ENDEAVOUR MINING

SUSTAINABILITY REPORT 2019

CAUTIONARY NOTE ON FORWARD-LOOKING STATEMENTS

This Report contains "forward-looking statements" including but not limited to, statements with respect to Endeavour's plans and operating performance, the estimation of mineral reserves and resources, the timing and amount of estimated future production, costs of future production, future capital expenditures and the success of exploration activities. Generally, these forward-looking statements can be identified by the use of forward-looking terminology such as "expects", "expected", "budgeted", "forecasts" and "anticipates".

Forward-looking statements, while based on management's best estimates and assumptions, are subject to risks and uncertainties that may cause actual results to be materially different from those expressed or implied by such forward-looking statements, including but not limited to: risks related to the successful integration of acquisitions; risks related to international operations; risks related to general economic conditions and credit availability, actual results of current exploration activities,

unanticipated reclamation expenses; changes in project parameters as plans continue to be refined; fluctuations in prices of metals including gold; fluctuations in foreign currency exchange rates, increases in market prices of mining consumables, possible variations in ore reserves, grade or recovery rates; failure of plant, equipment or processes to operate as anticipated; accidents, labour disputes, title disputes, claims and limitations on insurance coverage and other risks of the mining industry; delays in the completion of development or construction activities, changes in national and local government regulation of mining operations, tax rules and regulations and political and economic developments in countries in which Endeavour operates. Although Endeavour has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such statements will prove to be accurate, as actual results and future events could

differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking statements. Please refer to Endeavour's most recent Annual Information Form filed under its profile at **sedar.com** for further information respecting the risks affecting Endeavour and its business.

This Report may include certain terms or performance measures commonly used in the mining industry that are not defined under International Financial Reporting Standards ("IFRS"), including "cash operating costs", "all-in sustaining costs" (or "AISC") and "adjusted cash operating costs". Non-IFRS measures do not have any standardized meaning prescribed under IFRS and therefore they may not be comparable to similar measures employed by other companies. The data presented is intended to provide additional information and should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS and should be read in conjunction with Endeavour's consolidated financial statements, available on our **website**.

CONTENTS

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

WELCOME
TO OUR 2019 SUSTAINABILITY REPORT

This is our third annual Sustainability Report reporting on the topics that are most material to our stakeholders and to our business. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards: Core Option.

We have also started integrating the World Gold Council's Responsible Gold Mining Principles into this report and are pleased to have received external assurance on our first Principle, 1.7: Accountabilities and Reporting, see **page 76** for the assurance letter.

Available in English and French, the report covers Endeavour's Group-wide policies, activities and data on our operations. It presents information on our performance for the reporting period January 1, 2019 to December 31, 2019 and provides comparative data for previous years 2018 and 2017.

All financial figures are reported in US$ unless otherwise stated. References to "Endeavour", "the Company", "the Group", "we" and "our" refer to Endeavour Mining Corporation and/or our subsidiaries. This report should be read in conjunction with the Cautionary Statement on the **inside front cover**. A glossary is available on **page 91**.

OTHER REPORTS

This report forms part of our annual reporting suite which is available on our **website**.

ANNUAL INFORMATION FORM

Our annual filing describing our business, including our latest reserve and resource statement, and disclosure on risks that could impact Endeavour's business.

MANAGEMENT INFORMATION CIRCULAR

Outlines information on business to be conducted at the annual general meeting, including our corporate governance practices and executive compensation.

2019 HIGHLIGHTS

ETHICAL BUSINESS

0 REPORTED CASES OF BRIBERY

$100M PAID TO HOST GOVERNMENTS

$627M TOTAL ECONOMIC VALUE DISTRIBUTED TO HOST COUNTRIES

OUR ENVIRONMENT

0 SIGNIFICANT ENVIRONMENTAL INCIDENTS

▼ 22% reduction in GHG emission intensity CO_2-e/oz gold produced

✓ 77% purchased grid electricity generated from renewable energy sources

✓ Scope 3 emissions disclosed

✓ Completed CDP Climate Change questionnaire for the first time

OUR EMPLOYEES

3,726 EMPLOYEES

✓ 75% general managers are West African

✓ 11% women in technical or supervisory roles

✓ 95% site workforce are nationals

OUR COMMUNITIES

1,144 WEST AFRICAN BUSINESSES SUPPORTED

67% OF TOTAL PROCUREMENT SPENT IN-COUNTRY

VALUE **$376M**

HEALTH & SAFETY

▼**30%** REDUCTION IN GROUP AIFR

▼**44%** REDUCTION IN GROUP LTIFR

▼ 5.5% reduction in on-site malaria cases

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

AT A GLANCE

Endeavour is a premier, intermediate gold producer with a solid track record of operational excellence, project development, exploration success and portfolio management in the highly prospective Birimian Greenstone Belt in West Africa.

Endeavour's shares are listed on the Toronto Stock Exchange under the trading symbol EDV and trade over-the-counter on the New York Stock Exchange under the symbol EDVMF.

Its corporate office is located in London, UK with a regional office in Abidjan, Côte d'Ivoire.

KARMA MINE

MALI

NIGER

KALANA PROJECT

HOUNDÉ MINE

BURKINA FASO

GUINEA

FETEKRO PROJECT

BENIN

SIERRA LEONE

ITY MINE

AGBAOU MINE

GHANA

TOGO

NIGERIA

REGIONAL OFFICE

LIBERIA

CÔTE D'IVOIRE

Birimian Greenstone Belt

ITY MINE

85% Endeavour
10% Government
5% SODEMI

2019 Production:
193Koz
at AISC $616/oz

Total Workforce:
1,856
941 employees
- 94% nationals
- 18% from host communities
- 7% women
915 contractors

AGBAOU MINE

85% Endeavour
10% Government
5% SODEMI

2019 Production:
138Koz
at AISC $796/oz

Total Workforce:
1,138
276 employees
- 95% nationals
- 49% from host communities
- 11% women
862 contractors

HOUNDÉ MINE

90% Endeavour
10% Government

2019 Production:
223Koz
at AISC $862/oz

Total Workforce:
1,860
1,062 employees
- 95% nationals
- 29% from host communities
- 10% women
798 contractors

KARMA MINE

90% Endeavour
10% Government

2019 Production:
97Koz
at AISC $903/oz

Total Workforce:
1,559
768 employees
- 96% nationals
- 47% from host communities
- 4% women
791 contractors

WEST AFRICA GOLD MINING STATISTICS

4th
LARGEST GOLD
PRODUCING
REGION GLOBALLY

1st
DISCOVERY REGION
GLOBALLY FOR
EXPLORATION

10%
OF GLOBAL GOLD
EXPLORATION
BUDGET

79Moz
DISCOVERED
OVER PAST
10 YEARS

ENDEAVOUR IN 2019

No.1
PRODUCER IN
CÔTE D'IVOIRE

No.2
PRODUCER IN
BURKINA FASO

CÔTE D'IVOIRE

Population: **27.5m**	2018 GDP: **$43Bn**
Unemployment Rate: **2.5%**	2018 GDP Growth: **7.4%**
Literacy: **47.2%**	Corporate Tax: **up to 25%**
Internet Users: **46.8%**	Mining Royalties: **up to 6%**

BURKINA FASO

Population: **20.8m**	2018 GDP: **$14.1Bn**
Unemployment Rate: **6.15%**	2018 GDP Growth: **6.8%**
Literacy: **41.2%**	Corporate Tax: **up to 27.5%**
Internet Users: **16%**	Mining Royalties: **up to 5%**

MALI

Population: **19.5m**	2018 GDP: **$17.2Bn**
Unemployment Rate: **7.9%**	2018 GDP Growth: **4.9%**
Literacy: **35.5%**	Corporate Tax: **up to 25%**
Internet Users: **13%**	Mining Royalties: **up to 6%**

Sources: World Bank & CIA Factbook

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR GOVERNANCE
OF SUSTAINABILITY
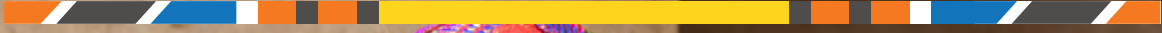
At Endeavour we are committed to having the highest sustainability standards. We have the plans, procedures, metrics and targets in place to ensure that commitment is effectively implemented on the ground to drive continual improvements in our performance.

We identify our most material sustainability issues and use world-class management practices to manage the risks and opportunities associated with each issue. This approach is applied throughout the five stages of a mine's life cycle from exploration to production and ultimately, closure.

Exploration	Development & Design	Construction	Production	Closure

Comply with host country legislation and augment with international best practice where appropriate

Exploration	Development & Design	Construction	Production	Closure
Aim for the smallest possible environmental footprint and monitor impact	Conduct ESIAs	Implement health and safety systems and procedures	Continue to build and maintain a strong safety culture and work practices	Post closure training for alternative livelihoods
Employ members of host communities	Produce site-specific environmental plans	Implement environmental management systems and programs to monitor and mitigate impacts	Ensure efficient use of natural resources and monitor performance	Continue to remediate and restore land
Establish good community relations	Ensure host communities are kept abreast of development plans and timelines	Establish local content recruitment and procurement policies and practices	Expand local content recruitment and procurement	
Establish a grievance mechanism		Implement community projects	Maintain and foster strong community relations	
Implement community projects		Implement stakeholder engagement plan	Manage and minimize grievances	
Commence stakeholder mapping			Implement community investment programs	
			Conduct materiality assessments with stakeholders	
			Commence progressive rehabilitation	
			Ensure appropriate resources in place to meet closure obligations	

HEALTH & SAFETY   OUR EMPLOYEES   OUR COMMUNITIES   OUR ENVIRONMENT   ETHICAL BUSINESS

OUR SUSTAINABILITY FRAMEWORK

As shown in our sustainability framework, the bedrock of our approach to sustainability governance is a set of globally applicable sustainability related policies. These policies are supported by governance bodies, systems and standards, metrics and targets to drive performance and transparent reporting on progress.

IMPLEMENTING POLICIES AND PARTNERSHIPS

Our sustainability commitments are captured in a set of policies that are informed by and aspire to international best practice. Our success is also underpinned by building and maintaining meaningful and mutually beneficial long-term partnerships with key stakeholders from our local communities, host governments and our investors.

PUTTING THE RIGHT GOVERNANCE IN PLACE

We combine corporate oversight with site-level leadership on sustainability and ensure regular, open, two-way dialogue throughout the Company. During 2019 we established an ESG Committee, headed by key sector specialists in our leadership team. The ESG Committee is responsible for developing and implementing our ESG Strategy, monitoring our ESG performance on a monthly basis, ensuring compliance with our sustainability and ESG policies and identifying opportunities to improve performance.

SYSTEMS AND STANDARDS

We have implemented robust management systems that align our activities with international best practice such as ISO-standard systems on health and safety and environmental management.

METRICS AND TARGETS

We are developing a range of targets and key performance indicators to track and drive continual improvements in our sustainability performance. In this report, we have started publishing our annual ESG targets to improve our disclosure and measure our progress.

REPORTING

We are committed to transparently communicating our activities, impacts and performance with stakeholders. We do this through our annual Sustainability Report and by disclosing climate change, water and forestry surveys to independent third parties such as the CDP and ESG rating agencies.

DEFINING OUR MATERIAL ISSUES AND STAKEHOLDER ENGAGEMENT

We foster two-way communication to report on our activities and consult with our stakeholders on our progress. Through our materiality assessments, we consult with our stakeholders to define the sustainability issues most material to our business. We regularly discuss our performance and progress with our investors and the ESG ratings agencies. In 2020 we will also start providing ESG-focused investor presentations with a view to continually improving the quality of our reporting, disclosure and performance.

Policies and Partnerships

Governance Structure

Systems and Standards

Metrics and Targets

Reporting on Progress

Defining material issues and stakeholder engagement

BOARD OVERSIGHT WITH COLLECTIVE RESPONSIBILITY

Ultimate responsibility and accountability for the Company's sustainability strategy, priorities and performance against any associated KPIs rests with our Board of Directors. The Board is assisted by our senior management level ESG Committee which oversees, monitors and reviews our practice and performance in areas of safety, health, stakeholder relationships, environmental management, governance compliance and other sustainability issues. It also makes recommendations to and advises the Board on these related issues. From there, responsibility cascades through executives to operational level and each mine is responsible for the day-to-day implementation of strategy, policy and progress against targets.

Our governance measures also include sustainability linked KPIs which are integrated into the annual bonus schemes for the Group.

The Board

Executive Management Committee

Quarterly Reports

ESG Committee

Monthly Updates

Health, Safety & Environment	Human Resources	Community Relations	Finance	Legal Compliance	Supply Chain	Investor Relations	ESG Engagement	Exploration

Sector Specialists

Corporate	Ity Mine	Agbaou Mine	Houndé Mine	Karma Mine	Projects	Exploration

Day to Day Operations

COLLECTIVE RESPONSIBILITY

BOARD OF DIRECTORS
- Business risk management
- Financial control

EXECUTIVE
- Group strategy, policies and targets
- Operational control at all levels

OPERATIONS
- Site-specific plans and procedures in line with Group policies and strategy
- Environmental management
- Community development

EMPLOYEES
- Functional duties
- Contribution to Group targets
- Safety and health risk awareness
- Environmental awareness and management

ME
- Personal responsibility for my safety, health and compliance with Group policies

Me

Employees

Operations

Company As A Whole

Board Of Directors

OVERVIEW
ETHICAL BUSINESS
HEALTH & SAFETY
OUR EMPLOYEES
OUR COMMUNITIES
OUR ENVIRONMENT
ASSURANCE
GRI CONTENT

VOLUNTARY COMMITMENTS

To demonstrate Endeavour's commitment to high standards of governance, social policy and environmental policy and performance, and allow external stakeholders to hold us accountable, we voluntarily adhere to a number of ESG-related industry initiatives.

The following international standards and initiatives guide our management imperatives and approaches.

WORLD GOLD COUNCIL

The World Gold Council is the market development organization for the gold industry and promotes responsible mining practices. The Council's Responsible Gold Mining Principles (RGMPs) address key environmental, social and governance issues and consolidate existing international standards for responsible mining under a single structure.

Link to website

CDP

CDP is a not-for-profit charity that runs the global disclosure system for companies and investors to manage their environmental impacts. Endeavour commenced participation in CDP's annual climate change questionnaire in 2019 and scored in the disclosure band. We will continue to work proactively to improve our score.

Link to website

GRI (FORMERLY THE GLOBAL REPORTING INITIATIVE)

GRI is an independent international organization that has pioneered sustainability reporting since 1997. The GRI Sustainability Reporting Standards are the most widely adopted global standards for sustainability reporting. Endeavour has been reporting its economic, environment, social and governance performance in accordance with GRI requirements since 2017.

Link to website

EXTRACTIVE INDUSTRIES TRANSPARENCY INITIATIVE

Endeavour supports the work of EITI and its efforts to promote revenue transparency and accountability in the extractive industry. Our host countries are EITI compliant. We report annually on our tax and royalty payments to host governments and include this information in our annual Sustainability Reports.

Link to website

INTERNATIONAL CYANIDE MANAGEMENT CODE (ICMC)

The International Cyanide Management Code (ICMC) is a voluntary industry program and focusses exclusively on the safe management of cyanide and cyanidation mill tailings and leach solutions. Endeavour's Environmental Policy commits to following the ICMC and we are audited against the Code on a regular basis by an accredited third party.

Link to website

VOLUNTARY PRINCIPLES ON SECURITY AND HUMAN RIGHTS

This membership-based, global, multi-stakeholder initiative seeks to protect human rights through leading safety and security practices. While Endeavour is not a formal member, we align our security and human rights policies and procedures to their Voluntary Principles.
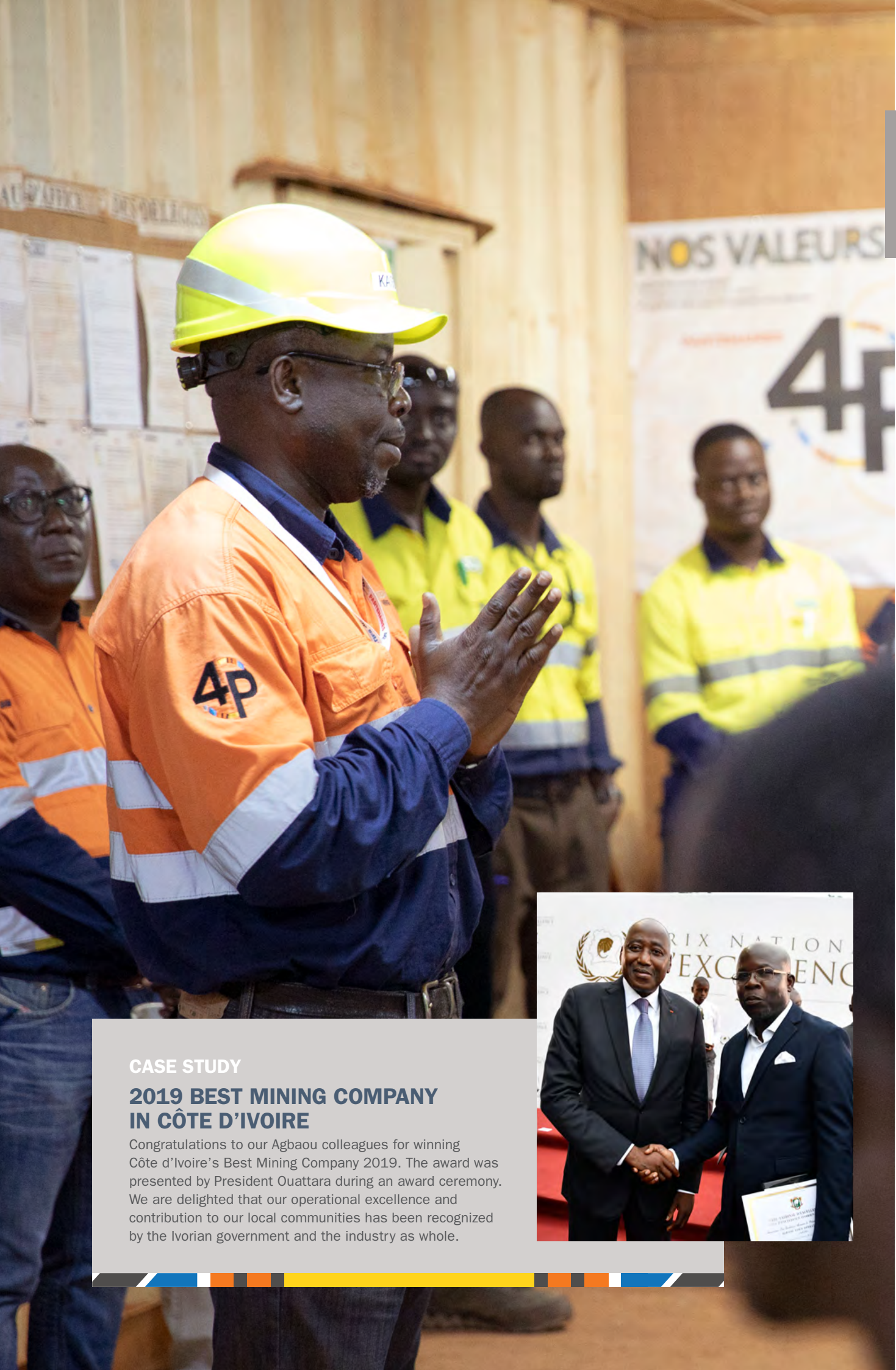
Link to website

IFC ENVIRONMENTAL AND SOCIAL PERFORMANCE STANDARDS

The International Finance Corporation (IFC) Environmental and Social Performance Standards form part of the IFC's Sustainability Framework, which promotes sound environmental and social practices, encourages transparency and accountability and contributes to positive development impacts. It is a global benchmarking framework for environmental and social risk management. Endeavour seeks to align its management approaches and practices with these standards in assessing and managing environmental risks, informing labour and working conditions, guiding land acquisition and involuntary resettlement, amongst others.

Link to website

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

CASE STUDY

2019 BEST MINING COMPANY IN CÔTE D'IVOIRE

Congratulations to our Agbaou colleagues for winning Côte d'Ivoire's Best Mining Company 2019. The award was presented by President Ouattara during an award ceremony. We are delighted that our operational excellence and contribution to our local communities has been recognized by the Ivorian government and the industry as whole.

CEO LETTER

I am pleased to present Endeavour's third annual Sustainability Report, prepared in accordance with the GRI 'Core' option.

This year's report has been augmented with our first external assurance of a Responsible Gold Mining Principle (RGMP), Principle 1.7 which covers accountabilities and reporting.

This a major milestone for Endeavour as we seek to improve and increase our transparency, performance and accountability in how we approach Environmental, Social and Governance (ESG) issues.

COMMITTED TO IMPLEMENTING THE RESPONSIBLE GOLD MINING PRINCIPLES

We are committed to being a responsible miner, creating long-term, sustainable value and sharing the benefits among all our stakeholders, from our shareholders to our host communities. As part of this commitment, in January 2019 we joined the World Gold Council.

In September 2019, the Council launched a new ESG reporting framework, the Responsible Gold Mining Principles, which sets out what constitutes responsible gold mining for miners, investors, consumers and the downstream gold supply chain. The RGMPs consist of ten umbrella principles and 51 detailed principles, which cover key ESG themes, issues and actions. We fully support the RGMPs, which will become Endeavour's primary ESG reporting framework and are targeting to fully conform within the Council's three-year timeframe.

2020 TARGETS

Annual targets form a key component of our sustainability framework and improve our ability to manage our performance in these areas.

Performance against these targets is reviewed quarterly by our Executive Management Team. Going forward, we will be reporting annually on our performance against our targets.

HEALTH & SAFETY

- Zero fatalities
- 10% reduction in LTIFR, AIFR and on-site employee malaria cases
- Roll out updated Group-wide Health, Safety and Environment Policy and Standards
- Roll out a Group-wide Occupational Illness Monitoring Program and Occupational Health & Hygiene Monitoring and Management Plan
- Implement a Group-wide Malaria Control Strategy across all our mines

OUR EMPLOYEES

- Increase the representation of women in our workforce by 25% to 10%
- Create a formal Women in Mining Committee to oversee our activities and coordinate our mine-site WIM chapters
- Roll out training on the Group's Harassment Prevention Policy
- Establish and communicate to employees a feedback mechanism to identify and assess threats or acts of harassment

To prepare for this, we conducted a gap analysis in the second half of 2019 to identify those policies, standards and activities which already conform to the RGMPs, as well as those areas that will require additional work over the next three years in order to achieve conformance.

This gap analysis indicated that about 30% of tested indicators are already positively aligned with the RGMPs, with a further 50% tracking well. Indeed, as mentioned earlier, we have already received independent assurance on one principle. We aim to increase this significantly and expect to receive external assurance on several more principles in the coming year.

In 2019, we established an ESG Committee to support our implementation of the RGMPs, ensure clear accountability for sustainability and further develop our ESG activities, engagement and disclosure.

The Committee comprises the senior leadership team of the key corporate functions. It is responsible for developing the Group's annual ESG Strategy and monitoring its implementation and performance against key internal and external ESG targets.

SETTING ESG TARGETS LINKED TO EXECUTIVE INCENTIVE PROGRAMS

It is vital to ensure sustainability is thoroughly embedded in the way we do business and annual public targets are a key component of this. This year we have taken additional steps to improve our ESG reporting indicators and have set clear public annual targets for each of our five sustainability pillars, on which we will report on our performance in next year's report.

> **WE THINK IT IS VITAL TO ENSURE SUSTAINABILITY IS THOROUGHLY EMBEDDED IN THE WAY WE DO BUSINESS"**

OUR COMMUNITIES

- Implement a Supplier Code of Conduct
- Develop and implement a Group-wide Community Engagement Policy to unify and standardize community engagement

OUR ENVIRONMENT

- Conduct a review on renewable energy opportunities at our operations
- Develop an Emissions Reduction Target informed by climate science and identify pathways to achievement
- Implement a Group Mine Closure Standard and conduct a review across all our sites on the current Mine Closure Plans
- Commence reporting in line with TCFD

ETHICAL BUSINESS

- Augment the ESG targets that are linked to both the short and long-term incentive compensation schemes
- Adopt the World Gold Council's RGMPs as our primary ESG-reporting framework
- Identify and undertake external assurance on several RGMPs
- Update our Code of Business Conduct and Ethics to include data protection

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

To make sure the targets we set are the right ones and drive the right behaviours, we have expanded the ESG-related targets in both our short and long-term incentive programs for our executives, senior leaders and managers. Our compliance to the RGMP is clearly linked as on of our long-term targets to be achieved over the next three years.

UNDERSTANDING OUR IMPACT AND AUGMENTING DISCLOSURE

Since I joined the Company nearly four years ago, we have sought to embrace the principles of responsibility and sustainability, building up and establishing these foundations as we transformed the business and portfolio of assets.

