

SUSTAINABILITY POLICY

At Endeavour Silver we find, build, and operate quality mines in a sustainable way to create real value for stakeholders. Our goal is to become a premier silver producer in the mining sector. By continually improving what we do and how we do it, we aim to make a positive difference in people's lives.

Corporate sustainability at Endeavour means more than just conducting our business in an ethical manner. We adopt the Dow Jones Sustainability Index definition of Corporate Sustainability, which states *"Corporate Sustainability is a business approach that creates long-term value by embracing opportunities and managing risks deriving from economic, environmental and social developments"*.

Our Sustainability Framework is structured under five pillars and those support the UN Sustainable Development Goals (SDGs). In our pillars we are committed to:

Safety and Health

- Provide rigorous safety standards; procedures and training to ensure our employees work in a safe and healthy manner. (See [H&S policy](#))

Economic

- Create economic value for its shareholders
- Improve the standard of living for all of our business partners, employees, and the communities in which we work.
- Provide local employment, prioritizing local recruitment and local suppliers

Our People

- Provide a work environment free of discrimination, and that follows human rights and diversity principles. (see [Code of Business Conduct and Ethics](#) and [Diversity Policy](#))
- Promote gender equality in opportunities and working conditions
- Provide training and professional development opportunities to our employees

Communities

- Consult with local communities or indigenous groups to identify effective development initiatives that respond to their own needs.
- Support local people, communities and indigenous groups whenever possible to create benefits for all with initiatives that lead to prosperity in the long term (see [Community Investment Policy](#))
- With local laws and traditions, follow a culturally appropriate consultation process to seek a free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects
- Establish grievance mechanisms, based on international best practices

Environment

- Mitigate the impacts of mining on the environment by establishing best practices. (see [Environmental Protection Policy](#))

Endeavour Silver will provide the necessary resources to comply with the commitments of this policy, which will be periodically reviewed, updated and disseminated amongst employees, contractors and interested stakeholders.