

Human Rights Policy

1. Purpose

Endeavour Silver Corp. and its subsidiaries (collectively, “Endeavour” or the “Company”) are committed to respecting the human rights of all individuals, including employees, contractors, consultants, and other stakeholders impacted by its business activities. This Human Rights Policy (the “Policy”) sets out Endeavour commitment to human rights and seeks to integrate human rights best practices into the Company’s management, governance structures and programs.

This Policy is aligned with the United Nations’ Guiding Principles on Business and Human Rights, and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises to respect human rights throughout its operations and supply chain. This includes support and respect for the human rights expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work and the Voluntary Principles on Security and Human Rights.

2. Scope & Responsibilities

This Policy applies to all directors, officers, employees, contractors, consultants and third parties acting on behalf of Endeavour.

3. Policy

As part of our commitment to responsible corporate citizenship, the Company recognizes our responsibility to respect human rights in all our business activities. Endeavour is committed to:

- (a) Not discriminate against any individual based on race, religion, ethnicity, national origin, colour, gender, age, sexual orientation, citizenship, marital status, pregnancy, disability or any other legally protected characteristic unrelated to an individual's job performance.
- (b) Respect human rights related to working conditions, a safe and healthy workplace, employee privacy, freedom of association, speech and collective bargaining, maximum working hours, minimum wages, accommodation, equal and decent pay, and equal opportunity.
- (c) Prohibit any form of child, forced or compulsory labour.
- (d) Respect the legal rights of communities, including the right to security and health, cultural heritage, use of land and natural resources, and the right to safe water and biodiversity conservation.
- (e) Engage with indigenous peoples respecting their cultural traditions, collective rights and right to self-determination.
- (f) Engage and respond to stakeholder concerns, contribute to stakeholder-led development initiatives to aid in the attainment of their human rights, and solicit input and feedback related to our human rights management approach and performance.
- (g) Establish confidential grievance mechanisms for stakeholders, including Indigenous peoples, to submit and resolve complaints related to human rights matters (see our Whistleblower Policy).
- (h) Require private security providers to use competent and appropriately trained personnel with an understanding of security-related human rights issues.
- (i) Communicate this Policy internally and externally to help ensure our stakeholders understand our human rights responsibilities and commitments.
- (j) The Sustainability Committee of Endeavour's Board of Directors is responsible for governance of human rights and compliance with this Policy.

This Policy does not supersede applicable laws and regulations in the jurisdictions in which we operate; rather, it is intended to describe our commitment to the protection of human rights and the prevention of human rights abuses.

4. Related Policies

- Code of Business Conduct and Ethics
- Whistleblower Policy
- Sustainability Policy

5. Revisions

Approved by the Board of Directors of the Company on November 5, 2022 (Reviewed on July 30, 2024).