We have continually worked to improve and increase transparency in how we approach ESG issues. As we grow and mature as a business, this has become increasingly important. With three years of tracking key metrics behind us, I am pleased that we are now better able to measure our progress. We are also aware that investors now require a greater degree of information on our ambitions, our plans for achieving targets, our performance and how we measure our impact.

We are now one of the largest mining companies in West Africa and a significant employer in the region. Our operations contribute increasingly to the revenues of the countries where we operate, as well as being vitally important to the people we employ and the communities that we call home. This is a responsibility that we are powerfully aware of. We have expanded our sustainability pillars to explicitly cover Ethical Business.

We are currently the largest gold producer in Côte d'Ivoire and the second largest in Burkina Faso. In 2019, our operations contributed $100 million in taxes and royalties while our overall economic contribution to our host countries was $627 million, or 71% of our revenue.

This year we have broadened our occupational health, community and environmental indicators to provide additional transparency and disclosure.

We have significantly increased our transparency by providing augmented disclosure on each of the material issues identified in our materiality assessment, including disclosure for the first time on our complaints and grievances performance, land and crop compensation and CO_2 based on Scope 3 emissions.

HEALTH AND SAFETY IS OUR PRIORITY

Our chief priority is to make sure everyone at Endeavour has a safe work environment from when they arrive until they go home to their families at the end of their day.

I'm pleased that our performance in 2019 continues to be industry leading. We concluded construction at Ity with no Lost Time Injuries (LTI) and Houndé completed its second year of operation LTI free. Our LTI frequency rate has fallen in each of the past four years and our LTI rate of 0.10 in 2019 is well below the industry average of 0.72. We continue to do everything in our power to bring that figure down to zero and keep it there.

Sadly, we have had a fatality in the early months of 2020, which serves to remind us that we can never let our focus on this diminish. Safety must always be at the forefront of everything we do and we have redoubled our efforts to ensure that we continue to improve the safety of our operations.

> "
> ## OUR CHIEF PRIORITY IS TO MAKE SURE EVERYONE AT ENDEAVOUR HAS A SAFE WORK ENVIRONMENT FROM WHEN THEY ARRIVE UNTIL THEY GO HOME TO THEIR FAMILIES AT THE END OF THEIR DAY"

OUR ECONOMIC CONTRIBUTION TO OUR HOST COUNTRIES WAS
$627M
71% OF OUR REVENUE
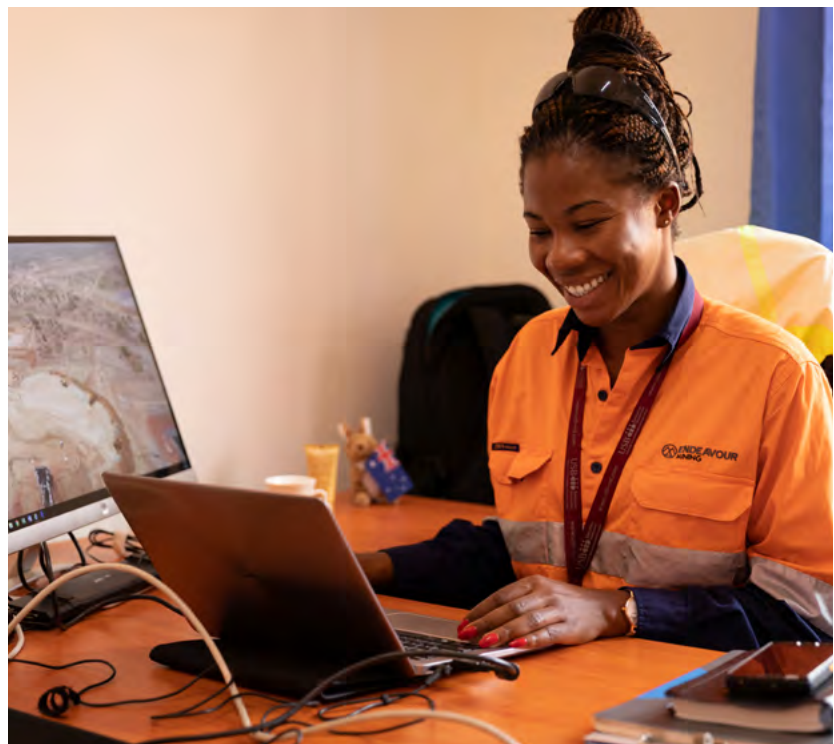
ADDRESSING CLIMATE CHANGE

Our values and business principles as a Group are based on a 'zero harm' environmental management performance. As a company, we recognize the Intergovernmental Panel on Climate Change (IPCC) assessment of climate change science, which has found that warming of the climate is unequivocal, the human influence is clear and physical impacts are unavoidable. More than that, we appreciate the need to participate in solutions that address the long-term impact of climate change including, where feasible, the reduction of greenhouse gas emissions in our own operations, our value chain and beyond.

This is part of our comprehensive approach to the environment. One big step forward that our organization has taken over the past 12 months is to augment our carbon emissions disclosure with our participation in CDP's Climate Change questionnaire, as well as additional analysis of our related Scope 3 emissions.

Similarly, we are committed in 2020 to begin reporting in line with the Task Force on Climate-related Financial Disclosures (TCFD). These are huge undertakings and we believe we are among the first companies of our kind to pledge such an ambition.

Just as important are our day-to-day actions on the ground. Last year we implemented an initiative to eliminate single use plastics from our mines, which is progressing well. In 2020, we will be reviewing the available opportunities to implement a greater use of renewable energy to power our operations.

GROWING LOCAL TALENT AND EMBRACING GENDER DIVERSITY

Endeavour is our people. They are our most important resource and competitive strength. We are committed to attracting and retaining top talent by providing a dynamic workplace that offers a range of experiences and career development opportunities, is respectful and inclusive and protects worker rights.

We seek to employ and train as locally as possible. Some 95% of our site workforce are nationals and during 2019, we promoted two of our senior West Africans to the position of General Manager, increasing national representation to 75% from 25% in 2018.

We recognize the strength that diversity and inclusion brings to an organization. As such, we have set a target to increase the overall proportion of women in our workforce by 25% to at least 10% during 2020, which we will continue to build on over time. We are particularly pleased that 11% of our technical and supervisory roles are already filled by women.

2020 SO FAR

This year is already poised to be another transformational one for Endeavour. In March we announced the acquisition of SEMAFO, which will create the leading West African producer and places us in the Top 15 gold producers globally. We're excited about this transaction as it provides operational diversification across six mines, increases our exploration pipeline and improves our ability to manage risk.

Finally, as I write, we are in the middle of the Coronavirus (COVID-19) Pandemic where our priority is the protection and wellbeing of our workforce. We have increased our health and safety measures designed to prevent the spread of COVID-19 and to protect our employees and support the communities we operate in.

We have leveraged our global supply chain, broader network and medical expertize to obtain key medical equipment and supplies to bolster the national authorities' response across Côte d'Ivoire, Burkina Faso and Mali. We have assisted with the training dozens of local health workers and have been running COVID-19 awareness campaigns in our local communities.

I am incredibly proud at how well our teams have adapted to these new working conditions to ensure business continuity, whether on site with increased health and safety measures or working remotely.

I'd like to thank everyone at Endeavour for their hard work and dedication during 2019. We accomplished much and can be very proud of what we achieved together.

Sebastien de Montessus
President and Chief Executive Officer
26 May 2020

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

THE RESPONSIBLE GOLD MINING PRINCIPLES (RGMPs)

In January 2019, Endeavour joined the World Gold Council, the industry body responsible for stimulating and sustaining demand for gold, providing industry leadership and the global authority on the gold market.

In September 2019, the Council launched the Responsible Gold Mining Principles (RGMPs), a comprehensive reporting framework which cover key Environmental, Social and Governance topics.

The RGMPs reflect the commitment of the world's leading gold producers to responsible mining. The Principles provide an over-arching framework that sets out clear expectations as to what constitutes responsible gold mining to provide confidence to investors, supply chain participants and ultimately, consumers.

Member companies will have up to three years to fully comply with the RGMPs and will be required to obtain external assurance on their performance and conformance to the RGMPs.

WORLD GOLD COUNCIL

Link to *The Responsible Gold Mining Principles*

© World Gold Council and Chun Chen

GOVERNANCE

1. Ethical conduct

PRINCIPLE 1

Ethical conduct: we will conduct our businesses with integrity including absolute opposition to corruption

1.1 Legal compliance

1.2 Code of conduct

1.3 Combating bribery and corruption

1.4 Political contributions

1.5 Transparency

1.6 Taxes and transfer pricing

1.7 Accountabilities and reporting

2. Understanding our impacts

PRINCIPLE 2

Understanding our impacts: we will engage with our stakeholders and implement management systems so as to ensure that we assess, understand and manage our impacts, realize opportunities and provide remedy where needed

2.1 Risk management

2.2 Stakeholder engagement

2.3 Due diligence

2.4 Impact assessment

2.5 Resolving grievances

3. Supply chain

PRINCIPLE 3

Supply chain: we will require that our suppliers conduct their businesses ethically and responsibly as a condition of doing business with us

3.1 Supply Chain Policy

3.2 Local procurement

3.3 Market access for ASM

SOCIAL

PRINCIPLE 4

4. Safety & health

Safety and health: we will protect and promote the safety and occupational health of our workforce (employees and contractors) above all other priorities and will empower them to speak up if they encounter unsafe working conditions

4.1 Safety

4.2 Safety management systems

4.3 Occupational health and wellbeing

4.4 Community health and emergency planning

PRINCIPLE 5

5. Human rights & conflict

Human rights and conflict: we will respect the human rights of our workforce, affected communities and all those people with whom we interact

5.1 UN Guiding Principles

5.2 Avoiding complicity

5.3 Security and human rights

5.4 Conflict

PRINCIPLE 6

6. Labour rights

Labour rights: we will ensure that our operations are places where employees and contractors are treated with respect and are free from discrimination or abusive labour practices

6.1 Wages and benefits

6.2 Preventing discrimination and bullying

6.3 Child and forced labour

6.4 Freedom of association and collective bargaining

6.5 Diversity

6.6 Women and mining

6.7 Raising concerns

PRINCIPLE 7

7. Working with communities

Working with communities: we will contribute to the socio-economic advancement of communities associated with our operations and treat them with dignity and respect

7.1 Community consultation

7.2 Understanding communities

7.3 Creating local benefits

7.4 Seeking community support

7.5 In-migration

7.6 Indigenous Peoples

7.7 Cultural heritage

7.8 Resettlement

ENVIRONMENT

PRINCIPLE 8

8. Environmental stewardship

Environmental stewardship: we will ensure that environmental responsibility is at the core of how we work

8.1 Managing environmental impacts

8.2 Tailings and waste management

8.3 Cyanide and hazardous materials

8.4 Mercury

8.5 Noise and dust

PRINCIPLE 9

9. Biodiversity, land use & mine closure

Biodiversity, land use and mine closure: we will work to ensure that fragile ecosystems, habitats and endangered species are protected from damage, and will plan for responsible mine closure

9.1 Biodiversity

9.2 World Heritage Sites

9.3 Land use and deforestation

9.4 Mine closure

PRINCIPLE 10

10. Water, energy and climate change

Water, energy and climate change: we will improve the efficiency of our use of water and energy, recognizing that the impacts of climate change and water constraints may increasingly become a threat to the locations where we work and a risk to our licence to operate

10.1 Water efficiency

10.2 Water access and quality

10.3 Combating climate change

10.4 Energy efficiency and reporting

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

17

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Adopted in 2015, the United Nations Sustainable Development Goals (SDGs) are a universal set of 17 goals and 169 targets aimed at eliminating poverty, protecting the environment and ensuring everyone everywhere can enjoy a peaceful and prosperous life.

We support the United Nations SDGs and strive to make a meaningful contribution to their achievement. We are pleased to see this commitment is in line with our key shareholders. Eight out of our top ten shareholders are signatories to the United Nations backed Principles of Responsible Investment (PRI) and are integrating the SDGs into their investment strategies, investment decisions and engagement strategies.

Our approach to sustainability management and community development aligns with the expectations of the SDGs. While we recognize the importance of all 17 SDGs, we have focused on the following ten goals, which we believe are most relevant to our business and where we can have the biggest impact.

SDG 1

1 NO POVERTY

We contribute to poverty reduction in our host communities and countries by creating employment opportunities, supporting local businesses through the procurement of goods and services, community investments and payments to governments.

We support EITI and annually disclose our payments to governments through our ESTMA Report, available on our **website**.

In 2019, our contributions included:

- 95% of our site workforce are nationals, giving much needed employment opportunities
- 67% of the overall procurement budget spent on in-country suppliers, supporting 1,144 local businesses
- $100m paid in taxes and royalties to our host countries
- $627m of economic value distributed
- $1m investment by ECODEV in an industrial shea butter factory in Mali
- $0.6m invested in community projects including health, agriculture, sanitation and microfinance initiatives

SDG 2

2 ZERO HUNGER

We support the development of community-based food projects and invest in skills training to build capacity among subsistence farmers and our local communities in order to meet their immediate needs and sell the surplus.

In 2019, we were involved with 22 agricultural projects providing 454 direct jobs including:

- Fish farming
- Cassava processing
- Raising chickens and goats
- Rice production
- Market garden
- Soybean production

SDG 3

3 GOOD HEALTH AND WELL-BEING

We have a goal of "Zero Harm". We support improved health and well-being amongst our workforce and our local communities.

In 2019, this included:

- Zero fatalities, a Group LTIFR of 0.10 and an AIFR of 3.99
- 5.5% reduction in on-site malaria cases
- Various malaria prevention measures at our mines and in our local communities
- All staff received scheduled routine health checks
- A range of sports facilities and equipment available at our mines for use by our employees and contractors
- HIV/AIDS community education campaign at our Ity mine and distribution of 20,000 condoms

SDG 4

4 QUALITY EDUCATION

An educated local workforce is essential to our long-term success. We aim to increase access to quality education in our local communities.

In 2019, our contributions included:

- Refurbishment and construction of four schools
- Selected 25 national employees to attend our one-year Management Development Program
- Recruited 180 young interns to gain valuable work experience
- Awarded 54 scholarships to students, including two to study engineering in Burkina Faso, one to study engineering in France, 20 for students in Burkina Faso to pursue post-secondary education and 31 to students in both Burkina Faso and Côte d'Ivoire to pursue secondary education
- Provided school supplies to the top 248 students in our local communities in Côte d'Ivoire

SDG 5
5 GENDER EQUALITY

We promote equal opportunity and seek to empower women through employment, mentoring and training programs, as well as income-generating activities. In 2020, our target is to increase female representation in our workforce by 25% to 10%.

We have active Women in Mining programs to help women access jobs that are usually male dominated. Our Business Conduct and Ethics Policy prohibits any form of discrimination.

In 2019, our performance included:

- 8% women in management positions
- 11% women in technical roles, up 5% over 2018
- 8% women in our workforce
- Support for 16 women cooperatives with income-generating activities
- Implementation of a Harassment Prevention Policy

SDG 6
6 CLEAN WATER AND SANITATION

We seek to improve access to water and sanitation for the communities surrounding our operations. We ensure full transparency in water management through regular meetings and consultation on water and sanitation with our local communities to ensure that we manage our shared water resource collaboratively.

In 2019:

- $140,435 was spent on constructing and repairing 32 wells and boreholes in our host communities
- Rehabilitation of two boreholes and drilling of 12 large diameter boreholes around our Houndé and Karma mines and our development projects, Kalana and Fetekro

SDG 8
8 DECENT WORK AND ECONOMIC GROWTH

We contribute to sustainable economic growth in our local communities and host countries through employment, supporting national and local supply chains, income-generating projects and payments to governments.

In 2019, our contributions included:

- 3,726 direct jobs created by our operations
- 95% of our workforce are host country nationals
- 3,394 indirect jobs created through our contractors (~95% of their combined workforce are host country nationals)
- $376m spent on local procurement, 67% of the Group's total expenditure supporting 1,144 businesses
- $1m investment by ECODEV in an industrial shea butter factory in Mali

SDG 13
13 CLIMATE ACTION

Managing energy consumption and greenhouse gas emissions is important. We need to meet the current energy needs of our operations while maximizing our energy efficiency, as well as utilizing and developing clean and renewable energy sources wherever practicably possible.

During 2019:

- 77% of purchased electricity from the grid is generated from renewable energy sources
- We have disclosed our Scope 3 emissions for the first time
- We participated for the first time in the CDP climate change questionnaire

SDG 15
15 LIFE ON LAND

We closely monitor and seek to continuously improve our performance in biodiversity, reforestation and rehabilitation.

In 2019, our actions included:

- Agreement signed with the University of Daloa for the development of a natural forest at our Ity mine
- Gradual rehabilitation of all our mine sites
- Tree planting programs at all our mine sites
- Elimination of single use water bottles at all our mine sites and regional office

SDG 16
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We are committed to the promotion of peaceful and inclusive societies that provide access to justice for all and have effective, accountable institutions.

We transparently report on all payments to governments in line with EITI and ESTMA. We understand our duty to respect human rights and our Human Rights Policy and Procedures align with the Voluntary Principles.

In 2019, our contributions included:

- $627m paid to the governments of Côte d'Ivoire and Burkina Faso, including taxes and royalties, payments to employees, in-country procurement and community investments
- Issuing our first Modern Slavery Statement
- 938 employees and private security staff trained in the Voluntary Principles

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR STAKEHOLDERS AND STAKEHOLDER ENGAGEMENT

Building and maintaining strong and respectful relationships with our stakeholders is central to the success and sustainability of our business. We tailor our engagement methods to suit each specific stakeholder audience.

In our host countries, our social licence to operate is continually monitored and reaffirmed through our Community Engagement Program. We aim to be culturally sensitive in our engagements and ensure we respond to the concerns raised. Our on-site community relations teams lead our local stakeholder engagement with regular meetings, consultation and briefings on our operations so we are able to constantly monitor the impact of our mines on our stakeholders and understand their issues.

We have identified and selected the stakeholders we engage with according to their importance for Endeavour and influence they have on Endeavour. The nine main categories of stakeholders we regularly engage with are listed here, along with their key interests, how we engage, who in the Company engages and how often.

EMPLOYEES

KEY INTERESTS AND CONCERNS

- Health and safety
- Workplace agreement terms and conditions
- Renumeration and incentivization
- Career advancement
- Training
- Security
- Operational performance and business strategy
- Diversity

HOW WE ENGAGE

- Daily pre-start and toolbox meetings
- Townhall meetings and quarterly reviews
- Management lead 'Visible Felt Leadership' walkabouts
- Performance reviews and appraisals
- Training programs
- Grievance mechanism
- Newsletters and social media channels
- Intranet and Endeavour website

FREQUENCY OF ENGAGEMENT
Daily to Annually

SHAREHOLDERS

KEY INTERESTS AND CONCERNS

- Financial and operating performance
- ESG performance
- Response to climate change
- Company growth
- Government regulations and permitting
- Corporate governance
- Ethical business practices
- Share price performance

HOW WE ENGAGE

- Press releases and TSX regulatory documents
- Quarterly reporting, including conference calls
- Investor meetings, conferences and roadshows
- Site visits
- Endeavour website and social media channels
- Annual General Meeting
- Annual Sustainability Report
- Responding to enquiries by email or telephone

FREQUENCY OF ENGAGEMENT
Monthly to Annually

COMMUNITIES

KEY INTERESTS AND CONCERNS

- Employment
- Local business opportunities
- Community investment projects
- Environmental stewardship including access to clean water, sanitation and impacts from mining operations (eg. noise, dust, etc)
- Capacity building and skills development
- Fair and transparent distribution of direct and indirect economic contribution

HOW WE ENGAGE

- Face-to-face meetings
- Grievance mechanism
- Regular meetings with traditional and religious authorities as well as other community groups
- Environmental and Social Impact Assessments
- Public hearings and consultations
- Local cultural and sporting events
- Newspapers, radio, television
- Newsletters and community focal points
- Mine site visits
- Annual Sustainability Report

FREQUENCY OF ENGAGEMENT
Daily to Annually

AUTHORITIES

KEY INTERESTS AND CONCERNS

- Regulatory and legal compliance
- Government regulations and permitting
- Fair and transparent payment of taxes and royalties
- Employment
- Environmental compliance and stewardship
- Community investment projects
- Procurement
- Contribution to national and local socio-economic development priorities
- Security
- Operational performance and business strategy

HOW WE ENGAGE

- Formal meetings and correspondence
- Board meetings
- Site visits and inspections
- Government and private sector meetings
- National and International Mining conferences
- Annual Sustainability Report

FREQUENCY OF ENGAGEMENT

Monthly to Annually

SUPPLIERS AND CONTRACTORS

KEY INTERESTS AND CONCERNS

- Health and safety
- Contract terms and conditions
- Financial and operating performance
- Security

HOW WE ENGAGE

- Relationship building by procurement team
- Face-to-face meetings
- Supplier appraisal process
- Tender documents process or request for quote process
- Supply contracts process or purchase order process
- Grievance mechanism
- Newsletters

FREQUENCY OF ENGAGEMENT

Monthly to Annually

INDUSTRY ASSOCIATIONS

KEY INTERESTS AND CONCERNS

- Health and safety
- Government regulations and permitting
- Regulatory and legal compliance
- Environmental compliance and stewardship
- Fair and transparent payment of taxes and royalties
- Topical industry issues

HOW WE ENGAGE

- Formal meetings, correspondence and events

FREQUENCY OF ENGAGEMENT

Quarterly to Annually

UNIONS

KEY INTERESTS AND CONCERNS

- Health and safety
- Collective bargaining
- Workplace agreement terms and conditions
- Renumeration and incentivization
- Security

HOW WE ENGAGE

- Union representative meetings
- Formal meetings, correspondence and events
- On-site training

FREQUENCY OF ENGAGEMENT

Monthly

MEDIA

KEY INTERESTS AND CONCERNS

- Health and safety
- Financial and operating performance
- ESG performance
- Ethical business practices
- Government regulations and permitting
- Company growth
- Security

HOW WE ENGAGE

- Press releases
- Publications
- Endeavour website and social media channels
- Interviews and press briefings
- Site visits
- Annual Sustainability Report

FREQUENCY OF ENGAGEMENT

Daily to Annually

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

ABOUT THIS REPORT

SCOPE

This Sustainability Report focusses on Endeavour's four operating mines, and where material to our sustainability performance, we report information on ancillary properties such as offices, development projects and exploration sites. The Report presents information for the reporting period January 1, 2019 to December 31, 2019 and provides comparative data for previous years 2018 and 2017. All information is current as at December 31, 2019 unless otherwise indicated.

The report has been prepared under the supervision of Endeavour's ESG Committee, in collaboration with external and independent ESG specialists. It has been reviewed by Endeavour's executive management and approved by the Board of Directors.

BOUNDARIES

This report has been prepared in accordance with the GRI Standards: Core option, including the Mining and Metals Sector Supplement. In line with the requirements for the 'Core' option, we have reported against at least one indicator related to each Material Aspect identified.

RESTATEMENTS

We continue to improve our data collection systems and processes which may result in restatements of previously reported data. Such restatements are noted in the footnotes or corresponding disclosures.

SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes in the scope or aspect boundaries in 2019. As mentioned in the scope section, this report focusses on Endeavour's operational sites. Where material or for context, information and data regarding project and exploration sites is also provided.

OUR MOST MATERIAL ISSUES

To help us better understand the sustainability priorities for our business, and as part of the sustainability reporting process, we conducted a materiality assessment. The process, which was independently run by an external sustainability consulting firm, combines input from our mine general managers, country managers

and key regional functions to identify the issues where we have the most significant impact on society, the environment and the economy.

