



Modern Slavery Statement 2024

For the fiscal year ending 31 December 2024



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Introduction

About this statement

This Modern Slavery Statement (the “**Statement**”) is a joint statement, made in accordance with the UK Modern Slavery Act 2015 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. It covers Endeavour Mining plc and its subsidiaries (hereinafter referred to as “**Endeavour**” or the “**Group**”). All of the entities constituting the Group are governed by the same policies and procedures and the Statement provides a comprehensive overview of the collective measures undertaken by the Group to combat modern slavery across the jurisdictions in which it operates mines or maintains offices.

This is our sixth Statement under the UK Modern Slavery Act 2015 and our second under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

This Statement outlines our commitment to identifying, assessing and addressing modern slavery risks across our operations and supply chain during 2024, as well as the progress we have made throughout the year. Furthermore, the Statement outlines the measures we intend to implement in 2025. It is intended to provide our investors, stakeholders and other interested parties with a transparent and comprehensive overview of the actions we have taken and progress we have made in our efforts to combat modern slavery. For the purposes of this Statement, we consider stakeholders to mean our employees, contractors, suppliers, local communities and business partners.

This Statement has been approved by the Board of directors of Endeavour Mining plc.

Introduction

Message from the CEO

This is the second year we are publishing a joint statement under UK and Canadian modern slavery legislation. It reflects our continued efforts to enhance transparency, demonstrate progress and embed respect for human rights more deeply into our business practices.

Endeavour maintains a zero-tolerance approach to modern slavery and all forms of human rights abuses.

We do not tolerate child labour, forced, compulsory or bonded labour, human trafficking, or any other form of slavery in our operations and actively seek to identify, prevent and address these practices from our operations and our supply chains.

Modern slavery is a complex and evolving issue that affects millions of people worldwide. As a company with operations in high-risk geographies and a broad network of suppliers, we recognise our potential exposure to modern slavery risks. In response to this, we are continuously working to strengthen our systems, educate our employees and suppliers, and improve transparency.

This Statement outlines the actions we have implemented in 2024 and highlights our evolving strategy and commitment to continuous improvement.

Looking ahead, our key focus for 2025 is to continue maturing our approach, particularly in West Africa, where our mining operations intersect with higher risk environments. This includes further evaluating the effectiveness of our current approach and aligning with evolving regulatory expectations and industry best practices. We are continuing taking a more in-depth review at the modern slavery risks relevant to Endeavour and the broader mining industry, and we have started tracking several key indicators to better understand our progress and the effectiveness of our controls.

We recognise that tackling modern slavery is a complex undertaking that requires sustained, long-term effort and collaboration. Endeavour remains dedicated to playing an active role in the global effort to eliminate modern slavery.

Ian Cockerill

Chief Executive Officer



Our objective remains clear – to continuously strengthen our approach and actions towards eradicating the potential for modern slavery across all facets of our business.”

Ian Cockerill

Chief Executive Officer



Highlights and what we aim to achieve in 2025

2024 highlights

✓ **Zero substantiated reports of modern slavery abuse were identified in our operations or supply chain.**

✓ **Published our annual assured Conflict Free Gold Standard Report.**

We published our fourth externally assured Conflict Free Gold Report, covering our performance for the fiscal year 2024. As a committed member of the World Gold Council (WGC), Endeavour continues to align with the Conflict Free Gold Standard which provides a rigorous framework to ensure that 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. The report reaffirms our ongoing commitment to responsible gold mining and transparent, ethical practices across all of our operations.

✓ **Conducted modern slavery online training across our business.**

We continued to roll out our modern slavery training programme across the business. The training is designed to equip employees with a clear understanding of what constitutes modern slavery, how to recognise potential indicators of modern slavery and the appropriate steps to report concerns. Delivered annually, the modern slavery training remains a key part of our strategy to raise awareness, strengthen internal vigilance and is mandatory for all employees. In 2024, the completion rate achieved was 93%.

✓ **Developed and rolled out updated Code of Business Conduct & Ethics online training covering human rights.**

We implemented an employee training programme on our Code of Business Conduct & Ethics for Endeavour employees in sensitive positions. The training included a dedicated section on human rights, with a 94% completion rate achieved.

✓ **Rolled out human rights awareness campaign in our host countries.**

We conducted human rights awareness training with our host communities. We developed a dedicated presentation and trained seven Social Performance Managers on key human rights concepts. Subsequently, these managers facilitated training sessions for more than 940 local stakeholders across our mining sites.

