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## HUMAN RIGHTS POLICY

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Respect for human rights is an essential part of our ethos at Endeavour Mining Corporation (together with its subsidiaries, the “**Corporation**”) and we are committed to treating all of our stakeholders fairly and with dignity. We strive to contribute positively to the welfare of the local communities in which we operate by building mutually beneficial relationships while minimizing any adverse social and human rights impacts from our activities. This human rights policy (the “**Policy**”) has been adopted for and is intended to act for the benefit of our stakeholders. We consider stakeholders to mean our employees, contractors and the local communities and individuals who live in proximity to our operations.

- We value and respect the resources, values, religious beliefs, traditions and cultures of the communities in which we operate, and we recognise the importance of upholding the rights of socially marginalized individuals and groups.
- We recognise, respect and abide by all applicable labour, child labour, modern slavery and employment laws, and we insist that our contractors meet the same standards. These include 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.
- We will uphold in our operations the right to freedom of expression, conscience, religion, thought, belief and opinion.
- We will not permit hate speech and incitement at any of our operations.
- We are committed to ensuring safe working conditions and environments for all employees and contractors.
- We expect and will insist that human rights are respected by any security personnel operating at our sites through, amongst other things, compliance with the Voluntary Principles on Security and Human Rights. We will strive to increase awareness of those obligations by any contractor security personnel and by security personnel of the relevant sovereign State.
- We will develop metrics to track the adherence to the commitments made in this Policy.
- We will solicit feedback from and engage with stakeholders on human rights related aspects of, and impacts from, our activities.
- In the event our operations cause negative human rights impact to stakeholders, we are committed to establishing appropriate grievance mechanisms that allow concerns to be addressed in an accessible, transparent and equitable manner, and we are committed to remedying such negative impacts as 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 and encourage local stakeholders to engage with the relevant nominated contact persons at our sites should they have any questions or concerns. Additionally, a

whistleblowing hotline has been established to allow such issues to be raised confidentially via the following worldwide call collect/reverse charge number: +1 604-921-6875; or email [endeavourmining@whistleblowersecurity.com](mailto:endeavourmining@whistleblowersecurity.com). Anonymous submission boxes are also available at each mine site to facilitate the reporting of any concerns. A copy of our Whistleblowing Policy is available on our web page at [www.endeavourmining.com](http://www.endeavourmining.com) or may be obtained from the Corporate Secretary.

We will ensure that this Policy is publicly available at each mine site and on the Corporation's website, accessible to all relevant internal and external stakeholders and reviewed annually by the Corporation's Corporate Governance & Nominating Committee to ensure that it is operating effectively.

Last Approved: July 15, 2019

Approved by: Corporate Governance & Nominating Committee  
Board of Directors