HIGHEST PRIORITY

- Occupational health and safety
- Employment and labour relations
- Resettlement compensation and livelihood restoration
- Air quality, dust emissions and noise
- Sustainable and local procurement
- Hazardous materials and waste
- Water stewardship
- Anti-bribery and corruption
- Stakeholder engagement
- Economic performance

MEDIUM PRIORITY

- Employee skills transfer and training
- Community education and training
- Security practices
- Artisanal and small- scale mining
- Greenhouse gas emissions

MATERIALITY ASSESSMENT RESULTS
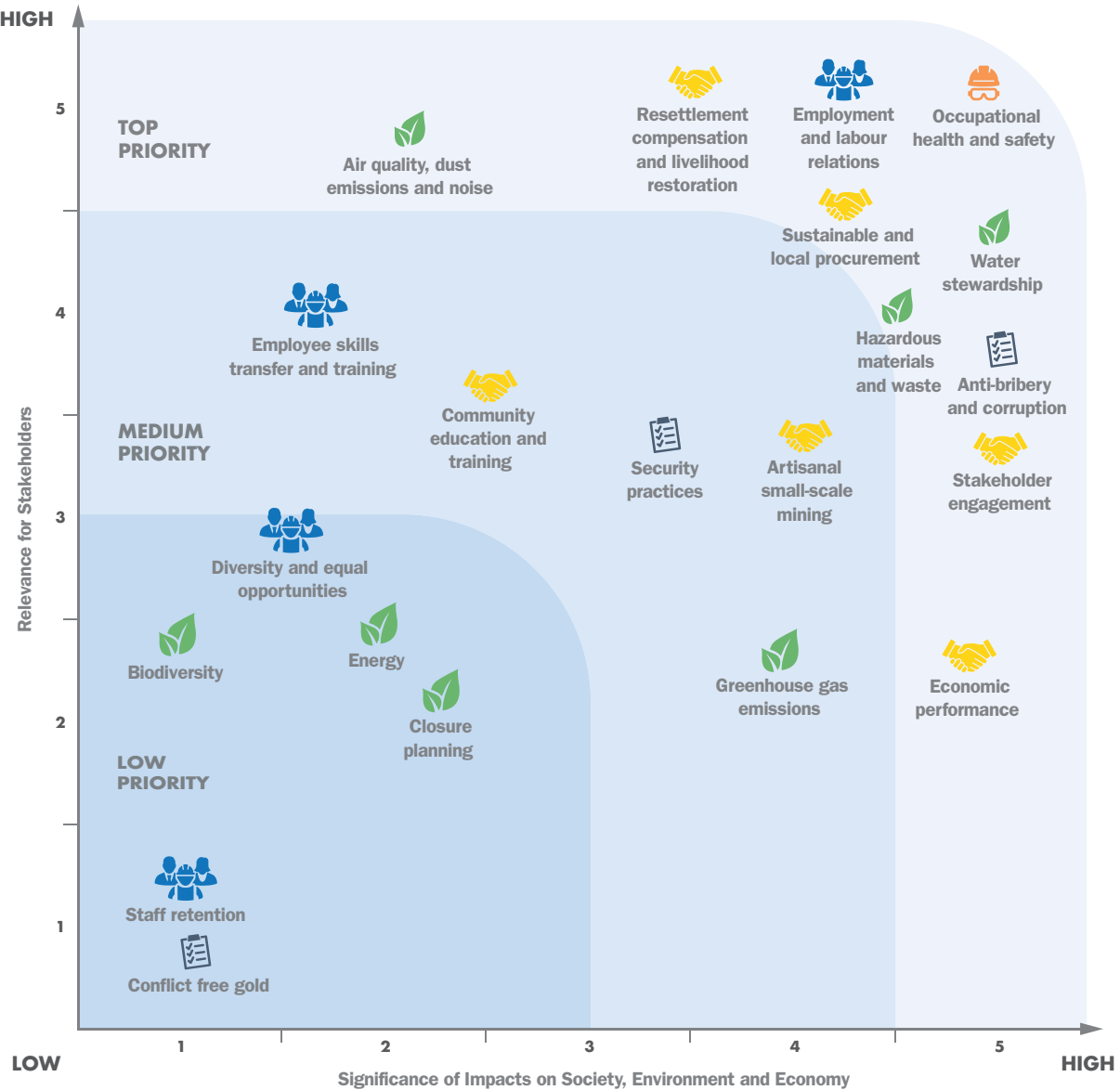
The assessment was last conducted in 2017 and identified 15 high and medium priority issues for Endeavour. The results of this process have been used to inform the content of this report, which contains description of our management of and performance in each of the above identified issues.

FEEDBACK

We welcome any feedback or questions you may have about this report. Please contact Alex Buck, ESG and Corporate Communications Manager at **investor@endeavourmining.com** or visit our **website** for further information.

Link to website

ETHICAL BUSINESS

ENDEAVOUR IS COMMITTED TO HIGH STANDARDS OF ETHICAL BUSINESS PRACTICES

We have put in place a framework that fosters good governance, is practical for a company of our size and satisfies our current listing and regulatory requirements.

MATERIALITY

HIGH
Anti-bribery and corruption
Economic performance

MEDIUM
Security practice

2019 PERFORMANCE

✓ Adopted new policies on harassment and sanctions

✓ Substantially revised our Disclosure, Confidentiality and Insider Trading Policy

✓ Issued first UK Modern Slavery Statement

✓ Established ESG Committee

2020 TARGETS

- Augment the ESG targets that are linked to both the short and long-term executive incentive compensation schemes
- Adopt the World Gold Council's RGMPs as the Company's primary ESG-reporting framework
- Identify and undertake external assurance on several RGMPs
- Update our Business Conduct and Ethics Policy to include data protection

RESPONSIBILITY AND ACCOUNTABILITY

The Board holds ultimate responsibility and accountability for the overall corporate governance of the Company. The Board aims to meet in person at least five times annually (and more often if needed), with one of those meetings held in West Africa.

ESG issues are regularly discussed at Board meetings, supported by the Board Corporate Governance and Nominating Committee, and the Health, Safety, Environment and Sustainability Committees, with participation of the senior management team.

The CEO reports directly to the Board, supported by the Executive Committee, which comprises the CFO, COO, EVP Exploration & Growth, EVP Corporate Finance & General Counsel, EVP Public Affairs, CSR & Security, and EVP People & IT. The Executive Committee meets every month, including several meetings a year at one of our mines in West Africa.

The Board
- Corporate Governance & Nominating Committee
- Audit Committee
- Technical Committee
- Remuneration Committee
- HSE & Sustainability Committee

CEO
- EVP Exploration & Growth
- EVP Corporate Finance & General Counsel
  - VP Legal & Compliance
- EVP Public Affairs, CSR & Security
  - SVP Security
- CFO
  - Internal Audit
- COO
  - VP Procurement
  - Mine General Managers
- EVP People & IT

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR APPROACH

Our approach to governance is based on our commitment to high standards of ethical business practices, environmental stewardship and social responsibility to ensure the Company's long-term success and sustainability for the shared benefit of all our stakeholders.

We comply with our host countries' applicable laws and regulations, augmenting them with international best practice where relevant.

The Board regularly monitors and seeks to improve the Company's corporate governance practices through its evaluation of regulatory developments with respect to corporate governance and the transparency of public company disclosure.

Our polices and standards, including our Business Conduct and Ethics Policy, are the foundation of our internal governance. They provide clear guidance on the behaviors Endeavour employees, and those engaged in activities on our behalf, must demonstrate at all times in their dealings with stakeholders. This includes behaving ethically, acting with integrity and transparency,

respecting human rights and complying with all applicable laws and regulations.

The Board monitors compliance with our policies, and along with our compliance team, reviews all of our policies annually and benchmarks them against international best practices in the mining industry. When appropriate, additional policies may be adopted. Each individual Endeavour employee, director and officer is responsible for complying with them.

Our policies and management systems detail our processes for managing health, safety and environmental issues to ensure long-term sustainability is integrated into our decision-making and everyday practices. All our policies are available in both English and French and published on our **website**, our intranet and noticeboards as well as communicated and explained to all our employees, contractors and service providers.

In 2019 we updated all our policies, including a substantive revision of our Disclosure, Confidentiality and Insider Trading Policy, and adopted new policies on harassment and sanctions, respectively.

ENVIRONMENT
- **Environmental Policy**

SOCIAL
- **Diversity Policy**
- **Harassment Prevention Policy**
- **Human Rights Policy**
- **Safety and Health Policy**

GOVERNANCE
- **Anti-Bribery and Anti-Corruption Policy**
- **Business Conduct and Ethics Policy**
- **Disclosure, Confidentiality and Insider Trading Policy**
- **Majority Voting Policy**
- **Sanction Policy**
- **Whistleblower Policy**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

1 NO POVERTY

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

ETHICAL BUSINESS
SUSTAINABILITY DEVELOPMENT GOALS

ETHICAL CONDUCT

ANTI-BRIBERY AND CORRUPTION

We are committed to doing business in an ethical manner and have a zero-tolerance approach to bribery and corruption. Our Anti-Bribery and Anti-corruption Policy sets out our framework for ensuring that the Company, together with its directors, officers, employees, consultants and contractors, conducts its business in an honest and ethical manner, reflecting the highest standards of integrity and in compliance with all relevant laws and regulations applicable to it. We have a standard anti-bribery and anti-corruption clause in all our supplier contracts and undertake vendor due diligence as part of our supplier onboarding and contract renewal process.

Our Compliance Team and Audit Committee ensure that we conduct our business in compliance with all the relevant anti-bribery and anti-corruption legislation, including the UK Bribery Act of 2010.

Individual employee compliance with our Anti-Bribery and Anti-Corruption Policy is required under our Business Conduct and Ethics Policy and any breach of the Policy may result in disciplinary action. All directors, executives, managers and employees in positions where the risk of corruption is elevated (including CSR, finance and procurement) sign Compliance Certificates annually confirming they have reviewed, and will comply with our policies, including our Anti-Bribery and Anti-Corruption Policy.

We conduct awareness and mandatory bi-lingual training on our Business Conduct and Ethics Policy annually to equip our teams with the necessary knowledge to identify and respond appropriately to risks of corruption. The training is based on Transparency International's recommended online training program for all directors, executives, managers and employees in positions where the risk of corruption is elevated. The program allows tracking of who has completed the online training and issues completion certificates to successful participants.

In 2019, we identified 319 employees (194 managers, 76 supervisors and 49 skilled employees) as occupying sensitive positions as well as eight

governance body members in Côte d'Ivoire, Burkina, Mali and the United Kingdom. All completed the online training program. We had no reported or identified cases of bribery or corruption during the year.

HUMAN RIGHTS

We respect the human rights of our workforce, impacted communities and all those people with whom we interact. Our commitment and approach to human rights is set out in our Human Rights Policy and its principles are incorporated throughout our business, including in our Supplier Code of Conduct and our approach to security. Our policies and standards are reviewed annually by our compliance team and the Board, and benchmarked against international best practices for human rights in the mining industry. It is publicly available in both English and French and communicated internally to our employees and contractors.

We also recognize and follow international standards on human rights, including the United Nations' Basic Principles on the Use of Force and Firearms by Law Enforcement Officials and the Voluntary Principles on Security and Human Rights (VPSHR).

While Governments have the ultimate responsibility for protection against human rights violations, we seek to ensure that we do not cause, or are not complicit in, human rights abuses either directly through our activities or through our business relationships.

> ## "
> ## WE HAD NO REPORTED OR IDENTIFIED CASES OF BRIBERY OR CORRUPTION DURING THE YEAR"

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

Our employees have the right of freedom of association. We ensure our contractors and suppliers commit to respecting and protecting human rights, as per our Human Rights Policy, through our tender, due diligence, on-boarding processes and contract documentation. Members of the communities in which we work are able to report any alleged human rights abuses anonymously via our Whistleblowing facility. Our security employees and private security contractors adhere to the VPSHR.

In 2019, we issued our first Modern Slavery Statement, as required by UK Modern Slavery Act 2015, outlining the steps we are taking to combat all forms of modern slavery.

WHISTLEBLOWING

To support and underpin our commitment to ethical business behaviour and respecting human rights, we have an anonymous and confidential Whistleblower Hotline which is monitored by an independent third party. This hotline ensures the investigation of any reported behavior that violates any of our polices, standards or values including fraudulent, unethical or illegal financial activity.

The Whistleblowing Hotline has been communicated to our employees and local communities in both English and French and the details are published on our website and noticeboards around our corporate offices and mine sites in both languages.

In 2019 we received five complaints through our Whistleblower system. We responded to all of the complaints within 48 hours of receiving them and appropriate action was taken to substantiate each of the claims. None of the Whistleblower claims received in 2019 were substantiated, although one was referred to Internal Audit for further investigation. Following an investigation that included a site visit and interviews with employees identified by the whistleblower, Internal Audit concluded that there was no evidence to substantiate the whistleblower's claim.

POLITICAL ENGAGEMENT AND TRADE/INDUSTRY ASSOCIATIONS

We have a blanket policy of no financial contributions to any political party in any of the countries in which we operate. We do not support or fund any trade or industry association that does not recognize the risks posed by climate change.

> "WE DO NOT SUPPORT OR FUND ANY TRADE OR INDUSTRY ASSOCIATION THAT DOES NOT RECOGNIZE THE RISKS POSED BY CLIMATE CHANGE"

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

Our membership of any trade or industry association is on condition that their lobbying activities comply with relevant laws, regulations and international norms.

In January 2019 we joined the World Gold Council, a market development organization for the gold industry, whose purpose is to stimulate and sustain demand for gold, be the global authority on the gold market and provide industry leadership. The Council is funded by its members, which include some of the world's largest gold producers.

In Côte d'Ivoire, Burkina Faso and Mali, we are members of the local Chamber of Mines, an industry advocacy body that represents the interests of the mining industry and in Burkina Faso we are also members of the Burkina CSR Forum.

RISK MANAGEMENT

The Board, its committees, and management devote a significant amount of time to the identification, management, reporting and mitigation of risk. Endeavour manages its material business risks through the implementation and monitoring of various corporate and operational-level policies. We have site-level risk registers and in 2020, we will be augmenting this with a comprehensive Enterprise Risk Management System, which is aligned to ISO 31000: 2009.

SUPPLY CHAIN AND PRODUCT STEWARDSHIP

There is an increasing expectation from downstream end-users and key stakeholders for mining companies to transparently report and assure performance on a number of ESG standards and criteria. To increase transparency and reinforce Endeavour's reputation as a trusted and responsible gold miner, in 2019 we joined the World Gold Council and signed up to their Responsible Gold Mining Principles.

All gold produced by Endeavour is sourced from our own mining operations. We do not purchase gold from artisanal or small-scale miners. The gold, in the form of doré bars, is refined into bullion by Metalor Technologies SA, a Swiss-based refiner of precious metals and a certified member of the London Bullion Market Association, the Responsible Jewellery Council and a Fairtrade Certified Trader.

Once refined, the gold is sold to one or more market participants, who take responsibility for its onward distribution to industry users, predominantly in the banking, jewelry, electronics and medical equipment sectors. Endeavour is not tied to any particular customer which allow us to obtain the best available terms for gold sales depending on global gold market conditions. Offtake arrangements are provided primarily by INTL FC Stone, a NASDAQ listed Fortune 500 Company which trades in commodities and foreign exchange.

"

IN 2019 WE ISSUED OUR FIRST UK MODERN SLAVERY STATEMENT"

HEALTH & SAFETY

CREATING A SAFE AND HEALTHY WORKING ENVIRONMENT

At Endeavour, ensuring the health and safety of our people is our highest priority. Our workforce is the backbone of our Company and our ongoing success relies on them staying safe and healthy in their jobs. Mines are dynamic operating environments with a wide range of potential risks to be managed. We are committed to providing a safe working environment at all our mines.

MATERIALITY

HIGH

Occupational health and safety performance

2019 PERFORMANCE

✓ Zero Fatalities

✓ 30% reduction in Group AIFR

✓ 44% reduction in Group LTIFR

✓ 5.5% reduction in on-site malaria cases

✓ Group Crisis and Emergency Management System developed

✓ Gap review against ISO 45001 completed

2020 TARGETS

- Zero fatalities
- Target 10% reduction in LTIFR, AIFR and on-site employee malaria cases
- Roll out updated Group-wide Health, Safety and Environment Policy and Standards
- Roll out a Group-wide Occupational Illness Monitoring Program and Occupational Health and Hygiene Monitoring and Management Plan
- Implement a Group-wide Malaria Control Strategy across all our mines

RESPONSIBILITY AND ACCOUNTABILITY

Group level responsibility for our safety and health performance sits with the Vice President Health, Safety and Environment (VP HSE), who is supported by Group level safety, environment and HSE training managers, as well as mine-level HSE managers, who work to operationalize policy and drive performance.

The VP HSE reports directly to our Chief Operating Officer and on a monthly basis, to our management level ESG Committee, and reports HSE performance and management to the Board on a quarterly basis. Should any serious incident occur, it is immediately reported to management and the Board.

Vice President HSE

- **Group HSE Manager**
- **Group Environment Manager**
- **HSE Training Manager**
- **Business Unit HSE Managers**

- **ITY HSE Manager**
- **Karma HSE Manager**
- **Houndé HSE Manager**
- **Agbaou HSE Manager**
- **Exploration HSE Manager**

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT
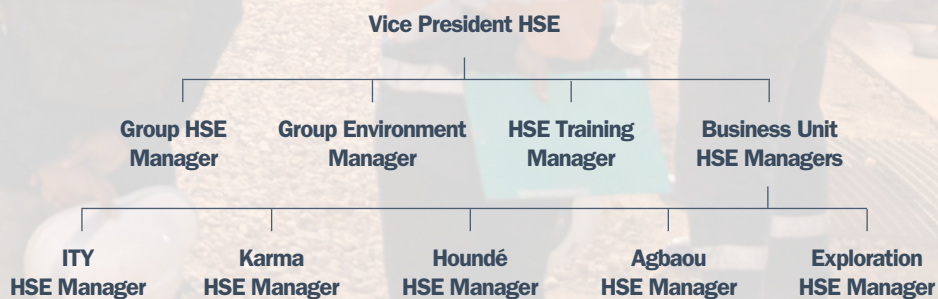
OUR APPROACH

At Endeavour, our approach to safety and health is simple – we believe that all occupational injuries and work-related illnesses are preventable and our aim is "Zero Harm". This aim is codified in our group Safety and Health Policy, which was reviewed and updated in 2019. Safety is also a group wide KPI and achievement of our annual safety targets forms part of the remuneration package for all our employees and executives.

Our policies are supported by a group level HSE Management System and Management Standards, which set out our requirements for a systematic approach to Health and Safety Management in line with our policy and ISO 45001. During 2020, we conducted a gap analysis against the requirements of ISO45001 and we have developed an action plan to close the gaps identified. Our three-year plan is to conduct an external umbrella ISO45001 certification audit for all our operations by 2023. As shown in the diagram below, there are 13 elements to our HSE Management System.

ON THE GROUND SAFETY

How our safety aims are achieved at a site level is detailed in each site's Safety and Health Management Plan. These have been put together to reflect the unique needs and characteristics of each site and are guided by the requirements of the ISO 45001 standard. Our Safety Management Plans follow a risk mitigation hierarchy of control. As shown below, the hierarchy follows five key steps. First, all known hazards are identified and these known hazards are then eliminated where possible. The hazards not eliminated are then substituted where possible and those that cannot be substituted are mitigated through the use of technology and mechanization. Finally, those hazards and risks that cannot be mitigated are managed through careful monitoring, administration tools and the use of PPE.

OUR SAFETY AND HEALTH POLICY INCLUDES COMMITMENTS TO:

- Comply with applicable occupational health and safety laws and regulations as a minimum

- Empower our people to take responsibility for their own safety and health and that of their colleagues, which includes the right to refuse work that they deem to be unsafe

- Ensure that appropriate health and safety training and personal protective equipment (PPE) is provided to all employees and contractors as appropriate

- Implement safety management systems based on internationally recognized standards and assess these systems via periodic audit

- Ensure that employees at all levels receive appropriate training and are competent to carry out their duties and responsibilities

- We require our contractors to comply with these principles

POLICY AND STANDARDS

1. Planning and leadership

MANAGEMENT REVIEW

12. Measurement, monitoring and audits

CONTINUAL IMPROVEMENT

CHECKING AND CORRECTIVE ACTION

10. Incident/non-conforming reporting and investigation
13. Corrective and preventive action
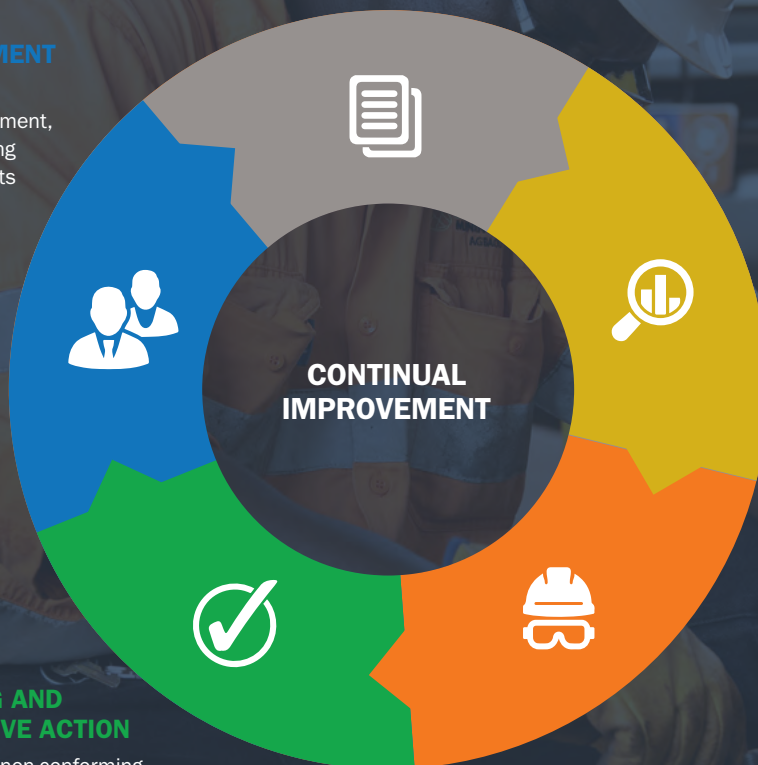
PLANNING

1.1 Planning and implementation
1.2 Resourcing
1.3 Management commitment
1.4 Documents and data control
1.5 HSE committees and involvement
1.6 HSE external regulations and standards
1.7 HSE behaviour
1.8 Management review

IMPLEMENTATION AND OPERATION

2. Competency, training and communication
3. Management of operational risk and change
4. Operational management and design
5. Purchasing systems
6. Work rules and operating permits
7. Inspections and asset maintenance
8. Occupational health systems
9. Personal protective equipment
11. Emergency preparedness

HIERARCHY OF CONTROLS

Most Effective	**Elimination**	Physically remove the hazard
	Substitution	Replace the hazard
	Engineering Controls	Isolate people from the hazard
	Administrative Controls	Change the way people work
Least Effective	**PPE**	Protect the worker with Personal Protective Equipment
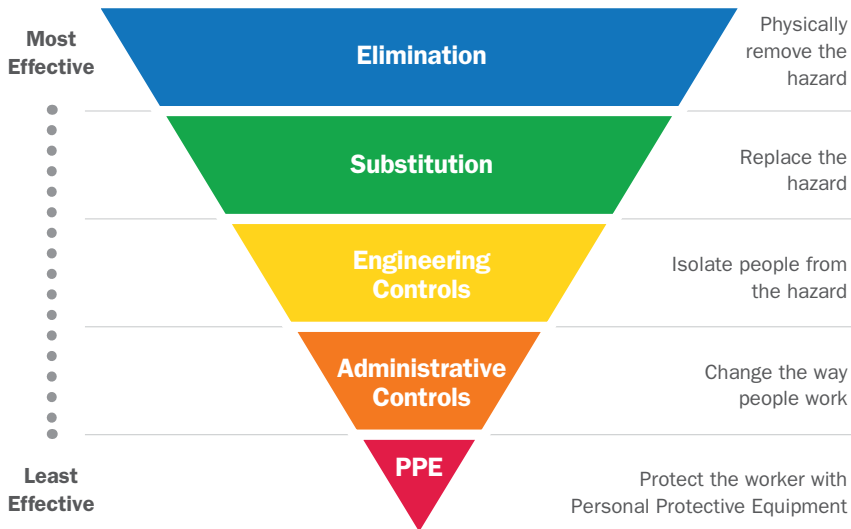
TRAINING

A central pillar of our approach to safety management is training. We place particular emphasis on building risk awareness among our employees and contractors. Our safety procedures, including our 10 Golden Rules, are taught as part of every employee and contractor's induction and are refreshed regularly. All visitors to site are taught safety procedures and issued with appropriate PPE on arrival. Additional specific safety training is provided for workers and contractors in positions with a higher safety risk profile, for example lock out and confinement or working at heights.

Our Group-wide and standardized 10 Golden Rules were finalized and introduced in 2019. They are a set of rules and controls that reaffirm our zero tolerance for unsafe behaviours,

such as working under the influence of drugs and alcohol, as well as guidance for hot work or work in confined spaces. The rules were developed through employee consultation and in line with industry expectations. In 2020, we will continue to embed them across all our sites.

Examples of safety training we provided in 2019 include; ISO 45001 lead auditing, crisis and emergency management, ICAM incident investigation, planned task observation, basic risk management, confined space work, working at height and hot work training.