✓ **New Investigations Procedures to complement Whistleblower reporting.**

During 2024, we developed and implemented an investigation procedure to complement Whistleblower reporting, ensuring that all matters reported are elevated to and addressed at the appropriate level through a clear process.

✓ **Updated our standard contract template terms and conditions to include a requirement that all suppliers agree to comprehensive audit rights.**

We updated our standard contract template terms and conditions to include a requirement that all suppliers agree to comprehensive audit rights with respect to human rights. This commitment reinforces our dedication to responsible sourcing and ethical business practices throughout our supply chain.

✓ **Developed and adopted Local Procurement and Local Content Policies**

In 2024, we developed and adopted Local Procurement and Local Content Policies. Under these policies, we prioritise local suppliers and commit to engaging in gender-sensitive procurement to ensure women-owned suppliers are given fair access to opportunities.

✓ **Designated Compliance Champions across our sites and offices – playing a key role in promoting a strong culture of compliance.**

Each mine site and office have a designated Compliance Champion, selected for their commitment to ethics and integrity. These Compliance Champions serve as a vital link between the Legal Compliance Team and the wider business, helping to raise compliance awareness across the organisation. Their responsibilities include identifying potential compliance issues and ensuring any concerns are reported appropriately. Their presence ensures that compliance remains an active, visible part of daily operations.

2025 targets

In 2025, Endeavour plan to build on previous efforts to embed stronger safeguards against modern slavery and human trafficking within both its operations and those of its supply partners. This year we are prioritising a set of strategic actions aimed at enhancing transparency and accountability across our value chain as well as assessing the effectiveness of the current controls.

As part of our ongoing efforts, certain 2024 objectives that required extended timelines will continue as key priorities in 2025:

- 🎯 Carrying out on-site observations to detect any potential indicators of modern slavery practices.
- 🎯 Rolling out modern slavery self-assessment questionnaires to key suppliers to better understand and address potential vulnerabilities as part of our Supplier Code of Conduct online training.

In addition to this, we also aim to:

- 🎯 Conduct internal audits of our compliance programme to evaluate its effectiveness and ensure alignment with internal policies and compliance with relevant laws.
- 🎯 Launch Employee Compliance Days in West Africa to raise awareness of compliance (including human rights and modern slavery) across the organisation.
- 🎯 Enhance the modern slavery online training programme.

Our business and supply chain

About Endeavour

Endeavour is a leading gold producer. Ranked among the top 10 globally, Endeavour is strategically positioned in one of the largest and most prospective gold producing regions, with five producing mines located in Burkina Faso, Côte d'Ivoire and Senegal and a strong portfolio of advanced development projects and exploration assets in the highly prospective Birimian Greenstone Belt.

Endeavour is incorporated in the UK and is listed on the London and Toronto stock exchanges under the ticker symbol "EDV". As at 31 December 2024, the Group employed 5,126 employees and 8,365 contractors, the majority work on our mine sites in West Africa.

Endeavour produces traceable gold doré bars, which are refined into London Good Delivery gold by an accredited London Bullion Market Association (LBMA) refiner. In 2024, our refining contract was with Metalor Technologies, a Swiss based refiner of precious metals, a certified member of the LBMA and the Responsible Jewellery Council, and a Fairtrade Certified Trader. We do not purchase gold from other producers or artisanal or small-scale miners. Once refined, the gold is sold to market participants, who take responsibility for its onward distribution to industry users, predominantly in the banking, jewellery, electronics, and medical equipment sectors.

We have adopted the WGC's Conflict-Free Gold Standard, and each year we publish an externally assured Conflict Free Gold Standard Report, in accordance with Responsible Gold Mining Principle (RGMP) 5.4.

Respect for internationally recognised human rights is an essential part of our ethos at Endeavour, and we are committed to treating all of our stakeholders fairly and with dignity, as defined in the United Nations (UN) International Bill of Human Rights, and to respecting those rights wherever we operate.



CONFLICT FREE GOLD STANDARD REPORT

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view the Report](#)



Our business and supply chain

Our supply chain

Operating across diverse jurisdictions and complex supply networks, Endeavour acknowledges its increased responsibility to protect human rights and help prevent modern slavery. Our commitment to ethical and sustainable business practices extends beyond our own operations into every layer of our supply chain.

The nature and extent of modern slavery means that there is a risk that modern slavery practices may be linked to Endeavour. We recognise that while our internal controls and employment practices effectively manage risks within our operations, the potential risk for modern slavery practices persists, particularly within our supply network and third-party contractors. We try to mitigate this risk as set out in this Statement.

