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## ENVIRONMENTAL POLICY

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Endeavour Mining Corporation (together with its subsidiaries, the “**Corporation**”) is committed to sustainable development and recognizes that the long-term sustainability of our business is dependent upon good stewardship in both the protection of the environment and the efficient management of the exploration and extraction of mineral resources. Our values and business principles as a Corporation are based on a “zero harm” environmental management performance; they underpin our environmental policy and represent the minimum guidelines for the Corporation in this respect. We will ensure that directors, officers, employees and contractors are aware of this policy as well as the relevant responsibilities which it sets out.

- We will comply with all applicable environmental laws, regulations and requirements.
- We are committed to complying with relevant industry standards relating to the management of environmental risks, including the International Finance Corporation’s (“IFC”) Performance Standards; the IFC and World Bank Environmental, Health and Safety Guidelines; and the International Cyanide Management Code for the Manufacture, Transport and Use of Cyanide in the Production of Gold.
- We are committed to establishing and maintaining management systems to identify, monitor and control the environmental aspects of our activities. Where appropriate, we may require employees to undertake training to ensure they are complying with best industry practices and all applicable environmental laws, regulations and requirements.
- We will ensure that resources are available to meet our reclamation and environmental obligations.
- We will ensure that our employees and contractors carry out their responsibilities in accordance with this Policy, applicable law and the industry standards we are committed to meeting.
- We will work with local representatives in the communities in which we operate to educate the community on the environmental obligations associated with our activities.
- We will conduct audits to monitor, measure and evaluate the effectiveness of our environmental management systems, and will communicate findings to the Safety, Health & Environment Committee of the Board of Directors, and, where appropriate, to external stakeholders. We will strive to increase transparency in our annual public disclosure on environmental matters, particularly those relating to risk management systems in place and mitigation of environmental risk.
- We are committed to transparent communication and consulting with interested and affected parties on environmental aspects of our activities.
- We will work to continually improve our environmental performance over time, including with regard to increasing our energy efficiency and reducing emissions and waste, and to promote sustainable development in the areas in which we operate.
- We recognize the increasing awareness within our industry of climate change and the need to participate in solutions that address the long-term impact of climate change, including where feasible, the reduction of green-house gas emissions. In particular we recognize the sensitivity around water management and water scarcity, where we will aim to constantly improve water

management systems and their efficiency, and to monitor our usage of water resources in our areas of operation.

The Corporation has established a whistleblowing hotline to allow for the confidential reporting of environmental breaches and risks. Persons wishing to make complaints or report concerns on a confidential basis are encouraged to use 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 environmental concerns or near misses.

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.

The Board of Directors of the Corporation will review and evaluate this Policy on an annual basis to determine its efficacy. This Policy will be posted on the Corporation's website at [www.endeavourmining.com/Company/CorporateGovernance](http://www.endeavourmining.com/Company/CorporateGovernance). Additionally, a copy of the policy will be posted at mine sites operated by the Corporation.

Last Approved: March 5, 2020

Approved by: Corporate Governance & Nominating Committee  
Safety, Health & Environment Committee  
Board of Directors