CASE STUDY
2020 VISION FOR OUR STAFF

In 2019, we launched a new initiative for our staff to provide them with prescription safety glasses, which we believe is a first in West Africa. Working with our medical insurer, MSH, and Essilor, a local specialist corrective lens provider, we rolled out the program at our Ity and Agbaou mines in Ivory Coast first. Essilor travelled to each site with an ophthalmologist who did the eye tests and where necessary, prescription safety glasses were ordered and supplied.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

DEVELOPING ROBUST EMERGENCY RESPONSE PLANS

During 2019, we developed a group Crisis and Emergency Management system. We have an emergency response team on each mine site made up of dedicated and volunteer personnel. Each department has team members trained in first aid to provide care until the Emergency Response Team arrives. We carry out mock drills regularly throughout the year for emergency situations such as fire response, vehicle recovery, hazardous material spills and equipment testing. Our Emergency Response Plans and Procedures are widely and regularly communicated throughout the communities local to the mine.

OUR TEN GOLDEN RULES
For your health and wellbeing

1. NO ALCOHOL & DRUGS
Never operate any mobile or fix plant equipment whilst under the influence of alcohol or drugs.

2. LICENSED TO OPERATE
Never operate any mobile equipment, fixed plant or tools unless specifically licensed, trained or properly authorized to do so.

3. PERMIT TO WORK
Never commence work without first conducting an appropriate level of risk assessment and obtaining appropriate work permits.

4. CONFINED SPACES
Never enter a designated confined space unless properly authorized to do so.

5. PROTECT THE ENVIRONMENT
Never deliberately cause harm to the environment or breach any conditions under the Environmental Management Plan or associated permit.

6. SAFETY DEVICES, BARRIERS & PPE
Never remove or tamper with any safety devices or barriers without the proper permit, isolation or authorisation.

7. ISOLATION & LOCKOUT
Never maintain any equipment before first rendering it safe by isolation. Never remove, modify or bypass a Safety Tag or Lock unless licensed, trained or properly authorized to do so.

8. WORKING AT HEIGHTS
Never work at heights greater than 1.8 meters unless either the work area is fully guarded to prevent falls or appropriate personal fall protection is worn.

9. HARASSMENT, DISCRIMINATION & BULLYING
Never subject any person to any form of harassment, discrimination or bullying.

10. CHEMICAL & HAZARDOUS SUBSTANCES
Never handle chemical or hazardous substances unless specifically trained or authorized to do so.

SAFETY IS NO ACCIDENT

Remaining safe at work and maintaining a safe and healthy working environment is a constant challenge. We integrate safety and risk awareness thinking into our daily processes to ensure that it remains front of mind for all our workers and to prevent complacency creeping in. For example, at the beginning of each shift, every department runs a prestart toolbox safety briefing to discuss safety procedures, a particular safety topic, or to discuss and review any incident that occurred the previous day. All equipment and tools are inspected pre-shift to ensure they are in good working order and regular checks are made to ensure PPE is in proper use. Any employee found not using or misusing their PPE faces disciplinary action.

Our team assesses safety across a wide range of leading and lagging indicators. Leading indicators can serve as preventative warning systems, whereas lagging indicators (such as a lost time injury) record events. The leading indicators we record are High Potential Incidents (HPIs).

HPIs are near-misses that have the potential of becoming a severe safety incident. All HPIs are investigated and appropriate corrective actions are implemented based on the findings of the investigation. Any injury, near miss or safety incident on site is used as an important early warning system, and thus is reviewed and assessed by the HSE team to identify the root cause and ensure that appropriate corrective actions are taken to prevent recurrence.

We have a zero-tolerance policy on drug and alcohol use and unsafe behavior on site. Random breath tests are regularly conducted at all our mines. Any employee or contractor who fails a breath test faces disciplinary action. In 2019, 30 employees were disciplined for alcohol or drug use.

OUR PERFORMANCE

We are pleased to report a solid improvement in our safety performance across all lagging indicators during 2019. We had no fatalities for a third consecutive year and three of our four mines recorded zero lost time injuries, with our Houndé mine achieving two

consecutive years LTI free. Our Group AIFR for our operations fell 30% year-on-year to 3.99 per million hours worked, while our medical treatment injury frequency rated also improved from 1.13 to 0.41 per million hours, an improvement of 64%.

We attribute these improvements to our on-the-ground focus on safety in 2019, particularly the introduction of Positive Performance Indicators, which provide a consistent process for identifying, assessing and managing risk at our sites. This means that we are not waiting for an injury or incident to happen but are constantly and proactively assessing risks and taking action to prevent incidents before they can occur.

In 2019, we commenced reporting Restricted Work Injuries (RWI), as we believe these provide a more comprehensive picture of our safety performance.

Safety Performance

Operational Area	AIFR (12MRA)			LTIFR (12MRA)			MTIFR (12MRA)		
	2017	2018	2019	2017	2018	2019	2017	2018	2019
Agbaou	5.56	3.75	4.93	0.4	0	0	0.79	1.14	0.58
Ity	11.32	9.21	3.61	0.69	0	0.45	1.03	1.35	0
Karma	12.51	5.59	4.65	0.32	0	0	0.96	0.66	0
Houndé	13.34	3.19	2.42	0	0	0	0.35	1.37	0.97
Operations	10.53	5.19	3.78	0.2	0.16	0.14	0.7	1.13	0.41
Endeavour Total	**19.55**	**5.74**	**3.99**	**7.16**	**0.18**	**0.10**	**0.70**	**0.87**	**0.52**

Note: All safety data reported covers both Endeavour employees and contractors at our operational mines. RWI were not recorded before 2019. Group includes projects and exploration.

FOCUSING ON OCCUPATIONAL HEALTH

The business of gold mining carries a range of occupational health hazards, including the potential for chemical and dust inhalation, exposure to noise and strain injuries. These hazards, if not appropriately managed, can develop into serious or chronic problems for our workers. Most occupational diseases build up over time due to repeated exposure to risk and there can be a long time period between exposure and diagnosis. To minimize the chances of occupational disease occurring, we focus on prevention. We have full-time occupational health doctors at our Ity and Houndé mines (part-time at Agbaou and Karma). We have implemented several measures to mitigate exposure to risk. As part of our management of occupational health risks, we:

• Use engineering controls and technology to reduce exposure to risk. For example, spraying, dust collection and ventilation systems to reduce particulate matter present (dust).

• Provide all workers with appropriate and task specific PPE, including hearing protection, safety glasses, dust masks and breathing apparatus.

• Conduct regular medical checks for all employees. Employees in high-risk activities and working in our laboratories also receive blood tests for heavy metals, hearing tests and respiratory monitoring for lung issues such as silicosis or tuberculosis.

• Provide staff that are regularly exposed to hazardous chemicals with regular biological and radiation testing.

During 2019, all staff received their scheduled routine health checks and all environmental and workplace checks for occupational health hazards were completed. In 2020 we plan to do a comprehensive occupational health and hygiene system review.

OUR MEDICAL TREATMENT INJURY FREQUENCY RATE IMPROVED 40% TO 0.52 PER MILLION HOURS

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

TAKING ACTION ON MALARIA

Sub-Saharan Africa carries a disproportionate burden of malaria with an estimated 88% of all global cases and 90% of all malaria linked deaths occurring on the continent. Alongside the massive human cost, malaria has a high economic price tag. All our mines are situated in malaria endemic regions.

On our mine sites, malaria accounts for approximately 2,000 days lost per year. Therefore, taking action to protect our workers and the communities they live in from malaria is not only a good thing to do, it is in the best interests of our business. We have a target of a 10% year-on-year reduction in malaria incidence rates.

OUR PERFORMANCE

In 2019, we reported 4,135 cases of malaria, a 5.5% decrease compared to 2018, although this did not achieve our 10% year-on-year reduction target. Most of our malaria cases occurred at our Ity mine which reported over 1,600 cases, almost double the previous year. We attribute this to the expanded operations at the mine and the increased headcount as a result of the new CIL plant becoming operational. In 2020, we will be redoubling our efforts at Ity to reduce this number.

Houndé had some success in 2019, managing to almost halve the number of cases due to continuing prevention awareness and education programs, as well as improved vector controls. We will look to apply the lessons learned at Houndé across our other mines in 2020.

IN 2019 THE STEPS WE TOOK TO TACKLE MALARIA IN THE COMMUNITIES NEAR EACH OF OUR MINES INCLUDED:

1 Distributing insecticide impregnated mosquito nets

2 Larvaciding in the communities near our mines

3 Working with entomology consultants to understand which chemicals will be most effective to spray at each site

4 Training staff to ensure correct chemical spraying techniques are used and expanding the areas sprayed

5 Reducing the amount of on-site stagnant water which is a breeding ground for mosquitos

Malaria Cases and 2019 Incidence Rate

	2017	2018	2019	2019 Malaria Incidence Rate
Agbaou	270	262	245	71.0
Ity	569	859	1,634	360.0
Houndé	754	912	552	133.5
Karma	447	214	270	96.5
Exploration	-	103	101	61.0
Projects	-	1,094	1,355	525.5
Total	**2,700**	**4,361**	**4,135**	**216.2**

Notes: Data for malaria incidents was not collected for Exploration or for Projects prior to 2018. Projects include the construction of the Ity CIL Project until commissioning. Malaria incidence rate calculated per one million person hours.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

3 GOOD HEALTH AND WELL-BEING

HEALTH & SAFETY
SUSTAINABILITY DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH

IN 2019, WE REPORTED A 5.5% DECREASE IN MALARIA OVER 2018, AGAINST OUR TARGET OF 10%

RESPONDING TO PANDEMICS

At the time of writing. the world is in the midst of a global pandemic, COVID-19. Working in West Africa during the 2014 Ebola Epidemic, we gained valuable experience in developing protocols to protect our people, our local communities and to ensure the continuity of our business. Since the COVID-19 outbreak, we have established a crisis management team who are being assisted by a well-regarded epidemiologist, acting as a Special Advisor, and an 11-person medical team from a leading US NGO to provide additional support to the mines' medical teams.

We have introduced a range of measures to protect our workforce and prevent the spread of COVID-19, including temperature screening at our mine gates, closely monitoring access to site, provision of additional hygiene products on site and suspension of all non-essential business travel.

We are also working closely with the local and national health authorities in our operating countries, Côte d'Ivoire, Burkina Faso and Mali, to implement all their recommendations. We are providing support to our local community health centres by providing medical equipment and supplies, protective equipment, such as hand sanitizer, hydro-alcoholic gel, gloves, masks, and laser thermometers, as well as training health care workers and conducting awareness campaigns among our local communities to help keep them safe.

OUR EMPLOYEES

WHILE WE ALL HAVE DIFFERENT ASPIRATIONS, WE HAVE A COMMON BOND: WORKING FOR ENDEAVOUR

We recognize that human relationships, especially those based on different cultures and individual backgrounds, pose many challenges. These challenges can only be faced if we are fully conscious of them and address them head on with respect, understanding, patience and the strong belief that we can always do better.

MATERIALITY

HIGH
Employment and labour relations

MEDIUM
Employee skills transfer and training

2019 PERFORMANCE

✓ Promoted two West Africans to general manager positions
✓ 11% women in technical or supervisory roles
✓ 95% site workforce are nationals
✓ 35% from host communities
✓ 25 high potential employees enrolled in the Management Development Plan

2020 TARGETS

- Increase the representation of women in our workforce by 25% to 10% by year end
- Create a formal Women in Mining Committee to oversee our activities and coordinate our mine-site WIM chapters
- Roll out training on the Group's Harassment Prevention Policy, establish and communicate to employees a feedback mechanism to identify and assess threats or acts of harassment
- Implement a training strategy that addresses both the need for a management succession planning across key roles and the individual aspirations and capacities of our employees

RESPONSIBILITY AND ACCOUNTABILITY

Group level responsibility for our employees, their professional development and performance, sits with the EVP People & IT, who is a member of the Executive Committee and reports directly to the CEO, ensuring people matters are always heard by the Company's leadership group.

The Board of Directors is presented the annual HR Strategy, including the main conclusions of the annual people review and succession planning made by the Executive Committee, and receives regular progress reports throughout the year. The Board's Remuneration Committee reviews and approves the annual corporate objectives, executive compensation and benefit plans as well as the short-term incentive plans for all the employee categories.

The EVP is supported by a regional human resource (HR) team in Abidjan. Each of our mine sites has a dedicated HR Manager who reports directly to the General Manager, with a dotted line to the Abidjan regional office, who are responsible for implementing the Group's policies, standards and initiatives, as well as maintaining strong relations with employees, the unions and labour inspectors.

CEO

EVP People & IT

Regional HR Team   General Managers at our operations

HR Managers at site

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR APPROACH

We are committed to attracting and retaining top talent by providing a dynamic workplace that offers a range of experiences and career development opportunities, is respectful and inclusive and protects worker rights.

We have a range of policies in place to safeguard our employees' integrity, privacy and quality of working life, including a Harassment Prevention Policy, Safety and Health Policies,

a Whistleblower Policy a Human Rights Policy, a Diversity Policy, and a Business Conduct and Ethics Policy. These are all available on our **website** and at all our offices and mine sites. Regular training on these policies takes place and the policies are also discussed during the induction of all new employees.

Our Human Resources Strategy is focused on aligning our talent management efforts with the overall business objectives and strategy.

Its focus areas include growing local content, fostering a performance-orientated culture, building leadership capabilities, developing effective labour relations and improving diversity and inclusion.

PARTNERS PERFORMERS PIONEERS PROACTIVE 4PEOPLE

These values were not created as the result of a 'tick the box' exercise. We have taken time to articulate them to ensure they reflect who we really are as a business and how we want to behave. They are regularly discussed at team meetings, whether that is in London, Ouagadougou or on site. Every time we have to make a decision, we ask ourselves, "Are we in line with the 4Ps?" We are committed to the 4Ps!

OUR VALUES – THE 4Ps

We are a company of many nationalities operating across seven jurisdictions. Our values unite us with a common language and behaviour, both towards each other as well as our external stakeholders and guide our decision-making throughout the business.

PARTNERS

We are respectful and transparent with all stakeholders that have a vested interest in our activities including our employees, contractors, host communities, authorities and shareholders.

PERFORMERS

We strive for excellence in all we do. From a business perspective, we are constantly looking for operational, technical, technological or financial improvements to our operations. For our host communities, we always strive to deliver on all our promises.

PIONEERS

We encourage innovation and learning from one another, as we consistently explore ways to advance our business.

PROACTIVE

We are all contributors to our collective success, whatever our position. Our employees are our most important asset and safety at work will always remain our first and foremost priority.

MANAGING OUR HUMAN CAPITAL

Endeavour is a major employer in Côte d'Ivoire and Burkina Faso.

To support the development of our host countries, our long-term goal is to hire close to 100% of our workforce directly from the country in which the mine is located by recruiting qualified staff in-country.

In 2019 we promoted two West African colleagues to the position of General Manager at our Agbaou and Karma mines. Respectively we established a new recruitment process which sets out the mandatory search for a national employee before searching beyond the national borders of our operations to fill the vacant position.

Endeavour's global workforce comprised 3,726 employees at the end of 2019, 31% less compared to 2018 due to the sale of the Tabakoto mine in Mali in December 2018 and the completion of the Ity CIL Project in April 2019, which resulted in the demobilization of a number of the construction team that were not integrated into the operations.

We also rely on the services of 3,394 contractors, the majority of whom provide blasting, mining, laboratory, security, construction and catering services.

On average, the combined workforce of Endeavour employees and contractors in our mines in 2019 was 95% national.

Nationals   **Non-nationals**

GENERAL MANAGERS

2019
75%
3 OUT 4 ARE NATIONALS

2018
25%

2017
0%

SITE WORKFORCE

2019
95%
NATIONALS

2018
95%

2017
93%

HEAD OF DEPARTMENTS

2019
42%
15 OUT OF 36 ARE NATIONALS

2018
36%

2017
33%

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT
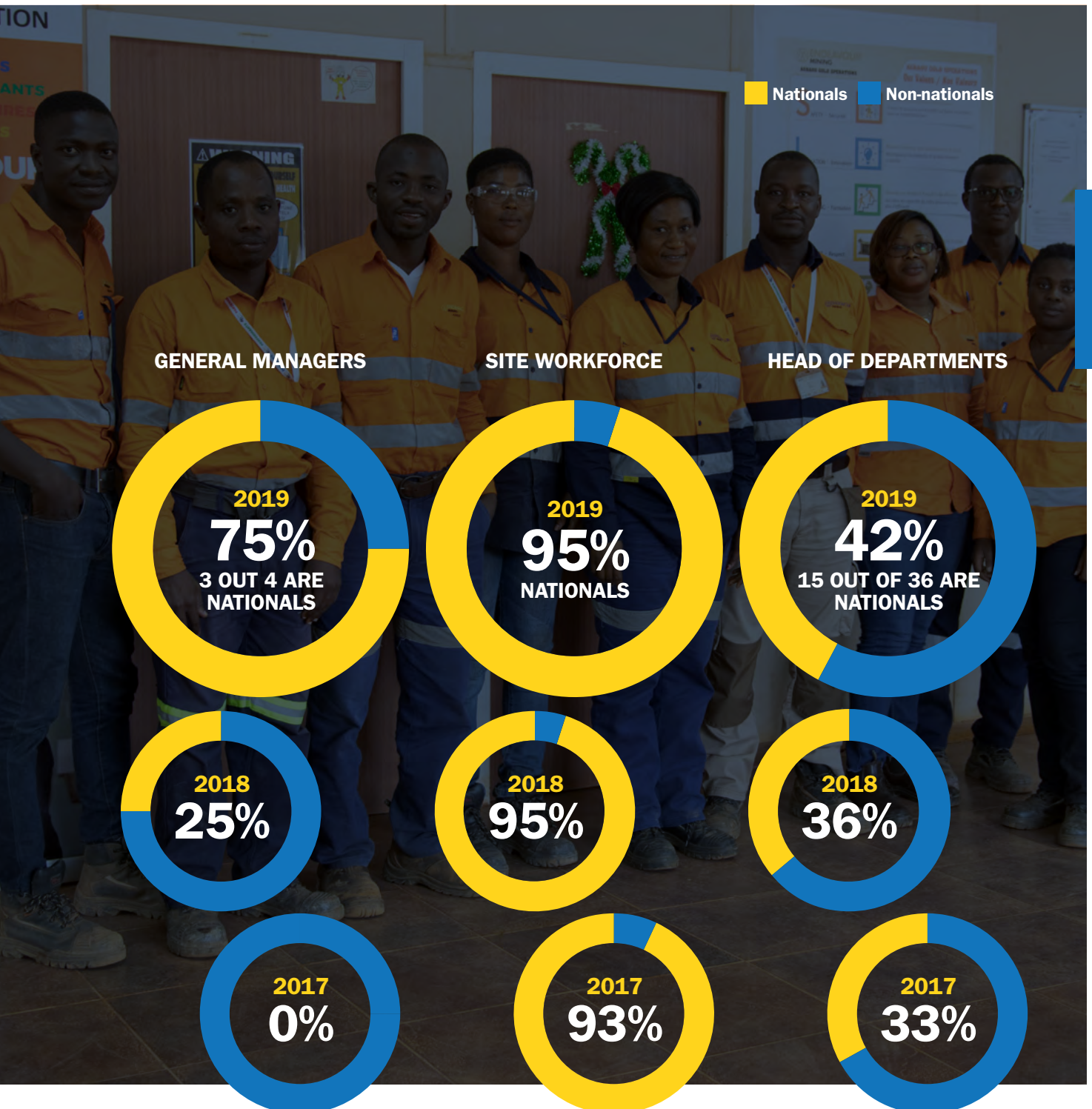
Endeavour Total Workforce

	2017	2018	2019
Houndé	849	993	1,062
Karma	785	829	768
Ity	523	1,617	941
Agbaou	267	268	276
Kalana Development Project	483	365	347
Exploration	144	175	162
Regional office	45	54	130
Corporate offices	28	31	40
Tabakoto	1,028	1,072	-
Total	**4,152**	**5,404**	**3,726**

Note: Tabakoto was divested in December 2018.

The total turnover rate for Endeavour in 2019 was 29%, an increase compared to 2018. This reflects the operational transformation of the business including with the disposal of the Tabakoto mine, the increase in temporary workers on the construction of the Ity CIL Project and subsequent demobilization, as well as the drilling campaigns for the exploration teams, among others.

ATTRACTING AND RETAINING TALENT

ENDEAVOUR REWARDS

To recruit and retain highly skilled and experienced workers, we offer attractive terms of employment with competitive remuneration and career development opportunities. Remuneration is gender neutral, determined by expertize, experience and performance and is regularly reviewed against our peers in the industry.

Our Endeavour Rewards Program recognizes and celebrates the accomplishments of our employees. All our employees' remuneration packages, from the CEO down to the frontline worker, have a performance-related bonus component against which they are measured quarterly through to annually. The bonus is dependent on the achievement of a set of Key Performance Indicators (KPIs), which change annually but always include production, cost and ESG indicators.

All our employees receive an annual Performance Appraisal Review, where their performance is measured against the Group's KPIs. For those in a supervisory or managerial position, this includes individual targets.

Executive compensation is aligned with shareholder interests by linking the long-term incentive portion of compensation with the achievement of strategic and operational objectives, and by ensuring that long-term incentives are 'at-risk' if objectives are not met. Remuneration consists of a base salary, a short-term cash incentive plan and a long-term share incentive scheme.

The Board's Remuneration Committee is responsible for reviewing the CEO's annual performance, the Group's KPIs as well as the short and long-term share incentive schemes. Annual executive and Board remuneration packages are detailed in our Management Information Circular, which is available on our website.

ENDEAVOUR CARE

To ensure that all our employees are well cared for, we have implemented the Endeavour Care Program, which includes life and healthcare insurance for all. Indeed, the EDV Care Program is advantageous in developing countries where national health insurance coverage for the private sector does not yet exist. Like other companies, we have introduced a third-party health insurance scheme for the benefit of staff members to provide them with easier access to healthcare, however we have gone a step further and combined this health coverage with a death benefit coverage for our employees, thereby improving the benefits of the national pension systems for private sector workers.

Percentage of Persons in Senior Management

■ Communities ■ Nationals ■ Regional Expatriates from West Africa ■ Other Expatriates
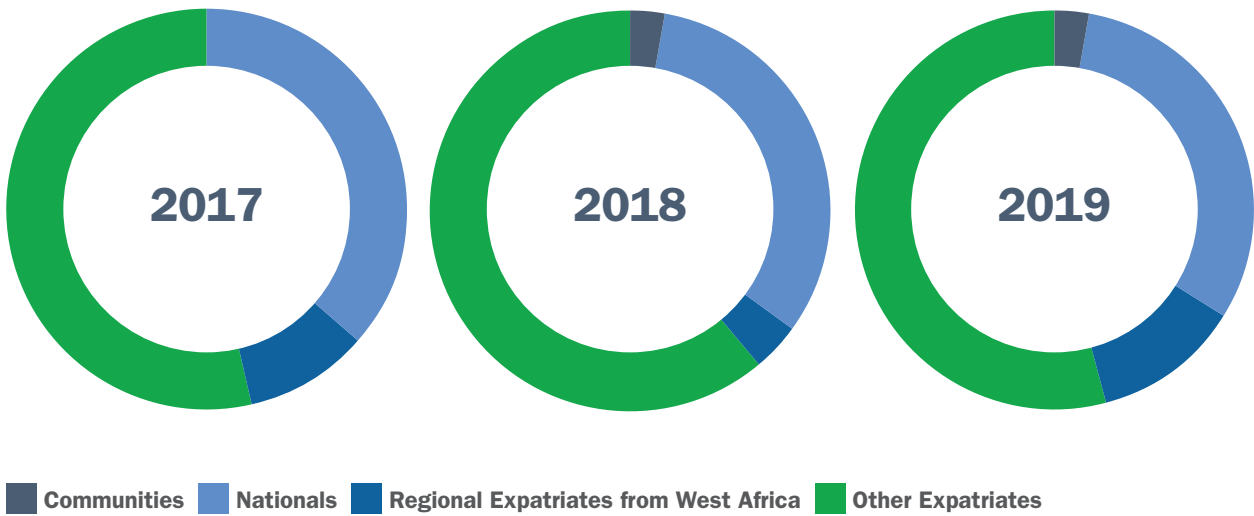
Note: Endeavour classifies senior management as members of the leadership team, which includes the executive, vice presidents, general managers and heads of departments.

The Endeavour absenteeism rate was 0.2%, excluding absences for leave and roster-related rest, or 5% if leave and rest are taken into account. Absences are largely attributed to health reasons, due to the remoteness of the sites from the major health centres, which may necessitate long journeys, and absences for personal reasons such as family visits and administrative errands. The low rate is explained by the fact that all sites operate with rosters that reduce unplanned absences.

SKILLS TRANSFER AND PROFESSIONAL DEVELOPMENT

ENDEAVOUR NEXT

To support our policy to nationalize the workforce on our mines, we have two programs in place. Endeavour Next is focused on succession planning for key positions within the Group. In 2019, we promoted 113 people to key positions, including two general managers at Karma and Agbaou.