In 2024, we have continued to strengthen our supply chain governance, building on the foundation of previous years.

Our third-party due diligence programme (further information provided below) is one of the mechanisms through which we manage modern slavery and human rights risks in our supply chain. We do not engage suppliers who are known to or suspected of being involved in modern slavery or human trafficking.

All our suppliers, contractors and their sub-contractors are required to operate in alignment with our values, including by subscribing to our Supplier Code of Conduct. Our contractual obligations explicit mandate adherence to our ethical principles, including:

- The elimination of all forms of modern slavery and human trafficking
- Respect for internationally recognised human rights standards
- Safe and fair working conditions
- Transparent and responsible business practices

Endeavour also includes a robust modern slavery clause in all its standard contracts. This clause demands a firm commitment from suppliers and their employees to actively combat slavery and human trafficking and ensuring that their entire supply chain remains free from all forms of modern slavery.

These expectations are clearly communicated through our tender documentation, supplier onboarding processes, and contractual agreements.

We conduct regular audits of our key suppliers to assess their adherence to our Supplier Code of Conduct. These audits are designed to ensure that our suppliers align with our ethical standards and business principles.

As of 2024, the requirement for comprehensive audit rights is now expressly set out in all new supplier agreements. This allows us to verify compliance and hold our partners accountable to the commitments they make.

We support local economies through our procurement strategy, which favours in-country and regional sourcing wherever feasible. This approach amplifies our positive economic footprint by creating jobs and building supplier capacity. Additionally, we support transparent disclosure of our annual procurement spend, which is published in our annual and sustainability reports. We also disclose against the Local Procurement Reporting Mechanism. The majority of our key supplies are sourced from either in-country or regional African countries. To support this, in 2024 we developed and adopted Local Procurement Policy and Local Content Policy.

As we move forward, we aim to continue to improve our processes and work more closely with our suppliers. Endeavour's goal is to build a strong, fair, and inclusive supply chain that respects human rights and supports the communities where we operate.



SUPPLIER CODE OF CONDUCT

Click here to
view the Code

Identifying and addressing modern slavery risks

How is Endeavour exposed to modern slavery

Endeavour remains dedicated to working closely with its stakeholders to proactively identify and mitigate the risks related to modern slavery associated with its operations. This includes recognising the ways in which our business activities and supply chains may directly or indirectly be linked with instances of modern slavery.

Risks of modern slavery in our operations and supply chain

Key risk factors	Description	How we reduce the risk (see further under the section How We Address Modern Slavery Risks)
High Risk Geographies	Endeavour operates in countries located in high-risk geographies, characterised by heightened conflict and corruption. Such environments pose an increased risk of modern slavery, which could potentially affect Endeavour.	<ul style="list-style-type: none"> • Conflict Free Gold Report • Focus on community relations • Policies & Procedures • Speak Up (whistleblower hotline) • Training & Awareness • Compliance Champions
Vulnerable Populations	Endeavour may interact with vulnerable population directly, or indirectly through its supply chain. Vulnerable populations include individuals whose characteristics render them more to harm, such as migrant workers, minorities, those from linguistically diverse backgrounds, as well as women who are at heightened risk of exploitation.	<ul style="list-style-type: none"> • Code of Business Conduct & Ethics • Policies & Procedures • Community and Employee grievance procedures; community engagement • Speak Up (whistleblower hotline) • Supplier Code of Conduct • Training & Awareness • Compliance Champions
High Risk Business Models	Working with contractors can be considered as a high-risk business model. We have a high number of contractors and the majority of the contractors within Endeavour are involved in mining related activities, as three out of our five mines use contract mining. This may reduce the transparency into labour practices between Endeavour and the workforce and which may in turn affect the ability to identify and manage labour risks.	<ul style="list-style-type: none"> • Contracting safeguards (including due diligence) • Policies & Procedures • Community grievance procedures and community engagement • Speak Up (whistleblower hotline) • Suppliers Audit • Supplier Code of Conduct • Training & Awareness • Compliance Champions • Monthly meetings on site with key contractors for performance review and compliance with Endeavour's policies, including our Supplier Code of Conduct.
High Risk Industry	The mining industry itself is considered as high risk for modern slavery – both within its business operations and throughout its supply chains.	<ul style="list-style-type: none"> • Contracting safeguards (including due diligence) • Code of Business Conduct & Ethics • Policies & Procedures • Risk Assessments • Community and Employee grievance procedures • Speak Up (whistleblower hotline) • Supplier Code of Conduct • Training & Awareness • Compliance Champions • Audit

How we address modern slavery risks

We continue to manage modern slavery risks as an integral part of our human rights framework. This approach is guided by international instruments such as 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 VPSHR, the UN Global Compact as well as our membership of the WGC and our commitment to implement the RGMPs.

