
SAFETY & HEALTH POLICY

Endeavour Mining Corporation (together with its subsidiaries, the “**Corporation**”) places people first on its corporate objectives value-list and puts the highest priority on safe and healthy work practices and systems. Our business principles and policies are based on targeting the achievement of a “zero harm” performance. Our values and business principles on safety and health underpin our safety and health policy and represent the minimum guidelines for the Corporation in this respect. We expect all directors, officers, employees and contractors (“**Responsible Persons**”) to adhere to the safety and health commitments set out in this policy.

- We are committed to complying with applicable occupational health and safety laws, regulations and standards. In the absence of such standards, leading practice will be adopted.
- We are committed to establishing a working environment that is conducive to safety and health.
- The management of occupational safety and health is a prime responsibility of line management, from the executive level to the first line supervisory level.
- We will promote involvement and consultation with employees or their representatives to gain commitment in the implementation of our occupational safety and health principles.
- We will empower our people and their representatives to take responsibility for their own safety and health and that of their colleagues and participate in inspection and audits, training and education, grievance mechanisms, and the right to refuse unsafe work.
- We will ensure that appropriate health and safety training and personal protective equipment is provided to our own employees and (where relevant) to contractors.
- We will educate Responsible Persons on best practices for minimizing the risk of contracting industrial or endemic disease.
- We are committed to providing all necessary resources and personal protective equipment to enable compliance with these principles.
- We will not tolerate or condone deliberate breaches in standards and procedures.
- We will implement safety management systems based on internationally recognized standards and we will assess the effectiveness of these systems through periodic audits.
- We will conduct the necessary risk assessments to anticipate, minimize and control occupational hazards and will promote initiatives to continuously reduce the safety and health risks associated with our business activities.
- We will monitor the effects of our operational activities on the safety and health of our employees and others, and we will conduct regular performance reviews.
- We will communicate openly on safety and health issues with employees and other stakeholders.
- We will ensure that employees at all levels receive appropriate training and are competent to carry out their duties and responsibilities. We will require our contractors to comply with these principles and we will seek to influence joint venture partners to apply them as well.

We have established a whistleblowing hotline to allow for the confidential reporting by Responsible Persons and other stakeholders of health and safety breaches and risks, and unsafe working conditions at our operations. 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. Anonymous submission boxes are also available at each mine site to facilitate the reporting of any health and safety concerns or near misses.

A copy of our Whistleblowing Policy is available on our web page at 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.

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
Board of Directors