Alongside this we have our "Growing Local Talent" initiative, whereby our supervisors and managers continuously assess our workforce to identify skills and leadership development potential, so we can enhance training opportunities and promote internally wherever possible.
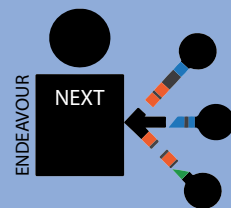
ENDEAVOUR ACADEMY

Our goal is to promote and grow local talent and ensure skills transfer between our expatriate and local workers, so eventually local workers can occupy more key positions within our operations. Since 2018, the vast majority of our expatriates hold a two-year contract with Endeavour that includes a contractual obligation to identify, train, coach, empower, mentor and finally employ a national employee to replace himself/herself in the same position. This is part of a KPI that is reviewed and appraised during the annual Performance Appraisal Review.

In 2018, we launched the "Endeavour Academy" to promote and give visibility to our skills transfer and technical and managerial training programs. The focus of the Academy is to build the capabilities of national employees in key areas such as geology, engineering, mining and processing. We invest heavily in training our workforce. Our training programs are multifaceted, focusing on technical training, leadership and business literacy, and procedures and standards, as well as career development.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT
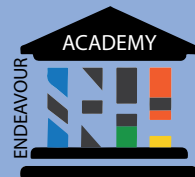
In 2019, we selected 25 national employees to participate in our one-year Management Development Program, which we established in partnership with the University of Stellenbosh. This program equips managers with the necessary competencies to implement our strategic objectives and prepare them for more senior roles. Upon successful completion of the course, participants receive an internationally recognized qualification. Since the its launch in 2017, 60 employees have benefited from this program.

We have also partnered with training and educational establishments in Côte d'Ivoire and Burkina Faso and offered internships to their students. Furthermore, we are increasingly focused on youth development and employment within the Company and the broader community. As part of our goal of hiring local talent, in 2019 we recruited 180 young interns and will continue with various education and training programs in order to be able to recruit more young graduates into our workforce.

Approximately 53,780 hours of training took place during 2019, averaging 14 hours of training per employee.

DIVERSITY AND EQUAL OPPORTUNITIES

At Endeavour we are an equal opportunity employer, which is enshrined in our Business Conduct and Ethics Policy. Our goal is to develop a workforce whose diversity reflects that of the host communities in which we operate. We believe a diverse workforce, which integrates a wider range of people, backgrounds and perspectives, not only helps enhance corporate performance, but it also makes local economies in our host communities more resilient.

We are committed to Equal Pay and have no Equal Pay gap at our mine sites, where the majority of our employees are located, or at our corporate offices.

We also actively promote gender equality and empower our female talent with the objective of accelerating individual and collective sustainable development. The employment of women in operational and technical roles in the mining sector in West Africa is a relatively new phenomenon. It is a direct result

of objectives set by the governments of our host countries, as well as the commitment of the mining companies themselves to positively contribute to gender equality. Despite the increase in the number of women employed in West African mines, the percentage is still low compared to other jurisdictions, predominantly due to a combination of historic perceptions of the mining industry as well as cultural traditions.

Our mine-site Women in Mining (WIM) programs encourage women to apply for jobs in fields not traditionally seen as female occupations. In 2019, at our Ity CIL Project which declared commercial production in April, we trained 20 women to become mining equipment operators. We also identified and trained two experienced female dump truck operators to become mining supervisors. We have WIM chapters at our two flagship mines, Houndé and Ity, and our Agbaou mine.

In 2019, 8% of our workforce were women, with 11% in technical or supervisory roles, an increase of 5% compared to 2018. At the time of writing this report, we have three female independent non-executive directors, bringing our Board female representation to 33%.

In 2020, we will continue to diversify our workforce and are targeting a 25% increase in our female employees. This target is a key component of our annual Group ESG target and forms part of our short-term incentive plan in 2020.

"

IN 2019 THERE WAS A 5% INCREASE TO 11% IN THE NUMBER OF WOMEN IN TECHNICAL OR SUPERVISORY ROLES"

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

CASE STUDY

EMPOWERING WOMEN IN OPERATIONAL LEADERSHIP POSITIONS

FIRST FEMALE HR MANAGER AT HOUNDÉ

In May 2019, Marianne Oliver, a Malian national, became the first female to be appointed HR Manager at the Houndé mine, one of our flagship mines in Burkina Faso. Leading a team of eight, Marianne is responsible for the development, management and implementation of the mine's HR Strategy for our 1,100 employees. This includes managing the mine's pipeline of talent, skills training and transfer, in line with our local content policy, and ensuring good relations between the Company and its employees.

Marianne has a collaborative approach to HR, recognizing the strength of working with other departments to achieve her goals. Marianne is recognized for her vision, dynamism and communication style.

A highly experienced HR professional, prior to joining Endeavour Marianne worked at a variety of multinational companies such as Shell-Vivo Energy, Boart Longyear and Newcrest throughout French and English-speaking Africa, during her 18-year career. Marianne holds an MBA from DeMontfort University in the UK and an MA from ESC Rennes, France.

HSE MANAGER AND WIM MEMBER

Christelle Vanga is the HSE Manager at the Agbaou mine in Côte d'Ivoire. She joined the mine in 2015 as an environmental coordinator and was responsible for the implementation of a new occupational health and safety management system and an environmental system. To help prepare her for the next step in her career, Christelle has registered for a course in Quality, Health, Safety, Environment and Sustainable Development (SD) Management Systems at the 2IE Institute based in Ouagadougou, Burkina Faso, although her ultimate aim is to obtain a PhD in QSE (Health-Safety-Security) and SD. Christelle is very involved in the Agbaou Women in Mining chapter, supporting her fellow female colleagues and leading by example.
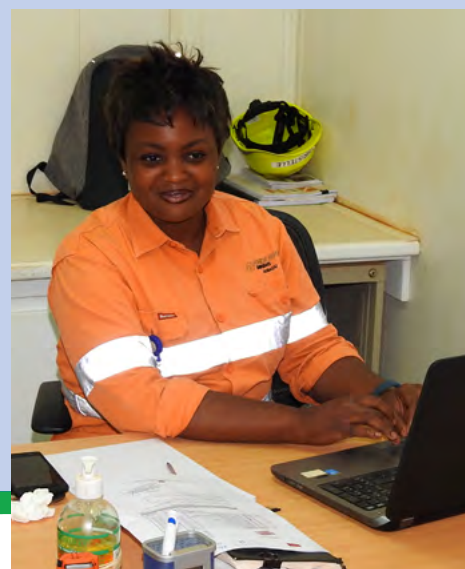
45

"

AS PART OF OUR GOAL OF HIRING LOCAL TALENT, IN 2019 WE RECRUITED 180 YOUNG INTERNS"

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

OUR EMPLOYEES
SUSTAINABILITY DEVELOPMENT GOALS

2019 Endeavour Employees

3,686 IN WEST AFRICA

3,047 SITE-BASED EMPLOYEES

- 🟩 Local Communities
- 🟦 Nationals
- ⬛ Regional Expatriates from West Africa
- 🟨 Other Expatriates

Percentage of employees receiving regular performance and career development reviews

Men (%)	2018	2019
Operations	100	100
Exploration	100	100
Regional office	91	100
Corporate offices	100	100
Total	81	100

Women (%)	2018	2019
Operations	100	100
Exploration	100	100
Regional office	75	100
Corporate offices	100	100
Total	75	100

Manager/'Cadres' (%)		
Operations	100	100
Exploration	100	100
Regional office	93	100
Corporate offices	100	100
Total	80	100

Technical Roles/Supervisors (%)		
Operations	100	100
Exploration	100	100
Regional office	33	100
Corporate offices	100	100
Total	92	100

Skilled Employees (%)		
Operations	100	100
Exploration	100	100
Regional office	100	100
Corporate offices	100	100
Total	94	100

Semi-Skilled Employees/Unskilled Employees (%)		
Operations	100	100
Exploration	100	100
Regional office	0	100
Corporate offices	100	100
Total	48	100

LABOUR RELATIONS

We support the right to freedom of association and collective bargaining. Our approach to employee representation is based on trust and transparency, respectful dialogue and constructive, peaceful resolution. We do not place any restriction on which union representation employees choose and all forms of labour representation among our workforce are welcome. We engage with union leaders regularly on matters of local labour laws, the Group's strategy and performance and the negotiation of workers' terms and conditions.

We have site-specific collective agreements with the representatives and the unions at Agbaou and Karma already in place. In 2019, we negotiated partial collective agreements at Ity and Houndé. In 2020, we plan to update and renegotiate collective agreements at Houndé and Agbaou.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR COMMUNITIES

TRUSTED AND RESPECTFUL PARTNER

A strong social license to operate in our host countries and local communities, is built on mutual respect and open two-way dialogue and is fundamental to the long-term viability and success of our business.

MATERIALITY

HIGH

Stakeholder engagement

Resettlement compensation and livelihood restoration

Economic Performance

MEDIUM

Security practices

Artisanal and small-scale mining

Community education and training

2019 PERFORMANCE

✓ $376 million, 67% of total budget, spent on national and local suppliers, supporting 1,144 businesses

✓ 1,161 community engagement meetings held

✓ 22 agricultural projects supported, providing 454 direct jobs

✓ $0.6 million invested in local community projects in addition to contributions to the Local Development Mining Funds

2020 TARGETS

- Develop and implement a Group-wide Community Engagement Policy to unify and standardize the mines' community engagement
- Implement a Supplier Code of Conduct that sets out Endeavour's requirements of its suppliers

RESPONSIBILITY AND ACCOUNTABILITY

Group level responsibility for in-country stakeholder relations, from Government to local community affairs, sits with the Executive Vice President (EVP) Public Affairs, CSR and Security, who is a member of the Executive Committee and reports directly to the CEO.

The EVP is supported by the Group CSR Manager and the SVP for Security at the regional level. Each of our mine sites has a dedicated Community Relations department, headed up by the Community and Social Relations Manager who reports directly to the General Manager, with a dotted line to the Group Community Relations Manager.
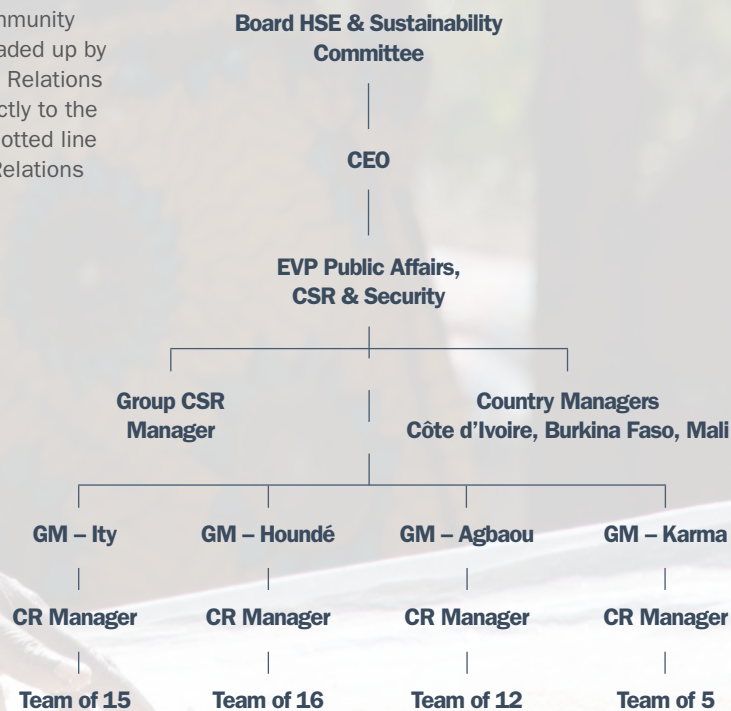
Board HSE & Sustainability Committee

CEO

EVP Public Affairs, CSR & Security

Group CSR Manager

Country Managers
Côte d'Ivoire, Burkina Faso, Mali

GM – Ity	GM – Houndé	GM – Agbaou	GM – Karma
CR Manager	CR Manager	CR Manager	CR Manager
Team of 15	Team of 16	Team of 12	Team of 5

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR APPROACH

We are committed to building and maintaining strong relationships in a transparent manner. These relationships are underpinned by open and constructive dialogue with our communities, host governments, NGOs and other local and national stakeholders across all stages of our mines' life cycle.

We have identified all our key stakeholder groups at the local, regional and national levels at each of our operations. Our comprehensive Stakeholder Engagement Strategy provides the framework to obtain and strengthen our social license from these stakeholders on a range of issues, including:

- Our exploration activities and mining operations, performance and impacts (eg. dust, noise and blasting)
- Employment
- Community and social investment projects
- Procurement
- Land access and compensation
- Resettlement and livelihood restoration
- Social and cultural aspects

All our operations have site-specific annual stakeholder engagement plans that identify the stakeholders' main concerns and expectations and set out a strategy for regular communication and protocols to ensure positive engagement. These plans include a functional, accessible and widely published external grievance mechanism. Engagement is managed on a daily basis by the mine's Community Relations team, with support from the mine's General Manager, the Group CSR Manager, the relevant country manager and the EVP for Public Affairs, Security & CSR.

Our regional and national stakeholder engagement plans are implemented by our Public Affairs team, comprising the Group CSR Manager, the relevant country manager and the EVP for Public Affairs, Security & CSR. Oversight of all our engagement activities is provided by the Board and the HSE & Sustainability Committee.

STAKEHOLDER ENGAGEMENT PERFORMANCE

In 2019, our on-site Community Relations teams comprised 54 people: Ity (16), Houndé (17), Agbaou (12), Karma (6) and Kalana (3). During the year we held a total of over 1,161 meetings with local stakeholders including the administrative authorities, various administrative departments such as Agriculture, Construction, Water and Forest, traditional tribal leaders, religious authorities, Youth Association leaders, Women associations and student associations.

A range of topics were discussed, predominantly employment opportunities, local procurement, capacity building, livelihood restoration, community development projects, social investments, impact of the Company's operations, updates on the Company's activities and complaints or grievances.

We also hosted 30 site visits to our operations to help improve our stakeholders understanding of our business and to further strengthen our dialogue with them. Alongside this, our mines also provided both financial and in-kind support for several cultural, religious and sporting events during the year, which are considered important by our local stakeholders.

"
WE ARE COMMITTED TO BUILDING AND MAINTAINING STRONG RELATIONSHIPS IN A TRANSPARENT MANNER"

IN 2019, OUR ECONOMIC CONTRIBUTION WAS

$627M

TO HOST COUNTRIES

OUR COMMUNITIES
SUSTAINABILITY DEVELOPMENT GOALS

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
6 CLEAN WATER AND SANITATION

CROP AND LAND COMPENSATION

In 2019, we paid $2.6 million in crop and land compensation to 1,179 farmers and people across our four mines and exploration sites.

In Côte d'Ivoire, the compensation process is formalized and transparent, with a public access to a database that shows the land that has been compensated, the amount and the person. A sliding scale is in place for compensation according to the crop, which is set and regulated by Government. Land compensation is determined between the Company and the persons affected and Endeavour has a standardized process in place.

In Burkina Faso, the compensation process and amount are agreed directly between mining companies and the persons affected and Endeavour has a standardized process in place that it follows.

RESETTLEMENT AND LIVELIHOOD RESTORATION

The development or expansion of a mine sometimes necessitates the relocation of local communities and people away from their homes, farms and pastures. The act of resettling a community is one of the most sensitive challenges a mining company can face and if resettlement is not planned well and carefully managed, it can result in lasting harm to relationships with local communities.

Our policy is to avoid the resettlement of communities or people as far as practicably possible, in line with the International Finance Corporation (IFC) Performance Standard 5, which states that the first objective is to avoid resettlement. Where resettlement is necessary, our approach is to put the impacted people and community at the centre of the process. We engage with affected parties early on to assess and mitigate the potential impact and ensure they are able to make informed decisions at every stage of the resettlement process, supported by the local authorities and leaders who provide guidance and advice. Our aim is to ensure living conditions and livelihoods are at least restored, if not improved.

We work with the impacted parties and local stakeholders to develop a Resettlement Action Plan (RAP) for each location, which is drafted by external experts in line with both our own Resettlement and Compensation guidelines as well as the IFC Performance Standards. We believe that through our resettlement activities, we can make a significant positive contribution to the development of the community.

The RAP is accompanied by a Livelihood Restoration Program (LRP).

Over the past three years, we have completed resettlements at our Ity, Houndé and Karma mines. In each case, we have worked with the community to agree the process and for the resettled residents of Houndé and Karma, we have also provided them with security of tenure, which is still in its infancy in developing countries. We have also upgraded the infrastructure and facilities in the new resettlements, introduced solar powered street lighting and new supplies of drinking water, as well as educational facilities (Houndé, Karma and Ity), a community centre (Ity), a market place (Ity) and mosque (Karma). Where possible, we work to amplify and share the positive impact associated and use local workers, businesses and suppliers to build the resettlement houses and community facilities.

During the resettlement process, we have registered and resolved a total of 184 complaints, including land ownership disputes between landowners, house allocation errors, access to drinking water, violation of local customs, a community road and uncompensated properties.

In 2019, we undertook resettlements at both our mines in Burkina Faso.

Resettlement	2017		2018		2019	
	No. of Households	No. of People (estimated)	No. of Households	No. of People (estimated)	No. of Households	No. of People (estimated)
Ity	0	0	85	1,000	0	0
Houndé	197	1,182	26	130	31	186
Karma	88	479	101	717	195	1,800
Agbaou	0	0	0	0	0	0

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

51

LIVELIHOOD RESTORATION PROGRAM

We design and implement a number of livelihood restoration programs to accompany the newly resettled village, based on our Group compensation and resettlement guidelines. This is done in consultation with the local stakeholders and specifically, the impacted community members. Typically, these activities are agricultural projects, either intensifying production through assistance with fertilization, improved seeds or new types of crops, or diversification with other non-agricultural sources such as beekeeping, poultry farms, raising goats or fish farming.

In 2019, local women and youth associations received funding and support for the creation of income-generating activities such as fish farming, cassava processing, chicken farming and soap manufacturing.

ITY	HOUNDÉ	KARMA
ACTIVITIES	**ACTIVITIES**	**ACTIVITIES**
Chicken farming	Soybean production	Manure production
Fish farm	Chicken farming	2 grain mills
Cassava processing	Sheep and goat breeding	Ovens and hullers for processing groundnut
Soap manufacturing	Community microfinance program	A small marketplace for women
	Market garden	1 water well
BENEFITING	**BENEFITING**	**BENEFITING**
157 People	**160 & 7** People Women groups	**280+** Households

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

PROVIDING TRAINING AND EDUCATION FOR OUR LOCAL COMMUNITIES

We believe improving the human capital of our host countries is a very meaningful and powerful contribution that we can make. Education forms a key part of our community investment activities. We aim to increase access to quality education for the communities surrounding our operations by providing adult literacy programs, providing scholarships and building schools. In 2019, we awarded a total of 54 scholarships to students in both Côte d'Ivoire and Burkina Faso, including two to study engineering in Burkina Faso, one to study egineering in France, 20 for students in Burkina Faso to pursue post-secondary education in preparation for university and 31 for students in both Burkina Faso and Côte d'Ivoire to pursue secondary education. We also provided school supplies to the top 248 students in our host communities in Côte d'Ivoire. This was alongside the recruitment of 180 young interns at our operations to gain valuable work experience.

COMPLAINTS AND GRIEVANCES

We have a community grievance mechanism in place at all our mines to enable communities to formally lodge complaints. This helps us to understand and address any community concerns before they escalate. Complaints are lodged either in person at our mines, via our Community Relations Liaison Officers or by email. Our procedure is to record the number of grievances by category and by village and/or town, conduct the required investigations, take corrective actions as necessary and provide feedback to those concerned. We aim to resolve each one in a timely manner.

In this year's report, we have expanded our ESG reporting to include complaints and grievances and present the past two years as a comparison. In 2018, the large number of grievances open at the end of the year was mainly due to the construction of the new CIL processing plant at Ity, which was successfully commissioned in Q2 2019.

In 2019, we received a total of 183 complaints and resolved 57% of them in a timely fashion, with the remainder in progress. This is an improvement compared to 47% in 2018, however we need to continue to improve our grievance resolution performance and will redouble our efforts in this area.

The majority of complaints related to the impact of our blasting operations, dust emissions, local employment, poor condition of the community roads, compensation payments, crop damage and flooding at Ity.

> **IN THIS YEAR'S REPORT, WE HAVE EXPANDED OUR ESG REPORTING TO INCLUDE COMPLAINTS AND GRIEVANCES"**

	2018				2019			
	Consultations	Grievances Received	Grievances Open	Close-out Average	Consultations	Grievances Received	Grievances Open	Close-out Average
Ity	719	146	166	14	111	84	8	17
Agbaou	188	70	37	16	160	51	48	14
Houndé	476	107	9	48	807	25	10	47
Karma	521	96	11	53	233	23	12	37
Total	**1,904**	**419**	**223**	**33**	**1,331**	**183**	**78**	**29**

MANAGING THE HIV/AIDS RISK

HIV/AIDS remains prevalent throughout sub-Saharan Africa. HIV/AIDs related illness, deaths and worker absences are estimated to reduce growth rates across the continent by as much as 2%. While there is no cure for HIV infection, effective anti-retroviral drugs can control the virus and help prevent transmission so that people with HIV can enjoy healthy, long and productive lives with minimal side effects.

To reduce the spread of HIV/AIDS in our host communities, Endeavour conducts awareness raising and education programs to sensitize the community to the risks of HIV and the precautions that should be taken to reduce the risk of transmission, distributes free condoms and promotes voluntary counselling and testing. For example, our Ity mine distributed 20,000 condoms during 2019.

SECURITY PRACTICES

As mentioned earlier in this report, Endeavour respects and upholds human rights and this extends to the actions on the ground by our security team in the protection of our people, assets and property. We respect our host country's laws, judicial system and administrative procedures and adhere to the Voluntary Principles (VPSHR).

Our security teams, consisting of employees and private security contractors, protect our employees and our property and play an essential role in enabling us to operate in a safe environment as well as contributing to the security of our local communities. Our primary objective is to identify risks and threats with enough prior warning so as to address the issues and put in place mitigation measures. We use externally vetted private security contractors who have been trained on the VPSHR and have a track record of acting responsibly and respecting human rights. The protection of our workers, mines and exploration sites is constantly reviewed in order to anticipate any possible threats or changes.

The Group's security strategy and management is led by the Senior Vice President for Security, who reports to the EVP Public Affairs, CSR & Security. Our site Security Managers and their teams, as well as the private security contractors and national security forces (police, gendarme and military) on our operational sites, are overseen by the mine's General Manager and the Country Security Manager, who also liaises with the national security authorities. The gendarmes, police and military are accountable to their national chain of command and operate with our security personnel through a mechanism of Memorandums of Understanding signed with the national authorities in Côte d'Ivoire and Burkina Faso.

It is important for us to ensure that our security personnel's conduct is appropriate towards third parties and we therefore regularly train all our security employees and private contractors on human rights. In 2019, 81% of our employees and 71% of our private security contractors received training on the VPSHR. We also issued appropriate rules of engagement and organized training for the security

forces on how to respond accordingly and refrain from using violence, how to handle weapons properly when they are requested to carry them and how to provide medical care and assistance.

In 2020, we will continue to provide and augment our human rights training for both our own personnel and third-party security personnel.

> "
> **IN 2019, 81% OF OUR EMPLOYEES AND 71% OF OUR PRIVATE SECURITY CONTRACTORS RECEIVED TRAINING ON THE VPSHR"**

Security Personnel Trained in Human Rights Policies or Procedures

	2017	2018	2019
Number of Security Personnel			
Number of Endeavour employees who act as security personnel	202	271	75
Number of employees of third-party security contractors providing services to Endeavour	668	631	863
Percentage of Security Personnel Who Received Training on Endeavour's Human Rights Policies and Procedures (%)			
Endeavour security personnel	73	66	81
Third-party security contractor personnel	28	71	71

MANAGING ARTISANAL AND SMALL-SCALE MINING

ASM is a collective term embracing both small-scale and artisanal mining and covers formal or informal mining. ASM can involve men and women working on an individual basis as well as those working in family groups, in partnerships or as members of co-operatives or other types of associations.

ASM is widespread in developing countries across Africa, Asia, Oceania and Central and South America and represents an important livelihood and income source for a significant population who may not have access to viable alternatives.

The majority of ASM is still informal and is characterized by relatively simple methods for exploration, extraction and processing and high labour intensity. It commonly lacks adequate health and safety safeguards and there are often a high number of fatalities and injuries in the sector. The poor social and environmental practices often negatively impact the local communities.

In Côte d'Ivoire, the Mining Code has made provisions for legalized ASM, which can only be conducted in designated areas and on sites of 25 hectares or less. In Burkina Faso, the regulatory agency ANEMAS is in charge of supervising small-scale miners and ASM organizations, of which there are currently 15 officially recognized ASM cooperatives.