Identifying and addressing modern slavery risks

Policies

Endeavour's commitment to good corporate citizenship, sustainability, respecting human rights and tackling modern slavery is set out in a series of policies, procedures and management standards. All our policies are available in both English and French and are published on our website, our intranet and noticeboards. We actively communicate and explain these policies to all relevant stakeholders to ensure awareness and understanding.

Human Rights Policy

Endeavour continues to use its commercial leverage to eliminate modern slavery and uphold human rights across its supply chain. Our Human Rights Policy, based on international standards and aligned with the RGMPs, sets clear expectations for our stakeholders. Reviewed annually, this policy guides our actions and reinforces our commitment to ethical practices, which we promote through ongoing stakeholder engagement.

Human Resources Standards

Endeavour has adopted Human Resources procedures and frameworks to ensure we meet our human rights commitments and to identify any potential human rights risks related to our employees.

We have a well-established recruitment process including background checks and references, such as identification and visa checks.

Code of Business Conduct and Ethics

In 2024, we updated our Code of Business Conduct and Ethics to better reflect our purpose, values and the high standard we expect in how we conduct business. The Code of Business Conduct and Ethics provides a clear framework for how we should conduct our business.

We respect the human rights of all our stakeholders and have a zero-tolerance approach to modern slavery, forced labour and child labour. We actively work to ensure that our supply chains comply with the international human rights standards and that we do not cause, and are not complicit in, human rights abuses, either directly through our activities or through our business relationships.

Supplier Code of Conduct

The Supplier Code of Conduct is intended to govern the conduct of Endeavour's suppliers and contractors, as well as their own subcontractors, by outlining ethical standards aligned with the expectations set out in Endeavour's Code of Business Conduct and Ethics

Whistleblowing Policy

We encourage and support our stakeholders to report concerns. The Whistleblower Policy and its related procedures set out our approach for handling and investigating whistleblower matters. We maintain a confidential and anonymous internet platform and telephone line as described in further details in this Statement.

Local Procurement and Local Content Policies

These policies, prioritise sourcing from local suppliers and promote gender-sensitive procurement practices to ensure fair access to opportunities for women-owned businesses.



Modern Slavery is a global problem, affecting millions of men, women and children every day."



HUMAN RIGHTS POLICY

Click here to view the Policy



CODE OF BUSINESS CONDUCT AND ETHICS

Click here to view the Code



SUPPLIER CODE OF CONDUCT

Click here to view the Code



WHISTLEBLOWING POLICY

Click here to view the Policy



Due diligence process

Endeavour's personnel must use commercially reasonable efforts to ensure suppliers and contractors are engaged on Endeavour's standard terms, which embed these human rights and modern slavery standards and obligations.

As part of its standard supplier onboarding process Endeavour conducts its due diligence utilising a third-party database tool to screen all stakeholders, in order to identify any high-risk third parties. We screen our suppliers against sanctions, law and regulatory enforcements and politically exposed person (PEP), to identify red flags for money laundering, counter terrorist financing and PEP risks. All third parties are required to answer a questionnaire that includes questions relating to human rights compliance and the use of forced, coercive or child labour.

Endeavour's third-party due diligence programme also aims to ensure that our third-party relationships are consistent with our values and business principles.

Identifying and addressing modern slavery risks



Feedback from our stakeholders helps us identify and mitigate modern slavery risks in our supply chains. Endeavour maintains a groupwide anonymous and independent whistleblower system. The Chair of the Audit and Risk Committee, in collaboration with the Legal Compliance Team is responsible for ensuring that prompt, effective and appropriate action is taken in response to any reports of suspected violations.

Endeavour actively promotes the whistleblower system by referencing it in its policies and training employees at all its offices and mining sites annually on how to use the system. English and French language posters with the email address and the toll-free number of the compliance hotline are displayed in the places where our stakeholders work.

We report on human rights-related grievances to the Board Audit and Risk Committee as part of our quarterly whistleblower reporting mechanism. In 2024, Endeavour received no reports related to modern slavery. We do not tolerate retaliatory action against any individual for reporting potential misconduct in good faith; nor do we tolerate abuse of the whistleblower system by fictitious or vexatious complaints.

