

## SUSTAINABILITY POLICY

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

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

### Economic

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

### Social - Employees

- Provide rigorous safety standards; procedures and training to ensure our employees work in a safe and healthy manner. (See H&S policy)
- Promote gender equality in opportunities and working conditions
- Provide training and professional development opportunities to our employees
- Provide a work environment free of discrimination, and that follows human rights and diversity principles. (see Code of ethics, diversity policy)

### Social - Communities

- Support local people and governments whenever possible to create benefits for all.
- Consult with local communities to identify effective and culturally appropriate development goals that respond to their own needs
- Develop socio-economic opportunities that lead to sustainable prosperity in the communities and countries where we operate
- Establish grievance mechanisms, based on international best practices

### Environment

- Take extra measures to maintain and improve the integrity of local ecosystems. (See Environmental Policy)

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



Godfrey Walton  
President and Chief Operating Officer