We have identified eight active ASM sites on our operational permits in Côte d'Ivoire and Burkina Faso and estimate that there are around 30 ASM sites across our active exploration permits in Côte d'Ivoire, Burkina Faso, Mali and Guinea.

Our ASM strategy is three-fold: the first is to comply with our host countries' laws and regulations, which clearly state in both countries that ASM activity is illegal on large-scale mining permits. We prevent any illegal ASM activities on our operational permits through constant monitoring of our tenement areas and regular dialogue with the ASM miners, our local communities and the authorities. We have security action plans in place that are designed to minimize conflict between illegal ASM and our security personnel. These plans comply with the VPSHRs.

The second is to offer local ASM miners access to alternative employment and skills training programs. There initiatives have had mixed results to date, as many ASM miners prefer the 'get rich quick' opportunity ASM offers. One program however, which has had considerable success in deterring local ASM, is the rice plantation project at our Fetekro greenfield exploration site in Côte d'Ivoire.

And thirdly, we actively engage with Government, local authorities and NGOs on ASM, sharing our experiences as together we work to find viable long-term solutions to address this complex issue.

CASE STUDY
COMMUNITY SUPPORT

With community support, a rice plantation project was initiated in February 2019 at our Fetekro greenfield exploration site in Côte d'Ivoire. The aim is for this project to become a self-sufficient community cooperative. Endeavour provided the initial investment of $10,000 for 30 villagers (15 men and 15 women) to buy the rice, fertilizer and necessary tools. The cooperative harvested and sold 24 tonnes of rice, against a target of 57 tonnes, making a $3,700 profit, which will be re-invested for next year's crop. In 2020, the project will also look to improve the cooperative's farming techniques, improve the beneficiaries accounting skills to ensure good management of the cooperative, and consider purchasing a huller to expand into rice processing, thereby improving the cooperative's margins.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

COMMUNITY ENGAGEMENT AND IMPACT ASSESSMENT

Activity	ITY MINE Côte d'Ivoire	AGBAOU MINE Côte d'Ivoire
Social Impact Assessment (SIA) including Gender Impact Assessment based on participatory processes	2013 Updated in 2016	2009
Environment Impact Assessment and ongoing monitoring	Regular monitoring and inspections by the National Environment Agency (ANDE)	Regular monitoring and inspections by the National Environment Agency (ANDE)
Public disclosure of results of Environmental and Social Impact Assessment	2013	2009
Local Community Development programs based on local communities' needs	The 2019-2021 Local Development Plan was based on community needs and priorities. The Community Development Mining Fund Committee is in charge of implementing community projects	The 2017-2022 Local Development Plan is based on community needs and priorities. The Community Development Mining Fund Committee is in charge of implementing community projects
Stakeholder Engagement Plans based on Stakeholder Mapping	2018	Updated in 2019
Broad based local Community Consultation Committees and processes that include vulnerable groups	Regular meetings with all community stakeholders to better understand their expectations and concerns and keep them informed about the mine's activities	Regular meetings with all community stakeholders to better understand their expectations and concerns and keep them informed about the mine's activities
Works Councils, Health and Safety Committees and other worker representation bodies to deal with impacts	Workers' representatives and trade union committees HSEC Committee	Workers' representatives and trade union committees HSE Committee
Formal local Community Grievance processes	Formal grievance mechanism in place, with four stages: • Ity Staff • Village Chiefdom • (Sub)-prefecture • Court	Formal grievance mechanism in place, with four stages: • Agbaou Staff • Village Chiefdom • (Sub)-prefecture • Court

HOUNDÉ MINE	KARMA MINE	KALANA PROJECT
Burkina Faso	Burkina Faso	Mali
2013 and 2015	2012	2015
Data collection and monitoring by the National Environmental Assessment Office (BUNEE)	Data collection and monitoring by the National Environmental Assessment Office (BUNEE)	Inspections by the Environment Ministry
2013 and 2015	2013	2015
The 2017-2021 Local Development Plan was based on community needs and priorities	The 2017-2021 Local Development Plan was based on community needs and priorities	As Kalana is a development project there is no formal plan, however the community-related activities are based on community consultations and their expressed needs
2016	2015	2018
There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities community representatives. This Committee is subdivided into three sub-committees (Compensation and Resettlement, Local Recruitment and Local Procurement)	There is a Monitoring and Liaison Committee at the provincial level which comprises administrative and religious authorities, community representatives. This Committee is subdivided into 3 sub-committees (Compensation and resettlement, Local Recruitment and Local Procurement)	There are two resettlement committees in place, the Steering Committee is chaired by the Prefet and the Mediation Committee is chaired by the Sous-Prefet with the representative of vulnerable people. They also play the role of wider consultation committee
Workers' representatives and trade union committees HSE Committee	Workers' representatives and trade union committees HSE Committee	Workers' representatives and trade union committees HSE Committee
Formal grievance mechanism in place, with four stages: • Houndé Staff • Local Committee • Provincial Committee • Court	Formal grievance mechanism in place, with four stages: • Karma Staff • Local Committee • Provincial Committee • Court	Formal grievance mechanism in place. Where necessary, village chiefs and prefectural authorities are involved in the Grievance Management

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

DEVELOPING LOCAL ECONOMIES

We believe all our stakeholders have the right to benefit from the economic activity and value we generate. Our mining operations are powerful catalysts in our local communities and key contributors to our host countries' wealth and development. Shared economic benefits will ensure the long-term sustainability of our business.

We contribute to developing the national economies of our host countries through the transparent payment of our fair share of taxes, prioritizing in-country and regional procurement and investing in community development projects.

OUR ECONOMIC CONTRIBUTION

Our host countries are EITI compliant and all our annual payments to governments are reported to the Canadian Government on a country and project basis as required under ESTMA and published on our website.

In 2019, we generated $886 million in revenue and paid $100 million to host governments in the form of taxes and royalties and we paid $82 million in employee wages and benefits. In total, Endeavour distributed $627 million in economic value.

In 2019, in line with local legislation which requires a portion of revenue (0.5% in Côte d'Ivoire and 1% in Burkina Faso) to be contributed to the mandatory Local Mining Development Funds, Endeavour's contribution totalled approximately $6 million for the year. The Local Mining Development Funds finance community projects in accordance with community-approved, formal, three-year Local Development Plans, with a particular focus on long-term sustainable development to contribute to the improvement of local infrastructure, living conditions and the socio-economic growth.

WE PAID

$100M

TO HOST GOVERNMENTS IN THE FORM OF TAXES AND ROYALTIES

Direct Economic Value Generated and Distributed

($ millions)	2017	2018	2019
Direct Economic Value Generated (A)			
Gold Revenue	652	895	886
Economic Value Distributed (B)			
Operating Costs	365	529	431
Employee Wages and Benefits	-	91	82
Taxes on salaries paid to host governments and declared in ESTMA report	(34)	(25)	(19)
Payments to Providers of Capital	20	8	23
Dividends paid already included in the ESTMA report	(5)	(5)	0
Payments to Host Governments	112	124	100
Côte d'Ivoire	45	20	39
Burkina Faso	19	35	61
Mali	49	27	0
Other	0	41	11
Total	**460**	**763**	**627**
Economic Value Retained (C) = (A) – (B)	**192**	**132**	**259**

Notes: In 2017, employee wages and benefits were included in the operating costs and not split out. 2018 includes the Tabakoto mine, sold in December 2018. Please note that the basis for preparation and disclosure of this information may differ from methodologies used by Endeavour for other purposes, such as our ESTMA report.

Direct Economic Value Generated and Distributed

2017
$460M
ECONOMIC VALUE
DISTRIBUTED

2018
$763M
ECONOMIC VALUE
DISTRIBUTED

2019
$627M
ECONOMIC VALUE
DISTRIBUTED

■ Direct Economic Value Generated   ■ Economic Value Distributed   ■ Economic Value Retained

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

CASE STUDY
ECODEV

ECODEV is an economic development fund established by Endeavour to support local economic growth by promoting and investing in the creation of local long-term, sustainable, small and medium enterprises.

Similar to a traditional investment fund, the aim is to co-invest with other partners to create successful and sustainable businesses, which over time will allow Endeavour to exit its investments and redeploy its capital into new ventures. Management of each project is led by ClassM, specialists in economic development projects in Africa.

In May 2019, ECODEV made its first investment of $1 million in Mali Shi, a shea butter processing factory near Bamako, Mali. This project was chosen as it will support approximately 120,000 female shea nut growers in Mali, including our Kalana development project area and create the first industrial shea butter factory in Mali. Mali Shi has structured 32 formal cooperatives comprising of over 4,500 women living in the Kalana area around Endeavour's project, which supplied 450 tonnes of nuts during the 2019 harvest. The factory will be commissioned in June 2020 and is expected to ramp up to an annual commercial production of 10,000 tonnes of shea butter by 2025.

During 2019, ECODEV also evaluated the opportunity to invest in the 'Ranch du Tuy' project, a cattle feedlot with integrated slaughterhouse and meat production near the Houndé mine in Tuy Province, Burkina Faso. Local co-investors have been identified and negotiations are underway to finalize their investment in the project. In addition, land for the project was purchased and the Environmental and Social Impact Studies have started, which are expected to be completed in 2020. This will then enable construction of the Ranch du Tuy facilities to start. This project is attractive because it will have a meaningful and positive impact for thousands of herders in the region surrounding the Houndé mine, as well as benefiting local farmers who will supply the feedlot with maize and fodder.

ECODEV

PRIORITIZING LOCAL PROCUREMENT

We utilize our supply chain and procurement to multiply our positive impact on local, regional and national economies of our host countries, thereby strengthening local businesses and creating indirect employment. In line with the Africa Mining Vision, we prioritize national and local suppliers of goods and services as well as the development of in-country manufacturing and supply chains.

As a major business in West Africa, we interact with a large number of contractors, suppliers and specialized small and medium enterprises. We expect our suppliers to comply with our own policies and standards, particularly in the key areas of human rights, health and safety, ethical business conduct, labour management and environmental stewardship. This is included in our tendering processes and contract documentation.

Our supplier database is categorized into local, national and international vendors and classified by ownership according to the International Finance Corporation (IFC) categories in order to identify and tailor category-specific strategies. Local is classified as within a mine's catchment area.

During 2019, we reviewed our supply chain to focus on sourcing the majority of our key supplies from either in-country or the broader regional West African countries, such as Ghana. We have successfully identified Ivorian, Burkinabe and Malian suppliers for the provision of products and services, ranging from reagents used in the processing facility, heavy-duty electrical cables, HDPE/PVC pipes, general lubricants and plastic sampling bags to earthmoving services, catering and transport services.

At site level, our procurement policy on the purchase of goods and services encourages the mines to give priority to local and national suppliers, provided they are competitive and not at the expense of adhering to supplier due diligence standards, applicable laws and HSE commitments. 'Competitive' refers to the total cost, delivery and quality of the good or service. Where two suppliers are considered equal, the local supplier should prevail.

We have ring-fenced some goods and services for this Local Vendors category to be provided by suppliers within the mine's immediate area of operation. In addition, our on-site Procurement and Community Relations teams support our local content policy and build capacity by way of training workshops when required, consultations with local suppliers and awareness-raising meetings to explain how to do business with Endeavour.

In 2019, we further improved the categorization and reporting of our supplier database. We revamped our vendor processes, systems and documentation to ensure a standardized procurement process across our mines. To augment this further, we also developed a Supplier Code of Conduct, which clearly sets out our expectations, particularly the human rights, ethical, environmental and health and safety standards.

> "
> **IN 2019, WE REVIEWED OUR SUPPLY CHAIN TO FOCUS ON SOURCING THE MAJORITY OF OUR KEY SUPPLIES FROM EITHER IN-COUNTRY OR THE BROADER REGIONAL WEST AFRICAN COUNTRIES"**

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

We expect our suppliers, as well as their own subcontractors, to follow this Code and they will be assessed against it in order to successfully pass the Endeavour vendor due diligence. The Code was reviewed by the Company's executives ahead of being presented to the Board for approval during 2020, and then rolled out across the Group and integrated into all our supplier procedures.

In 2019, our overall expenditure was $558.3 million, a decrease from $827 million in 2018 due to the substantial completion of our capital project at Ity. The share of in-country procurement was 67% or $376 million, an increase from 2018, as a result of our strategy to continue to focus and increase national and regional suppliers. We supported 1,144 national and local business in Côte d'Ivoire, Burkina Faso and Mali. Overall local procurement was $15.5 million. The decrease compared to 2018 is due to the sale of the Tabakoto mine in Mali and the cessation of heap leach operations at Ity, which accounted for 20% and 69% respectively of the Operations' local procurement spend in 2018.

Operations Procurement Spend (%)
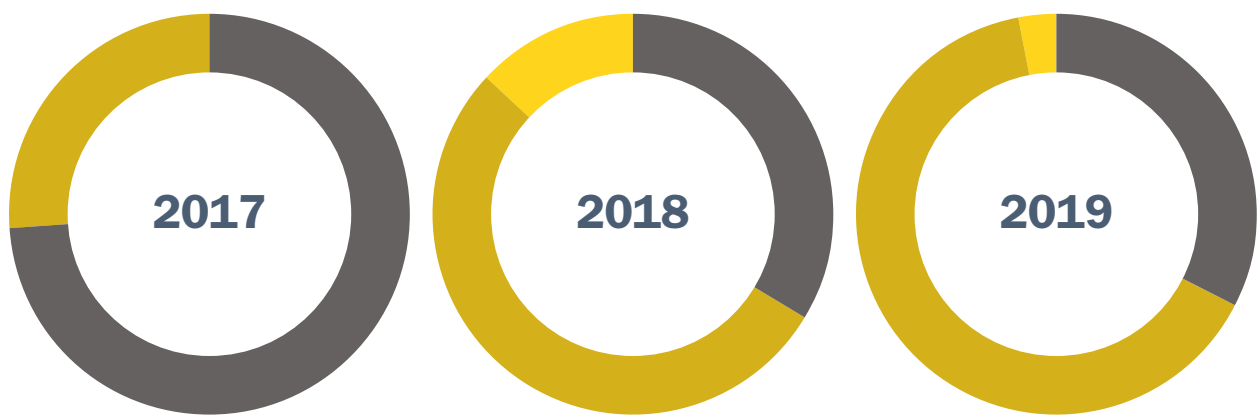
Note: The Tabakoto mine in Mali was divested in December 2018.

International   **National**   **Local**

2019 Procurement Spend

2019	Total Endeavour	Ity	Agbaou	Houndé	Karma	Projects	Kalana Project	Exploration	Regional Office
Total ($m)	558.3	82.3	86.6	177.9	93.1	52.7	3.6	50.3	3.3
Spend on National and Local Suppliers ($m)	376	43.2	36.7	133.1	71.5	36.5	3.5	46.7	3.3
Spend on National and Local Suppliers (%)	67	53	43	75	77	69	99	93	100
By Category									
International ($m)	182.3	39.0	49.7	44.9	21.6	16.2	0.03	3.6	0
%	33	47	57	25	23	31	1	7	0
National ($m)	360.4	41.3	36.6	132.5	60.0	35.5	3.5	$46.4	3.3
%	65	50	42	75	65	67	99	93	100
Local ($m)	15.5	2.0	0.2	0.6	11.5	1.0	0	0.3	0
%	3	2	0.3	0.3	12	2	0	0.6	0

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

CASE STUDY
LEVERAGING OUR SUPPLY CHAIN

SPOTLIGHT ON LOCAL SUPPLY CHAIN OPPORTUNITIES: EGF, A SUCCESSFUL LOCAL SUPPLIER AT HOUNDÉ AND KARMA

Established in 2012, Equipment General du Faso (EGF) is run by Denis Sebego, a Burkinabe national and employs 23 people. Denis, who became a businessman despite not having attended university, started his business eight years ago in Burkina Faso. He based his business model on a network approach, setting up sales outlets in Ouagadougou and Bobo Dioulasso.

Five years ago, EGF began supplying PPE to Houndé, steadily establishing itself as a stable and reliable partner. In 2019, EGF was selected as the supplier of choice for the supply of PPE to both the Karma and Houndé mines and has seen a commensurate increase in turnover as a result of this collaboration.

By understanding the needs of mining companies, Denis has been able to combine efficient sourcing with the need for timing and is now one of the main suppliers to mining companies in Burkina Faso. Building on its experience and success, EGF's ambition is to expand its field of activity. A point of sale is open in Abidjan in Côte d'Ivoire and Denis is hoping to open another in Dakar, Senegal, during 2020.

CASE STUDY
SHOWCASING THE MULTIPLIER EFFECT

ATS has been supplying catering services to our mines over the past five years. During this time, a strong partnership has been established beyond just providing contracted services, extending to community investment projects in our local communities.

Over the past five years, a total of $5.7 million has been spent in local communities by ATS, which represents 40% of total domestic procurement, and excludes direct employment spend. This encompasses local purchasing, training and development programs for local suppliers and social programs such as support for youth programs, cultural and traditional activities etc.

During this period, 71 different ATS training and development programs have benefited over 800 rural entrepreneurs around our mines and entrepreneurs in hospitality businesses. These programs provided participants with engaging learning experiences that have helped them to develop a practical, value-centric and results-focused understanding of best practices and implementation.

In addition, 72% of ATS workers on our mines has been recruited from our local communities. At the beginning, most of these employees did not have the required experience and skills to work with ATS, however ATS offers practical, on the job training to help locals develop skills and acquire the necessary experience to perform at a high standard.

OUR ENVIRONMENT

RESPONSIBLE STEWARDS OF THE ENVIRONMENT

At Endeavour, we know that being responsible stewards of the environment is critical to our long-term success as a business. We also recognize that gold mining and its associated processes have an impact on the natural environment. We are committed to managing, mitigating and minimizing the impacts of our operations on the environment, which is also something our stakeholders expect from us.

MATERIALITY

HIGH
Water stewardship
Hazardous materials and waste
Air quality, dust emissions and noise

MEDIUM
Greenhouse gas emissions

2019 PERFORMANCE

✓ Zero significant environmental incidents

✓ 77% of purchased electricity from the grid is from renewable energy sources

✓ 22% reduction in GHG emission intensity CO_2-e/oz gold produced

✓ Single use plastic reduction program introduced

✓ Introduced calculation and disclosure of Scope 3 emissions

✓ Completed CDP Climate Change and Forestry Surveys for the first time

2020 TARGETS

• Conduct a review of renewable energy opportunities at our operations

• Develop an Emissions Reduction Target informed by climate science and identify pathways to achievement

• Implement a Group Mine Closure Standard and conduct a review across all our sites on the current Mine Closure Plans

• Commence reporting in line with TCFD

RESPONSIBILITY AND ACCOUNTABILITY

Group level responsibility for our environmental management and performance resides with the VP HSE, who is supported by a group level environment management, who are in turn supported by our mine level HSE Managers and dedicated HSE teams.

The VP HSE reports directly to our Chief Operating Officer, to our management level ESG Committee on a monthly basis and to our Board's HSE & Sustainability Committee on a quarterly basis.

Board HSE & Sustainability Committee

CEO

COO

VP HSE   VP Technical Services   General Managers at our Operations

Site HSE Managers

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT
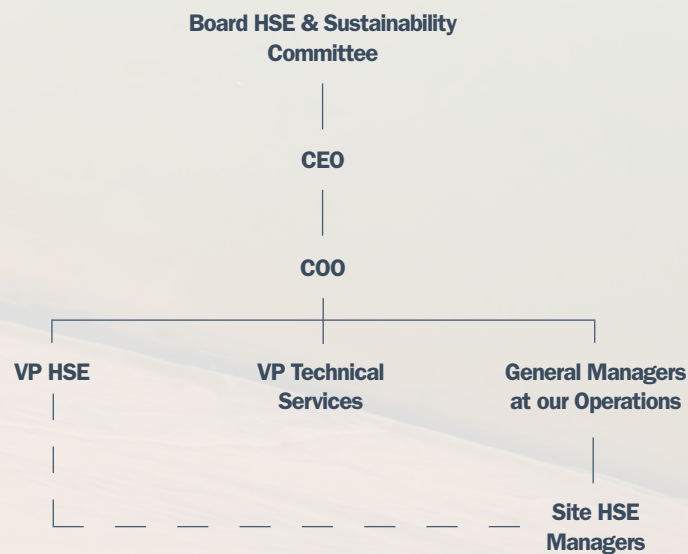
OUR APPROACH

We are committed to sustainable development. We recognize that the long-term sustainability of business depends on good environmental stewardship both in the protection of the environment and efficient management in the exploration and extraction of minerals. This commitment is codified in our Group Environmental Policy which was updated in 2019.

Our Environmental Policy is underpinned by our Group-level HSE Management System and Management Standards, which align with ISO 14001:2015. We expect our suppliers to have high standards of environmental management and our Environmental Policy also extends to our suppliers.

We consider a mine's environmental impact and how to manage it long before mining starts. During scoping-study and feasibility stages of any project, we conduct Environmental and Social Impact Assessments (ESIAs) to identify and understand the exact environmental impacts and risks of the project.

Once we move to construction and ultimately operational phase, the ESIA is used to inform the development of a site-specific Environmental Monitoring Plan, Environmental Management System (EMS) and Environmental Management Plan (EMP). The EMS make sure all risks identified in the ESIA are managed in line with national regulations and international best practice standards, while the EMP outlines mitigation measures to be taken at each stage. Our Group-level Management Standards and site-level Environmental Monitoring Plans align with the requirements of ISO 14001:2015. We plan to undertake an umbrella certification audit for ISO 14001:2015 by 2023. In readiness for this we are conducting internal audits against ISO requirements.

ENVIRONMENTAL POLICY

- Comply with all applicable environmental laws, regulations and requirements
- Comply with relevant industry standards relating to the management of environmental risks, including IFC Performance Standards, IFC and World Bank Environmental Health and Safety Guidelines, and the International Cyanide Management Code
- Establish and maintain management systems to identify, monitor and control the environmental aspects of our activities
- Ensure that resources are available to meet our reclamation and environmental obligations
- Conduct audits to monitor, measure and evaluate the effectiveness or our Environmental Management Systems
- Work to continually improve our environmental performance over time
- Participate in solutions that address the long-term impact of climate change including, where feasible, the reduction of greenhouse gas emissions

15 LIFE ON LAND

13 CLIMATE ACTION

OUR ENVIRONMENT
SUSTAINABILITY DEVELOPMENT GOALS

One of the measures we use to assess our environmental performance is to record the number of environmental incidents linked to our operations that occur each year. We consider environmental incidents using a severity of consequence matrix. In 2019 we did not record any major environmental incidents.

ENERGY AND EMISSIONS

From the pit to the plant, making sure our mines have a steady supply of energy available to keep operations functioning is critical to our business.

Our energy use is a significant cost to our business and also accounts for a significant proportion of our emissions. We acknowledge the risks and impacts climate change poses to our business. The increased frequency of severe weather events for example, affects the stability of infrastructure and impacts operations, while changes in climate-related regulation could affect the cost of water and energy supplies.

Improving the efficiency of our operations, which helps to reduce energy use and associated costs and lower our greenhouse gas (GHG) emissions, is a key driver for our business.

OUR CLIMATE AND ENERGY STRATEGIES

Our energy strategy is underpinned by four key goals:

1 Secure an adequate supply of energy to power all operational mines

2 Continually improve our energy efficiency

3 Investigate and introduce clean energy sources into our energy mix where feasible to reduce our carbon footprint to manage our climate-related risks

4 Transparently disclosure our emissions

In 2019, the World Gold Council published new research '**Gold and Climate: Current and Future Impacts**', a report which considers the role and impact of the gold mining sector on climate change and the opportunities available to the sector. The report found:

• Gold's downstream uses, such as in bullion, jewellery and electronics, have little material impact on gold's carbon foot print or GHG emissions.

• The primary source of GHG emissions in the gold supply chain is energy and fuel use in the gold mine production, however this can transition toward a net-zero pathway in a practical and cost-effective manner.

At Endeavour we recognize the link between energy use and production and our carbon footprint. We are committed to improving our energy efficiency and to investigating and utilizing, where practicable, cleaner energy sources. During 2020, we plan to review and assess the potential to develop on-site renewable energy generation.

In 2019, we completed the CDP Climate Change Survey for the first time. In 2020, we plan to begin reporting in line with the requirements of the Taskforce on Climate-related Financial Disclosures (TCFD). We are committed to doing our part to contribute to the achievement of goals of the Paris Accord and below the two-degree pathway. As part of this commitment, during 2020 we plan to set emissions reduction targets informed by climate science.

Our climate and energy goals on the ground differ mine by mine. The implementation of our Energy Strategy is set out in site-specific Energy Plans tailored to the individual operating context, characteristics, available infrastructure and environmental conditions at each location.