Whistleblower Investigation Procedure

In 2024, Endeavour implemented a new Whistleblower Investigation Procedure to complement the whistleblower reporting.

Employee and Community Grievance Policies

Endeavour has an established Employee Grievance Policy. Providing an effective community grievance mechanism is an important element of our community stakeholder engagement approach. We have a grievance mechanism in place at each of our mines and ensure it is easily and readily accessible for our community stakeholders.

Training

Raising awareness and educating our employees is crucial to preventing any involvement in modern slavery and human rights abuses. We conduct annual human rights training where employees are trained on Endeavour's Human Rights Policy. We conduct a comprehensive modern slavery training programme for our employees, equipping them with the knowledge to identify signs of modern slavery, report concerns, and adhere to expected ethical standards. The modern slavery training is mandatory and is conducted on an annual basis. In addition, we regularly train our top suppliers on modern slavery and human rights as part of our training on our Supplier Code of Conduct.

In 2024 we launched an employee training programme on our Code of Business Conduct and Ethics for Endeavour employees in sensitive positions. The training included a dedicated section on human rights. The Code of Business Conduct and Ethics training is mandatory and will be conducted on an annual basis.

As part of our ongoing Supplier Code of Conduct education efforts, we consistently train our key suppliers on modern slavery and human rights. These initiatives aim to ensure compliance while fostering a shared understanding of ethical and responsible business practices.

Stakeholder engagement

One of our primary community engagement objectives in 2024 was to enhance communication with local stakeholders on human rights – not only by sharing Endeavour's approach to managing our impacts, but also by emphasising the responsibilities of our communities. Through educational initiatives, we aim to ensure that everyone has a clear understanding of human rights and, in alignment with SDG 16, actively engage in discussions on their related responsibilities.



WHISTLEBLOWING POLICY

Click here to
view the Policy



HUMAN RIGHTS POLICY

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Identifying and addressing modern slavery risks



Corporate risk management

Endeavour has a well-established Corporate Risk Management (CRM) framework which is overseen by the Audit and Risk Committee. Risk management at Endeavour means active dialogue and continuous risk identification, assessment, treatment, monitoring and reporting risks. Our risk governance structure provides a mechanism for communication, oversight and guidance on all issues pertaining to risk management by absorbing feedback from our operations, exploration and corporate teams.

While supply chain risk is considered one of Endeavour's principal risks, we believe that by sourcing the majority of our suppliers in-country and employing effective due diligence and engagement approaches, we can maintain a strong, resilient and well-managed supply chain.

Remediation measures

As Endeavour has not identified any instances of forced labour or child labour in our operations or supply chain, nor any loss of income to the most vulnerable families resulting from any measures taken to eliminate the use of forced labour or child labour, we have not taken any remediation measures during the reporting period.

Assessing the effectiveness of our actions

In alignment with the UN Guiding Principles on Business and Human Rights (UNGPs), the UK Modern Slavery Act, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, we are committed to evaluating the effectiveness of our efforts to prevent and address modern slavery, forced labour, and child labour across our operations and supply chains.

Modern Slavery is often a hidden and complex risk making it critical to not only implement strong controls but also track to understand if those controls are effective. In 2024, we began formalising our monitoring and started tracking several key indicators to better understand our progress. The following table outlines the indicators we began tracking in 2024 as part of this evolving process. Where data is not yet available, efforts are underway to capture and report these figures in 2025 and beyond.

Focus Area	Indicator	2024
Employees	Completion rate – Modern Slavery Online Training	93%
Third Parties	Number of third parties where modern slavery was identified as part of the due diligence process	0
Suppliers	Number of suppliers completing Modern Slavery Self-Assessment	To be introduced in 2025
Whistleblower Reporting	Number of modern slavery incidents reported	0
Modern Slavery Site Observations	Number of modern slavery incidents reported	To be introduced in 2025



Statement Review

Signature

This Statement was approved by the Board of directors of Endeavour Mining plc on 30 April 2025.

Signed by:

Ian Cockerill
Chief Executive Officer
Endeavour Mining plc

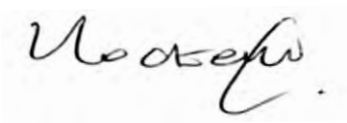
In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

Full name: Ian Cockerill

Title: Chief Executive Officer

Date: 30 April 2025

Signature:



"I have the authority to bind Endeavour Mining plc"



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