to safety and health through the proactive prevention, elimination and reduction of hazards and occupational health and safety risks. The management of occupational health and safety is a prime responsibility of line management, from the executive level to the first line supervisory level, with ultimate oversight from Endeavour’s Board of Directors.
- We promote participation and consultation with Relevant Stakeholders and their representatives to gain their support and engagement in the design, implementation

and evaluation of our occupational health and safety principles, standards and procedures.

- We aim to establish a strong safety culture and empower our people to take responsibility for their own and their colleagues’ safety and health. We participate in inspection and audits, building competence through experience, training and education. We provide grievance mechanisms and encourage our employees and contractors to practise the right to refuse unsafe work.
- We implement safety management systems across all our operations based on internationally recognised standards including ISO45001 and we assess the effectiveness of these systems through periodic audits.
- We educate Relevant Stakeholders and the communities local to our sites on best practices for minimising the risk of contracting industrial or endemic disease.
- We commit to providing all necessary resources, appropriate training and personal protective equipment to our own employees and (where relevant) to contractors, suppliers, and business partners.
- We ensure that our contractors and employees at all levels receive appropriate training and are competent to carry out their duties and responsibilities.
- We monitor the effects of our operational activities on the occupational health and safety of the Relevant Stakeholders, and we will conduct regular internal and third-party performance reviews to ensure the principles of this Policy are being complied with and to assist us with continuous improvement.
- We maintain high standards of occupational health and hygiene and are committed to promoting well-being and healthy living among our Relevant Stakeholders.
- We engage regularly with Relevant Stakeholders and communicate openly on occupational health and safety issues.
- We set realistic and actionable short-, medium- and long-term health and safety performance targets to continually improve workplace health and safety, and we will report annually on our progress against them.
- We publicly report on our performance, actions and initiatives annually against international recognised standards, such as the Global Reporting Initiative.



- We implement and maintain systematic and effective emergency management programme that applies across the life cycle of our assets and activities to effectively prevent, mitigate, prepare for, respond to, and recover from any crisis or emergency event.
- We do not tolerate deliberate breaches of standards and procedures.

4. Implementation

Endeavour's Board of Directors is accountable for ensuring this Policy is implemented effectively and has delegated its oversight to Endeavour's senior management and the Group compliance functions.

5. 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

6. Review and amendment of the Policy

Endeavour's Technical Health & Safety Committee reviews and evaluates this Policy on an annual basis to determine its effectiveness.

Last approved:
4 March 2026

Approved by:
Technical, Health & Safety Committee
Board of Directors of Endeavour Mining plc