We are investigating the addition of a solar farm to generate power at our Houndé mine in Burkina Faso. This will help to reduce the amount of electricity we draw from the grid.

Another emission source is fuel use for our heavy mining equipment and contractor equipment. Our mines monitor fuel consumption on a monthly basis through monthly mining reports. We also conduct education and awareness on energy saving and have a fuel tag per vehicle in order to record the fuel efficiency of each vehicle per engine hour or kilometre operated, with a limitation of volume per vehicle and per month. Our procurement teams consider fuel and consumable efficiency in purchasing decisions for any vehicles and equipment.

CÔTE D'IVOIRE

Côte d'Ivoire has a well-developed national infrastructure and the Ivorian national grid extends across much of the country. The bulk of our electricity needs for our Ity and Agbaou mines are met by the national grid, with the remaining proportion met by on-site diesel generators. From a clean energy and climate risk management perspective, purchasing electricity from the Ivorian national grid is preferable, as the bulk of the electricity it provides is derived from renewable hydro sources and gas.

BURKINA FASO

In Burkina Faso, electricity for our Houndé and Karma mines is purchased from the national grid. Both sites also have back up diesel and HFO generators.

Link to *Gold and Climate Change: Current and Future Impacts* at gold.org

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

OUR PERFORMANCE

In 2019, our energy use reduced by 25% to 1,047,823 MWh compared to 1,399,587 MWh in 2018. This reduction is largely due to the sale of the Tabakoto mine in Mali in December 2018, which reduced our overall energy needs. Similarly, our energy intensity improved to 1.61 MWh per ounce of gold produced. Approximately 77% of the energy we consumed during 2019 was from renewable sources comprised of on-site solar energy and hydro-electricity purchased from national grids.

Energy Consumption

(MWh)	2017	2018	2019
Solar	313	2,237	2,833
Purchased Electricity	66,393	124,149	197,031
LPG	1,261	1,052	469
Fuel Oil	3,995	0	0
Diesel	1,181,684	1,271,970	847,462
Gasoline	211	179	28

25% REDUCTION IN ENERGY CONSUMPTION IN 2019
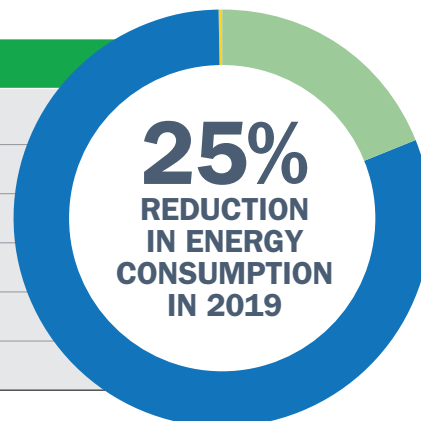
Energy Intensity
(kWh/oz of gold produced)

2017	2018	2019
1.89	1.93	1.61
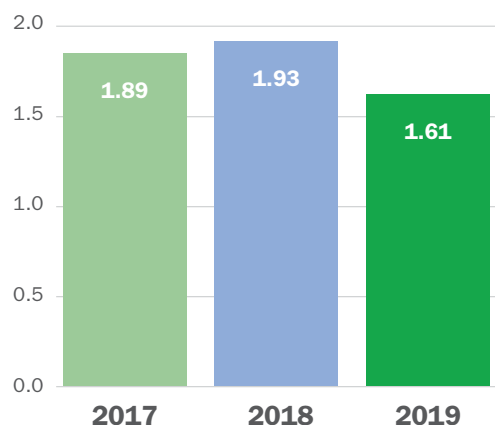
GHG Emission Intensity
(kgCO$_2$e/oz of gold produced)

2017	2018	2019
489	497	388
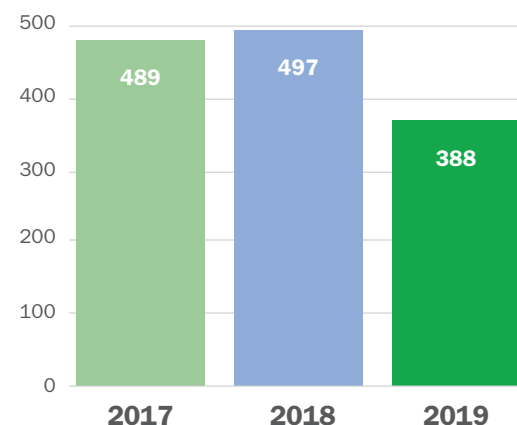
SCOPE 1, 2 AND 3 EMISSIONS

Our total Scope 1 and 2 emissions reduced during the year from 361,255 tonnes of CO_2-e in 2018, to 252,301 tonnes of CO_2-e in 2019. This is a 30% decrease in Scope 1 and 2 emissions, the bulk of which is attributable to the sale of the Tabakoto mine in December 2018. However, when comparing the performance of the remaining assets year on year, a 5% reduction can still be seen. Similarly, our emissions intensity reduced to 388 kilograms of CO_2-e per ounce of gold produced, which is a 22% reduction compared to 2018.

During 2019, we worked to better understand our full emissions profile and started the work of calculating our Scope 3 emissions particularly business travel, in-country employee air travel (for commuting to our mine sites) and the downstream emissions for the refinery refining our gold. We calculated our Scope 3 emissions across these factors to be 7,264 tonnes of CO_2. We will continue to work to improve our Scope 3 emissions calculations during 2020.

Emissions Scope 1 & 2

(tonnes CO$_2$-e)	2017	2018	2019
Scope 1	315,209	326,405	216,345
Scope 2	9,137	34,850	35,955
Total	324,346	361,255	252,300
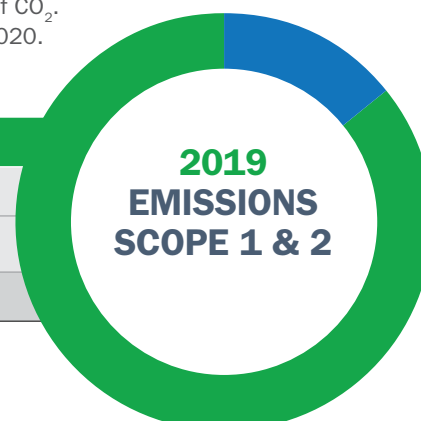
2019 EMISSIONS SCOPE 1 & 2

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

WATER STEWARDSHIP

Mining processes require access to a secure and steady supply of water, which is vital for our operations. It is also critical to our host communities that we are responsible stewards of water supplies. We have a water stewardship strategy that aims to ensure we have enough water for our operations, while at the same protecting the quality and quantity of water available to our host communities.

How we manage water differs mine by mine, with site-specific water management plans informed by the mine's ESIA. Each site's Water Management Plan is updated regularly throughout its life cycle and considers the different water sources, uses and climatic conditions of each mine. Both our mines in Côte d'Ivoire and our Houndé mine in Burkina Faso are located in tropical savannah climate zones, while the Karma mine, also in Burkina Faso, is in a warm, semi-arid climate zone. Therefore, ensuring that we use water carefully is becoming increasingly important.

Our mines operate as much as possible in a closed circuit configuration.

We reuse and recycle as much as water as possible. We also use water harvesting at our Houndé and Karma mines and our Agbaou mine has a fresh water dam. We estimate that we use approximately ~1m^3 of raw water per tonne of ore processed.

Our dust suppression activities use raw water from either surface run-off storage dams or pit dewatering.

The amount of water we are allowed to abstract is strictly set out in our government issued permits and subject to water taxes. We take great care to ensure our abstraction rates comply with permitted levels. We also work hard to make sure that our use of water does not negatively impact on access to water for local communities. We do this by regularly monitoring the ground water levels around our sites.

Water quality is monitored on a regular basis using borehole samples and samples from local rivers near our sites. We do this to make sure that our operations do not negatively impact water quality for other users. Monitoring results to date indicate that our operations are not impacting water quality and we will continue to pay close attention to this.

Africa Climate Map

Warm Desert

Warm Semi-Arid

Tropical Savanna

Monsoon

Equatorial

Monsoon

Tropical Savanna
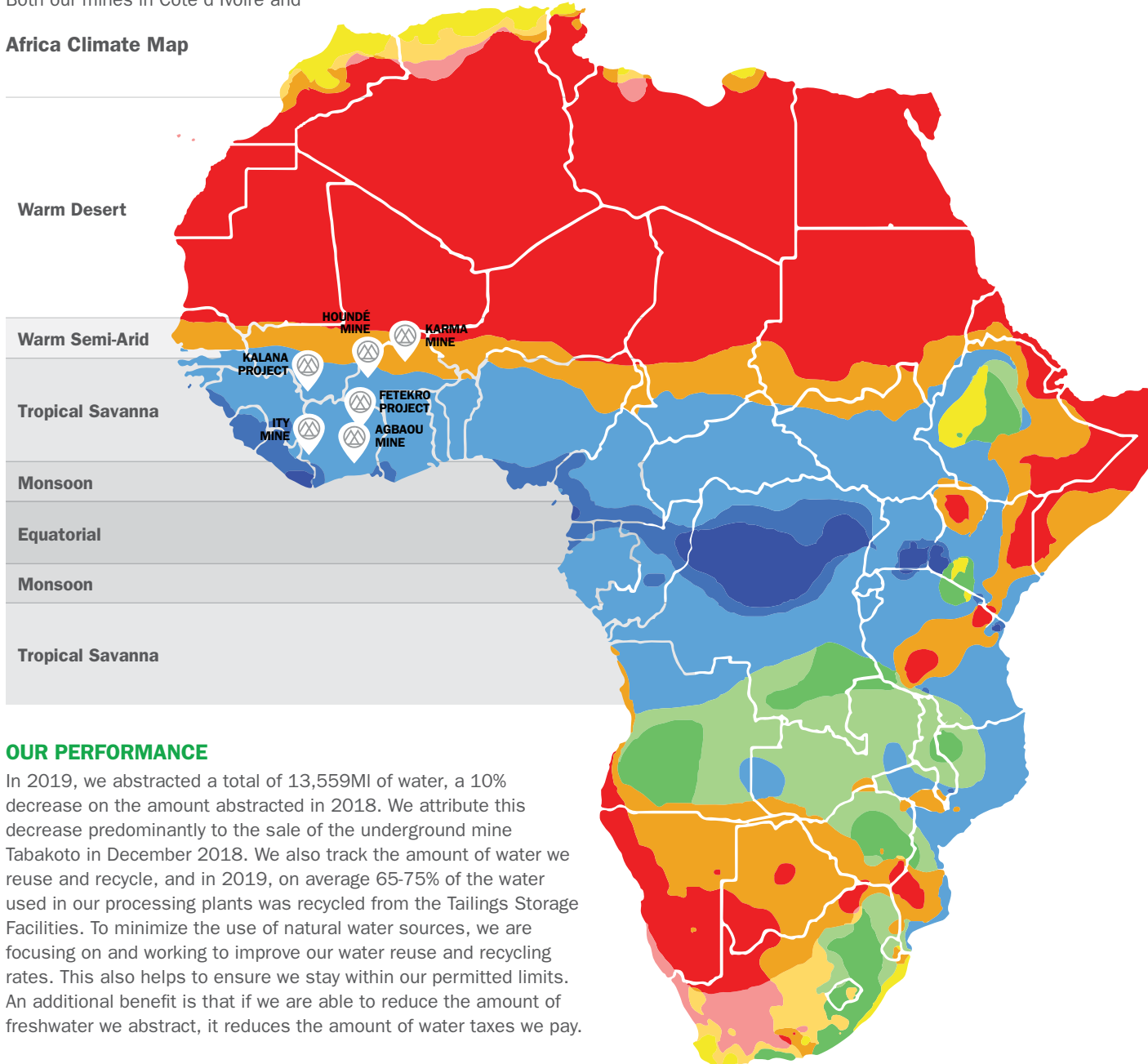
OUR PERFORMANCE

In 2019, we abstracted a total of 13,559Ml of water, a 10% decrease on the amount abstracted in 2018. We attribute this decrease predominantly to the sale of the underground mine Tabakoto in December 2018. We also track the amount of water we reuse and recycle, and in 2019, on average 65-75% of the water used in our processing plants was recycled from the Tailings Storage Facilities. To minimize the use of natural water sources, we are focusing on and working to improve our water reuse and recycling rates. This also helps to ensure we stay within our permitted limits. An additional benefit is that if we are able to reduce the amount of freshwater we abstract, it reduces the amount of water taxes we pay.

Water Withdrawal for Endeavour's Mining Operations

(Ml)	2017	2018	2019
Total Water Withdrawal	**3,195**	**15,182**	**13,559**
Surface Water	1,135	6,572	4,172
Groundwater	1,018	4,394	1,293
Produced Water	984	4,215	8,095
Total Water Discharge	**1,127**	**7,239**	**5,406**
Surface Water	1,127	2,256	5,406
Groundwater	0	4,982	0
Third Party Water	0	0	0
Third Party Water Sent For Use to Other Organizations	0	0	0
Total Water Consumption (Withdrawal – Discharge)	**2,068**	**7,943**	**8,153**

Note: Includes the Tabakoto mine in Mali which was sold in December 2018.

RESPONSIBLE TAILINGS MANAGEMENT AND HAZARDOUS MATERIALS

Extracting gold from ore requires the use of chemical reagents such as cyanide. Remnant traces of these reagents remain in the tailings after gold has been extracted. Tailings are our most significant source of hazardous waste. Our tailings are sent to carefully engineered tailing storage facilities (TSFs) and we ensure due care is taken and that all parts of the TSF lifecycle, from construction to closure, align with international best practice standards. Our TSFs have been designed to securely hold tailings even under severe stress.

We currently own and operate three TSFs. These are located at our Agbaou, Houndé and Ity mines and all are constructed as downstream facilities. Our Karma mine is a heap leach operation which does not require a tailings facility.

International tailings specialists Knight Piesold are the engineers of record for all our TSFs and are responsible for the engineering design, the quality assurance and quality control for construction our TSFs. Each TSF is subject to daily inspection for signs of stress or damage and are audited annually by Knight Piesold. They are also monitored in the case of extreme weather events. During 2019, we responded to the Church of England led Investor Mining Investor Mining and Tailings Safety Initiative, which is available on our **website**.

Total Waste Mined and Tailings

(Mt)	2017	2018	2019
Waste Mined	-	82.1	82.4
Tailings Deposited	-	13.8	10.6

Note: Includes the Tabakoto mine in Mali, which was sold in December 2018.

Other hazardous wastes from our operations include fluorescent lights, waste oils, solvents, lab and assay wastes and some electronic waste. We take extra care to ensure each of these groups is safely and appropriately recycled or disposed of. The total amount of hazardous waste we generate is relatively small and as far as practicably possible, is recycled or disposed of in accordance with host country legislation and industry best practice.

SAFE HANDLING OF CYANIDE

Cyanide is a key input into the mining process however if spilled, can cause significant harm to the environment and can seriously damage health or loss of life for people.

We follow the practices set out in the International Cyanide Management Code (ICMC) for the transportation, storage, use and disposal of cyanide. All employees and contractors who handle, transport and dispose of cyanide are provided with specialized training on the safe handling of cyanide. All on-site emergency response teams also receive specialist training and equipment so that any incidents involving cyanide can be safely cleaned up. We had no cyanide-related health or environmental issues in 2019.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

WASTE MANAGEMENT

The process of extracting ore from the ground inevitably creates significant volumes of waste, both hazardous and non-hazardous. Making sure all the waste we generate is dealt with in a responsible manner is critical to local environments, the health of local communities and our Company. We strive to make sure all waste associated with our activities is managed to the highest standard.

Our approach to waste management is underpinned by three goals: minimizing the amount of waste we produce, maximizing the proportion of waste we reuse or recycle and safely disposing of any waste that be cannot be reused or recycled. In accordance with the Basel Convention, we do not transport, export, import, treat or internationally ship any hazardous waste.

Our largest waste stream by volume is waste rock and overburden. We deposit this on appropriately engineered waste rock dumps. Other non-hazardous wastes we produce include general and organic wastes from administration buildings, kitchens and on-site accommodation, as well as scrap metals, wood and used tires. We seek to reuse or recycle all other wastes as much as possible before sending to landfill or incineration.

(tonnes)	2017	2018	2019
Total Weight of Hazardous Waste	**1,084**	**1,788**	**1,661**
Reuse	14	42	14
Recycling	220	439	704
Recovery (including energy recovery	0	0	1
Incineration	738	1,218	844
On-Site Storage	1	46	98
Other	111	40	0
Total Weight of Non-Hazardous Waste	**6,518**	**4,191**	**11,293**
Reuse	280	399	647
Recycling	575	1,377	736
Composting	18	0	0
Recovery (including energy recovery)	0	0	0
Incineration	119	426	234
Landfill	1,836	2,031	2,620
On-Site Storage	3,690	0	7,023
Other	36	0	0

Note: Waste figures for 2017 and 2018 restated following review.

RESPECTING BIODIVERSITY

Carefully managing and maintaining the range of flora and fauna on or near our operations and exploration activities is an important part of our commitment to responsible environmental stewardship.

Our goal is to minimize and eliminate our negative biodiversity impacts by the end of the mine's life. Where we cannot eliminate negative impacts, we aim to offset our impacts through reforestation and other biodiversity offset programs. We are committed to not conducting exploration or mining activities on any natural World Heritage sites and ensuring no habitats of endangered, protected or IUCN red list species are impacted by any of Endeavour operations.

We undertake baseline biodiversity studies as part of the ESIA process at the feasibility stage of any project or expansion. These baseline studies consider and document the full spectrum of flora and fauna on and nearby the site.

Once a mine is operational, we apply an impact mitigation hierarchy towards biodiversity risk management. The biodiversity mitigation hierarchy compels us to minimize biodiversity impacts through careful planning, including building, pipeline and tailings placement, restore and rehabilitate impacts to the extent possible and offset any negative impacts.

We follow an approach of concurrent rehabilitation. This helps to minimize biodiversity impact and loss and restores the environment faster. It also helps to reduce our long-term closure costs. To facilitate rehabilitation we are working to establish nurseries and forests at each of our sites and in 2019, we planted 5,106 trees. At Houndé we are working to conserve 220 hectares of native forest, while at Karma we are planning to establish a nursery in 2020.

Our Footprint

(hectares)	Total	Ity	Agbaou	Houndé	Karma
Total land disturbed at start of reporting period	3,185	506	695	1,038	946
Land rehabilitated during reporting period	147	16	85	42	4
Land newly disturbed	909	127	27	6	749
Total land disturbed and not rehabilitated at end of reporting period	3,947	617	637	1,002	1,691

CASE STUDY
TAKING ACTION TO TACKLE THE PLASTICS PROBLEM

The problems that plastic, and in particular single-use plastics, cause for waterways and the species that inhabit them received global attention in 2018 and 2019. Plastic pollution is also an increasing problem at our mines, where it makes up a significant proportion of our general waste stream in the form of plastic bottles or plastic packaging.

REDUCING SINGLE USE PLASTIC DRINK BOTTLES

To address plastic pollution, we are working to eliminate single-use plastic drinking bottles at our sites and offices. At Houndé, the mine uses on average 2,814 half-litre plastic water bottles each day. Not only must these bottles be disposed of, we must also buy and transport the bottled water to each site, which adds to operating costs and emissions. All our mines already have potable drinking water available on site and we are undertaking awareness raising campaigns to remind our employees that the water on site is safe to drink. We have issued each worker with a reusable water bottle and are providing sensitization training to all workers on drink bottle hygiene and ensure access to cleaning materials.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

CASE STUDY
CONSERVATION OF BIODIVERSITY

Endeavour has set up a partnership with Université Jean Lorougnon Guede of Daloa for the creation and preservation of a forest within the Ity mine site.

Endeavour wants to actively contribute to the conservation of biodiversity, a key focus area for the government of Côte d'Ivoire. As part of this strategy, the Ity mine is working to develop a designated area for biodiversity conservation within its permit area.

The mine has signed an agreement with the Environmental Training and Research Unit to support the design and development of a dedicated natural forest. Three sites have been identified within Ity's operating perimeter. The aim is to ensure the conservation and development of these sites which were previously barren.

The project also aims to provide research into, and strengthen the reproduction of endangered species of fish from the Cavally River (a river that crosses the operating permit of the Ity mine), as identified in the ESIAs.

The project has an estimated cost of approximately $220,000 over three years.
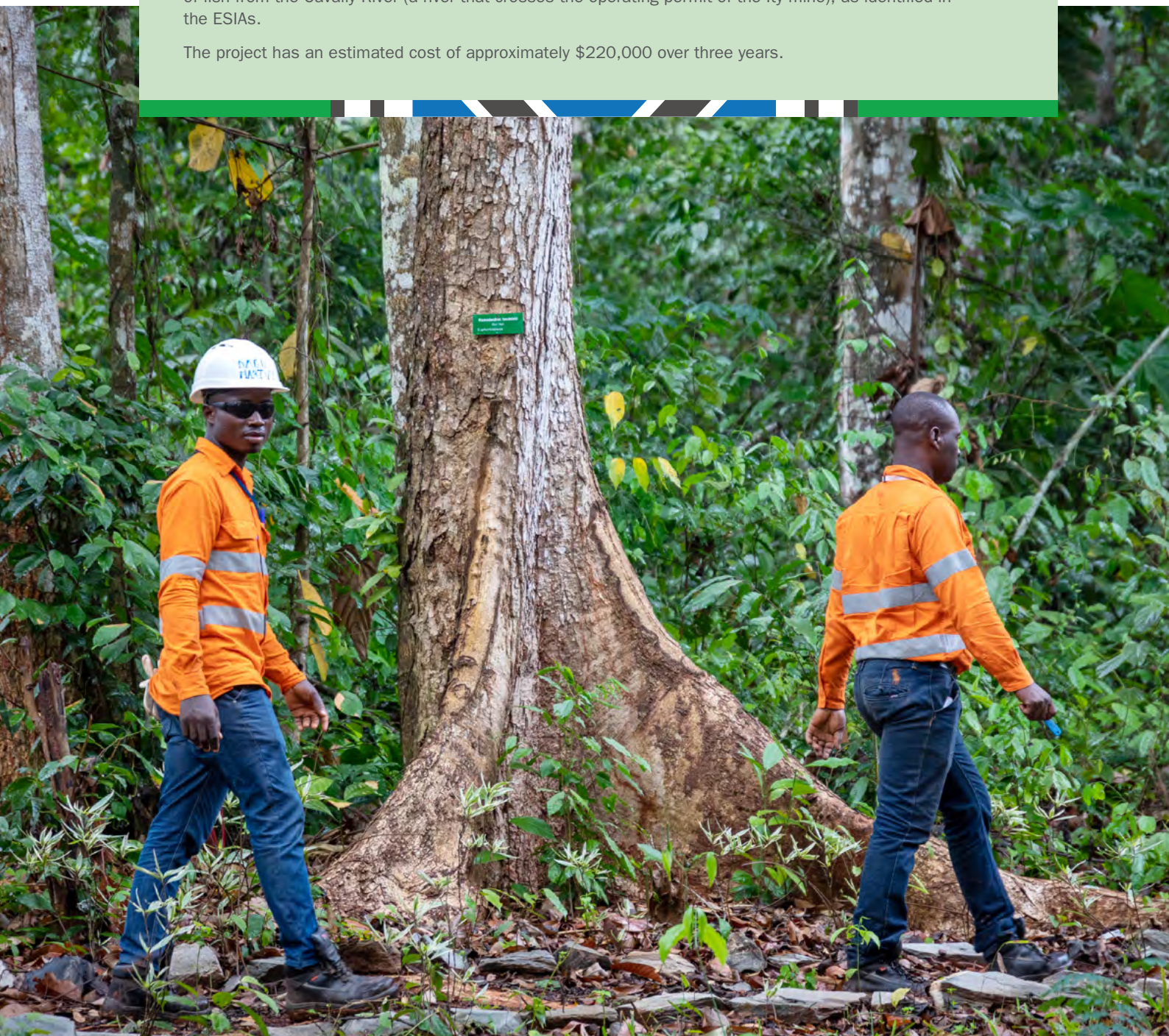
AIR QUALITY AND DUST

With drilling, blasting, crushing and numerous heavy vehicles constantly moving around site, mining is dusty work. High levels of dust can cause a number of health problems for workers, local communities and their livestock including breathing issues and eye irritation. Minimizing dust on site is an on-going challenge for most mining companies.

If not carefully managed, significant amounts of airborne dust can contribute to occupational health issues and has the potential to harm our Social License to Operate. We monitor and manage air quality on and near our sites via a network of dust monitoring stations and controls points. These monitoring stations are checked weekly to assess airborne particulate counts and we aim to ensure airborne particulate levels are within permitted limits. Data from monitoring stations is used to inform and prioritize our dust suppression activities. Our dust suppression activities include fitting water sprayers to conveyor belts, crushers and other equipment.

One of our biggest sources of dust on site is from vehicles moving around the mine. Minimizing the dust picked up by vehicles is one of the most important ways we can reduce dust on site and in the community. To tackle dust generated by vehicles, we have reduced speed limits on haul roads and we have water trucks to spray water on haul and other high-use roads. A number of our water trucks are community owned and operated, which helps to ensure a prompt response and further supports the host community.

These efforts are further complemented with dust reduction activities including planting of vegetation in exposed areas and waste dumps, and by running speed awareness courses in the community to further limit dust generated by vehicles.

2019	Ity	Houndé
Particulate Matter (2.5 (PM2.5) µg/m3 annual average)	30	30
Measured Peak Value	37	37
Particulate Matter (10 (PM10) µg/m3 annual average)	106	106
Measured Peak Value	145	145
Total Suspended Particulates (annual average)	-	-
Measured Peak Value	-	-

Note: PM values are not currently monitored at Agbaou or Karma.

CLOSURE PLANNING

At Endeavour, we understand and firmly believe that we have a responsibility to our host communities and countries to reduce our impact on the environment and plan for successful environmental and social closure of our mines. We also have a duty to restore the land we have occupied to an economically usable state and ensure that local water quantity and quality are safeguarded for future generations. Our approach to mine closure is set out in our Group Mine Closure Standard which was reviewed in 2019 and is currently being updated for all our sites.

Our aim is to design, develop, operate and close our operations in a way that minimizes overall social and environmental impact of our activities on the communities and environments we work in. We integrate closure planning throughout the mine life cycle from prefeasibility designs and ESIAs to the Operational Management plans. All our mines have closure plans in place.

During the permitting process, Conceptual Closure Plans are drawn up that meet in-country legislation and international standards for each operation. These are updated annually and externally audited. Progressive restoration of disturbed areas undertaken helps contribute to a reduction in our financial liabilities. The annual updates ensure that the concurrent rehabilitation work that our site environmental teams undertake throughout the year are recognized in the updated closure costs. Rehabilitation work undertaken at our mines includes topsoil placement, erosion control and revegetation with indigenous species.

"

A NUMBER OF OUR WATER TRUCKS ARE COMMUNITY OWNED AND OPERATED, WHICH HELPS TO ENSURE A PROMPT RESPONSE TO DUST IN THE COMMUNITY"

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

INDEPENDENT ASSURANCE STATEMENT

To the Governance Board and Stakeholders of Endeavour Mining

Environmental & Sustainability Solutions (ESS) was engaged by Endeavour Mining to provide moderate assurance on conformance with the Responsible Gold Mining Principles (RGMPs) Principle 1.7, for the year ended 31 December 2019.

As the Company is preparing for implementation of the RGMPs over the period 2020-2022, the Company only seeks assurance on the status of conformance with Principle 1.7 at the starting point of the process.

ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, we conclude that the Company conforms in all material respects with the requirements of Principle 1.7 of the RGMPs. Nothing has come to our attention to indicate that the disclosures regarding this principle as described in the 2019 Sustainability Report are not fairly stated in all material respects. This conclusion must be read in the context of the remainder of this statement.

ASSURANCE SCOPE

The scope of this assurance was strictly limited to conformance with Principle 1.7 of the RGMPs. The assurance consists of a review of the disclosures made by the Company in the 2019 Sustainability Report and the underlying systems, processes and performance to conform with the requirements of this principle. The illustrative criteria for the Company's conformance with Principle 1.7 are set out in the Guidance on Implementing and Assuring the RGMPs: Supplement to the Assurance Framework and include the following:

- Assign accountability at Board and/or senior management level for sustainability performance

- Link ESG/sustainability performance to executive compensation

- Endorse the RGMPs and disclose a report on the RGMPs

- Give supporting statements via the Company's Annual Report or Sustainability Report

- Show evidence of discussion and decision making around sustainability policies or performance at Board and/or Executive Committee level

- Initiate a self-assessment on internal systems and processes to align with the RGMPs and report on alignment status in line with the requirements of the RGMPs

RESPECTIVE RESPONSIBILITIES OF THE COMPANY AND THE ASSURANCE PROVIDER

The Company is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls in a manner that conforms with Principle 1.7 of the RGMPs. It is also responsible for the preparation and presentation of the disclosures on this principle in the report.

The responsibilities of the assurance provider are to carry out a moderate assurance engagement and to express a conclusion based on the work performed.

We conducted our assurance engagement using the AA1000AS (2008 with 2018 Addendum) standard and the guidance set out in the Assurance Framework for the Responsible Gold Mining Principles and the Guidance on Implementing and Assuring the RGMPs: Supplement to the Assurance Framework.

The extent of evidence-gathering procedures performed in a moderate assurance engagement is less than for a high level for assurance and therefore, a lower level of assurance is provided.

MODERATE ASSURANCE PROCEDURES PERFORMED

We planned and performed our work to obtain all the evidence, information and explanations considered necessary in relation to the above scope. These procedures included:

- Enquiries of management to gain an understanding of the Company's processes in place to manage the implementation of Principle 1.7
- Obtaining documentary evidence illustrating conformance with the principle
- Assessment of all evidence provided by the Company in terms of conformance with the requirements of this principle

INHERENT LIMITATIONS

Non-financial information, such as the Company's conformance with the RGMPs, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the subject matter and the methods used for determining conformance. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time.

INDEPENDENCE, IMPARTIALITY, AND COMPETENCY STATEMENT

In conducting our engagement we have complied with the independence, impartiality and competency requirements of the AA1000AS (2008 with 2018 Addendum) standard, the Code of Conduct of the South African Council for Natural Scientific Professions and the Code of Professional Conduct of the Institute of Directors of South Africa.

In the year covered by this assurance engagement, we have not had any other commercial relationship with or interest in the Company except this assurance engagement. Therefore, ESS's ability to conduct independent assurance for this engagement was not compromised.

We confirm that we satisfy the criteria for assurance providers as set out in the Assurance Framework for the Responsible Gold Mining Principles and the Guidance on Implementing and Assuring the RGMPs: Supplement to the Assurance Framework, issued by the World Gold Council.

ESS is an AccountAbility licensed, sustainability assurance provider with extensive experience in sustainability reporting and sustainability assurance, including for several gold and other mining companies in Africa.

Seakle K.B. Godschalk
Environmental & Sustainability Solutions
Pretoria, South Africa
13 May 2020

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

GRI CONTENT INDEX

GRI 101: FOUNDATION 2016
GENERAL DISCLOSURES

GRI Standard	Disclosure	Page Number	Comments
GRI 102: General Disclosures 2016	**Organizational Profile**		
	102-1 Name of the organization	2	
	102-2 Activities, brands, products, and services	4, 29	
	102-3 Location of headquarters	4	
	102-4 Location of operations	4	
	102-5 Ownership and legal form	4	
	102-6 Markets served	29	
	102-7 Scale of the organization	4, 41, 58	
	102-8 Information on employees and other workers	39-47	
	102-9 Supply chain	61-62	
	102-10 Significant changes to the organization and its supply chain		The Tabakoto mine was sold in December 2018. Data on Tabakoto has been included in this report where available. The Ity mine ceased heap leach operations in December 2018 and the CIL processing plant was commissioned in April 2019. Data for the Ity mine has been amalgamated in this report.
	102-11 Precautionary principle or approach	7-9, 26, 29	
	102-12 External initiatives	10	Endeavour is committed to reporting to the World Gold Council's Responsible Gold Mining Principles Framework. Endeavour also participates in CDP's annual climate change questionnaire.
	102-13 Membership of associations	28-29	The local companies of our mines are members of the national Chamber of Mines. Houndé and Karma are members of the Burkina CSR Forum.
	Strategy		
	102-14 Statement from senior decision-maker	12-15	
	Ethics and Integrity		
	102-16 Values, principles, standards and norms of behavior	7-9 25-28 40	
	Governance		
	102-18 Governance structure	9	

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

GRI Standard	Disclosure	Page Number	Comments
GRI 102: General Disclosures 2016	**Stakeholder Engagement**		
	102-40 List of stakeholder groups	20-21	
	102-41 Collective bargaining agreements	47, 90	
	102-42 Identifying and selecting stakeholders	20-21	
	102-43 Approach to stakeholder engagement	20-21	
	102-44 Key topics and concerns raised	20-21 23	
	Reporting Practice		
	102-45 Entities included in the consolidated financial statements	4	
	102-46 Defining report content and topic boundaries	22	
	102-47 List of material topics	23	
	102-48 Restatements of information		Where necessary and possible, restatements are explained in footnotes to the respective graphics.
	102-49 Changes in reporting		None
	102-50 Reporting period	2	
	102-51 Date of most recent report		The last report was published in May 2019.
	102-52 Reporting cycle	2	
	102-53 Contact point for questions regarding the report	23	
	102-54 Claims of reporting in accordance with the GRI Standards	2	
	102-55 GRI content index	79-85	

MATERIAL TOPICS

GRI Standard	Disclosure	Page Number	Comments
Anti-Bribery and Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	27-28	
	103-2 The management approach and its components	27-28	
	103-3 Evaluation of the management approach	27-28	
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	27-28	.

GRI Standard	Disclosure	Page Number	Comments
Local Stakeholder Engagement			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	50 56-57	
	103-2 The management approach and its components	50	
	103-3 Evaluation of the management approach	50	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	56-57	All our operations have implemented local community engagement approach
Artisanal and Small-Scale Mining			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	55	
	103-2 The management approach and its components	55	
	103-3 Evaluation of the management approach	55	
Specific Standard Disclosures for Mining and Metals: Artisanal and Small-scale Mining 2013	MM8 Number (and percentage) of company operating sites where artisanal and small-scale mining takes place	55	
Resettlement Compensation and Livelihood Restoration			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	51-52	
	103-2 The management approach and its components	51-52	
	103-3 Evaluation of the management approach	51-52	
Specific Standard Disclosures for Mining and Metals: Resettlement 2013	MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	51-52	
Training and Education for Local and National Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	53	
	103-2 The management approach and its components	53	
	103-3 Evaluation of the management approach	53	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	53	

GRI Standard	Disclosure	Page Number	Comments
Security Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	54	
	103-2 The management approach and its components	54	
	103-3 Evaluation of the management approach	54	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	54	
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	58	
	103-2 The management approach and its components	58	
	103-3 Evaluation of the management approach	58	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	58	
Sustainable and Local Procurement			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	61-62	
	103-2 The management approach and its components	61-62	
	103-3 Evaluation of the management approach	61-62	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	61-62	
Employment and Labour Relations			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	39-47	
	103-2 The management approach and its components	39-47	
	103-3 Evaluation of the management approach	39-47	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	39-47	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39-47	
Skills Transfer and Training			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	43-44	
	103-2 The management approach and its components	40, 43-44	
	103-3 Evaluation of the management approach	43-44	

GRI Standard	Disclosure	Page Number	Comments
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	44	
	404-2 Programs for upgrading employee skills and transition assistance programs	43	
	404-3 Percentage of employees receiving regular performance and career development reviews	47	
Diversity & Equal Opportunities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	44	
	103-2 The management approach and its components	44	
	103-3 Evaluation of the management approach	44	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	89	
Occupational Health & Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	31-37	
	103-2 The management approach and its components	31-37	
	103-3 Evaluation of the management approach	31-37	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	32	
	403-2 Hazard identification, risk assessment and incident investigation	32-33	
	403-3 Occupational health services	35-36	
	403-4 Worker participation, consultation and communication on occupational health and safety	33	
	403-5 Worker training on occupational health and safety	33	
	403-6 Promotion of worker health	35-36	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	31-37	Our site procurement policies currently do not specifically address health and safety aspects of our suppliers' employees.
	403-8 Workers covered by an occupational health and safety management system	90	

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

GRI Standard	Disclosure	Page Number	Comments
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	35, 90	Rates have been calculated based on one million hours worked, including hours worked and incidents of subcontractor's workers. The data on work-related injuries includes employees and workers of subcontractors, however it is currently not possible to report the breakdown of incidents by employees and other workers. We are working on improving our data collection systems in order to close this gap.
Energy and Greenhouse Gas Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	67-68	
	103-2 The management approach and its components	67-68	
	103-3 Evaluation of the management approach	67-68	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	67-68	Conversion factors: DEFRA (2018) Data for Houndé excludes fuel consumption for air and road transportation of employees.
	302-3 Energy intensity	68	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	68	Emission factors: DEFRA (2018)
	305-2 Energy indirect (Scope 2) GHG emissions	68	Emission factors: VfU and SONABEL
	305-4 GHG emission intensity	68	GHG Emissions Intensity Ratio includes Scope 1 and Scope 2 emissions.
Water Stewardship			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	70-71	
	103-2 The management approach and its components	70-71	
	103-3 Evaluation of the management approach	70-71	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	70-71	
	303-2 Management of water discharge-related impacts	70-71	
	303-3 Water withdrawal	70-71	According to the WaterRisk Atlas, only our Karma mine in Burkina Faso is medium to high risk. Our other mining sites are considered to be low to medium risk. Breakdown by freshwater or other water is not possible as the data is not available for all sites.

GRI Standard	Disclosure	Page Number	Comments
GRI 303: Water and Effluents 2018	303-4 Water discharge	71	Breakdown by freshwater or other water is not possible as the data is not available for all sites.
	303-5 Water consumption	71	According to the WaterRisk Atlas, only our Karma mine in Burkina Faso is medium to high risk. Our other mine sites are considered to be low to medium risk.
Air Quality			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	75	
	103-2 The management approach and its components	75	
	103-3 Evaluation of the management approach	75	
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	75	The significant air emissions which we measure are dust emissions (PM 2.5, PM 10 and suspended particulates).
Hazardous Materials and Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	71-72	
	103-2 The management approach and its components	71-72	
	103-3 Evaluation of the management approach	71-72	
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	71-72	
	306-3 Significant spills	65	
Specific Standard Disclosures for Mining and Metals: Effluents and Waste 2013	MM3 Total amount of overburden, rock, tailings and sludges and their associated risks	71	
Closure Planning			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	75	
	103-2 The management approach and its components	75	
	103-3 Evaluation of the management approach	75	
Specific Standard Disclosures for Mining and Metals: Closure Planning 2013	MM10 Number and percentage of operations with closure plans	75	

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

APPENDICES
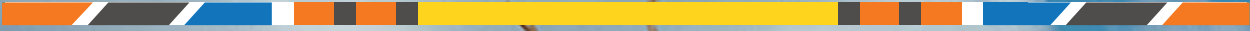
GRI 102-8 INFORMATION ON EMPLOYEES AND OTHER WORKERS

Total Employee Headcount	2017		2018		2019	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
By Gender						
Men	3,290	612	3,629	1,404	2,982	430
Women	202	48	232	139	258	56
By Region						
Côte d'Ivoire	789	134	796	1,238	1,159	292
Burkina Faso	1,286	390	1,627	248	1,687	176
Mali	1,390	135	1,400	52	353	12
Guinea	0	0	1	5	1	6
UK	20	1	25	0	34	0
Monaco	4	0	5	0	5	0
France	2	0	1	0	0	0
Canada	1	0	1	0	1	0
Roving Employees	0	0	5	0	0	0

GRI 202–2 PROPORTION OF SENIOR MANAGEMENT HIRED FROM HOST COMMUNITIES AND COUNTRIES

	Total Endeavour	Operations	Exploration	Regional
Nationals, Regionals and Other Expatriates in Senior Management				
Number of Persons in Senior Management	127	49	27	46
Percentage of Senior Management (%)				
Local Communities	4	6	4	0
Nationals	39	29	59	18
Regional Expatriates from West Africa	15	14	11	10
Other Expatriates	69	51	26	72
Nationals, Regionals and Other Expatriates in Total Workforce				
Number of Employees (total workforce)	3,686	3,047	509	130
Percentage of Employees (%)				
Local Communities	35	32	63	3
Nationals	59	64	32	45
Regionals Expatriates from West Africa	2	1	1	7
Other Expatriates	4	3	4	45

Note: Exploration includes the Kalana Development Project.

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

GRI 401–1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

	Total Endeavour	Operations
New Employee Hires (headcount)		
Women	98	81
Men	906	844
21 – 30 Years Old	326	309
30 – 50 Years Old	626	574
Over 50 Years Old	52	42
Employee Turnover (headcount)		
Women	125	55
Men	941	342
21 – 30 Years Old	256	58
30 – 50 Years Old	692	272
Over 50 Years Old	82	67
New Employee Hires (%)		
Women	3	3
Men	24	28
21 – 30 Years Old	9	10
30 – 50 Years Old	17	19
Over 50 Years Old	1	1
Employee Turnover (%)		
Women	2	2
Men	14	11
21 – 30 Years Old	2	2
30 – 50 Years Old	11	9
Over 50 Years Old	3	2

Note: Total includes Kalana, Exploration and the regional office.

GRI 404-1 AVERAGE HOURS OF TRAINING PER EMPLOYEE CATEGORY IN WEST AFRICA

	2017	2018	2019
Manager	2	11	14
Technical/Supervisor Roles	234	6	12
Skilled Employees	53	62	13
Semi-Skilled/Unskilled Employees	11	7	5
Women	11	23	24
Men	36	14	14

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Diversity in Management (%)	2017	2018	2019
Women	7	8	9
Men	93	92	91
Under 30 Years Old	4	4	7
30 – 50 Years Old	74	76	70
Over 50 Years Old	22	20	23
Diversity in Other Employee Categories (%)			
Technical Roles/Supervisors			
Women	10	6	11
Men	90	94	89
Under 30 Years Old	13	15	13
30 – 50 Years Old	79	78	77
Over 50 Years Old	8	8	10
Skilled Employees			
Women	4	6	8
Men	96	94	92
Under 30 Years Old	17	23	18
30 – 50 Years Old	75	70	76
Over 50 Years Old	9	7	6
Semi-Skilled/Unskilled Employees			
Women	5	7	8
Men	95	93	92
Under 30 Years Old	24	23	18
30 – 50 Years Old	70	71	74
Over 50 Years Old	6	7	8
Diversity in Total Workforce			
Women	6	7	8
Men	94	93	92
Under 30 Years Old	17	18	16
30 – 50 Years Old	74	72	75
Over 50 Years Old	9	9	9

GRI 102-41 COLLECTIVE BARGAINING AGREEMENTS

Houndé	Karma	Ity	Agbaou	Kalana Project	Exploration	Regional office	Corporate offices	Total	% of total employees
Employees Covered by a Full Collective Bargaining Agreement									
0	768	0	276	347	0	0	0	1,391	37
Employees cCovered by a Partial Collective Bargaining Agreement									
1,062	0	941	0	0	0	0	0	2,003	54
Employees Not Covered by a Collective Bargaining Agreement									
0	0	0	0	0	162	130	40	332	9

GRI 403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

	2017	2018	2019
Total	9,399	8,187	5,999

Employees Covered by an OHS Management System			
Total	5,591	4,798	3,501
Total	270	1,096	693
% of Employees Covered	5	23	20
Total	1,746	2,924	3,095
% of Employees Covered	31	61	88

Other Workers Covered by an OHS Management System			
Total	3,808	3,389	2,498
Total	756	886	827
% of Employees Covered	20	26	33
Total	1,751	1,698	2,456
% of Employees Covered	46	50	98

GRI 403-9 WORK-RELATED INJURIES

	Agbaou		Ity		Houndé		Karma		Total Operations	
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019
Person Hours	3,730,390	3,447,102	3,690,417	4,432,769	4,385,195	4,136,186	3,175,850	2,797,343	18,728,576	14,813,400
Fatalities	0	0	0	0	0	0	0	0	0	0
LTIs	0	0	0	2	0	0	0	0	3	2
RWI	-	3	-	0	-	1	-	0	-	4
MTIs	4	2	5	0	6	4	2	0	21	6
LTIFR	0	0	0.45	0	0	0	0	0	0.16	0.14
MTIFR	1.14	0.58	1.35	0	1.37	0.97	0.66	0	1.13	0.41
AIFR	3.75	4.93	9.21	3.61	3.19	2.42	5.59	4.65	5.19	3.78
HID & Near Misses	310	365	1,244	1,576	1,549	832	2,822	3,198	6,958	5,971

Note: All safety data reported covers both Endeavour employees and contractors at our operational mines.
RWI were not recorded before 2019.

GLOSSARY OF TERMS

AIFR	All Injury Frequency Rate
AISC	All-in Sustaining Costs
ASM	Artisanal and Small-Scale Mining
CFO	Chief Financial Officer
CIL	Carbon-In-Leach
COO	Chief Operating Officer
CSR	Corporate Social Responsibility
EGF	Equipment General du Faso
EITI	Extractive Industries Transparency Initiative
EMS	Environmental Management Systems
ESG	Environmental, Social and Governance
ESIA	Environmental and Social Impact Assessments
ESTMA	Extractive Sector Transparency Measures Act
EVP	Executive Vice President
FAIFR	First Aid Injury Frequency Rate
GDP	Gross Domestic Product
GHG	Greenhouse Gas
HDPE	High-Density Polyethylene
HFO	Heavy Fuel Oil
HID	Hazard Identification
HPI	High Potential Incidents
HSE	Health, Safety and Environment
IFRS	International Financial Reporting Standards
IT	Information Technology
KPI	Key Performance Indicator
LRP	Livelihood Restoration Program
LTI	Lost Time Injury
LTIFR	Lost Time Injury Frequency Rate
MA	Masters of Education
MBA	Masters of Business Administration
MTIRF	Medical Treatment Injury Frequency Rate
NASDAQ	National Association of Securities Dealers Automated Quotations System
NGO	Non Governmental Organization
PM	Particulate Matter
PPE	Personal Projective Equipment
PRI	Principles of Responsible Investment
PVC	Polyvinyl Chloride
RAP	Resettlement Action Plan
RGMPs	Responsible Gold Mining Principles (World Gold Council)
RWI	Restricted Work Injuries
SD	Sustainable Development
SDGs	Sustainable Development Goals (United Nations)
SIA	Social Impact Assessment
TRIFR	Total Recordable Injury Frequency Rate
TSF	Tailings Storage Facility
VP	Vice President
VPSHR	Voluntary Principles on Security and Human Rights
WIM	Women in Mining

OVERVIEW

ETHICAL BUSINESS

HEALTH & SAFETY

OUR EMPLOYEES

OUR COMMUNITIES

OUR ENVIRONMENT

ASSURANCE

GRI CONTENT

ABBREVIATIONS

Bn	Billion
CO₂e	Carbon Dioxide Equivalent
ESG	Environmental, Social and Governance
kWh	Kilo-Watt Hour
m	Metre
m³	Cubic Metre
Ml	Mega Litres
Mtpa	Million Tonnes Per Annum
mWh	Megawatt Hour
NOX	Nitrogren Oxides
t	Tonnes
SOX	Sulphur Oxides
US$	US Dollars

ORGANIZATIONS

ANDE	Aspen Network of Development Entrepreneurs (ANDE)
BUNEE	Bureau National des Evaluations Environnementales
CIA	Central Intelligence Agency
DEFRA	Department for Environment, Food and Rural Affairs
EITI	Extractive Industries Transparency Initiative
ESC Rennes	Rennes School of Business Formerly École Supérieure de Commerce de Rennes
ESS	Environmental and Sustainability Solutions
GRI	Global Reporting Initiative
ICMC	International Cyanide Management Institute Code
IFC	International Finance Corporation
IFC PS	International Finance Corporation Performance Standards on Environmental and Social Sustainability
ISO	International Organization for Standardization
IPCC	Intergovernmental Panel on Climate Change
SONABEL	Société Nationale d'Électricité du Burkina Faso (National Electricity Company of Burkina Faso)
TCFD	Taskforce on Climate-Related Financial Disclosures
TSX	Toronto Stock Exchange

CALCULATIONS

Frequency Rates	Calculation
All Injury Frequency Rate (AIFR)	No. of (LTI+RWI+MTI+FAI) x 1,000,000 / rolling 12 month man-hours
Total Recordable Injury Frequency Rate (TRIFR)	No. of (LTI+RWI+MTI) x 1,000,000 / rolling 12 month man-hours
Lost Time Injury Frequency Rate (LTIFR)	No. of LTIs x 1,000,000 / rolling 12 month man-hours
Medical Treatment Injury Frequency Rate (MTIFR)	No. of MTI x 1,000,000 / rolling 12 month man-hours
First Aid Injury Frequency Rate (FAIFR)	No. of FAIs x 1,000,000 / rolling 12 month man-hours

ENDEAVOUR MINING

CONTACT US

T: +44 203 011 2719
investor@endeavourmining.com

Follow us:

endeavourmining.com

CORPORATE OFFICE

5 Young Street
London
W8 5EH
United Kingdom
T: +44 203 011 2723

OPERATIONS OFFICE

Hotel Palm Club
Croisement Boulevard Latrille et
rue du Lycée Technique
Abidjan
08 BP 872
Côte d'Ivoire
T: +225 22 48 99 00