

# Diversity Policy

Endeavour Silver Corp. and all its subsidiaries (“Endeavour”) are committed to diversity in the workplace. Endeavour recognizes the benefits arising from board, management and employee diversity, including broadening our skill sets and experience, accessing different outlooks and perspectives and benefiting from all available talent.

“**Diversity**” is any dimension that can be used to differentiate groups and people from one another and it means the respect for and appreciation of the differences in gender, age, ethnic origin, indigenous origin or heritage, language, religion, education, sexual orientation, political belief or physical attributes or other personal characteristics. At Endeavour we respect and value the perspectives, experiences, cultures and essential differences that our board, management and our employees possess.

We strive to meet or exceed all reasonable stakeholder expectations and to be the company of choice as a great place to work. We are successful at both because we recruit, retain, reward and develop our people based upon their abilities and contributions.

Management provides the leadership and direction, but it is the responsibility of everyone at Endeavour to sustain a culture that supports best efforts principles of diversity and inclusivity.

## **Effect and Applicability**

This Policy sets out the guidelines by which Endeavour will strive to increase diversity throughout the Company including at the Board level and applies to executive and non-executive directors, full-time, part-time and casual management, employees, contractors, consultants and advisers of Endeavour.

This Policy does not condone engagement in actions that would violate any anti-discrimination, equal employment or other laws and regulations. The Company is committed to best efforts, however it recognizes local legislation, traditional and or cultural circumstances may inhibit the full implementation of this Policy.

Endeavour does not support the adoption of quotas to support its diversity policy. Employees, management and directors will be recruited and promoted based upon their qualifications, abilities and contributions.

## Board and Management Responsibilities and Reporting

### *Board responsibilities*

The Board is committed to best efforts of fostering a diverse workplace environment where:

- individual differences and opinions are heard and respected;
- employment opportunities are based on the qualifications required for a particular position at a particular time, including training, experience, performance, skill and merit, and
- inappropriate attitudes, behaviors, actions and stereotypes are not tolerated and will be addressed and eliminated.

The Board will proactively monitor Company performance in meeting the standards outlined in this Policy. This will include an annual review of any diversity initiatives established by the Board, and progress in achieving them.

The Board will consider diversity in the selection criteria of new Board members. In particular it will seek to have at least one female candidate for any future director positions.

### *Responsibilities of Management*

Management is charged with the responsibility of implementing this Policy, achieving diversity initiatives determined by the Board and reporting to the Board on the progress toward and achievement of diversity initiatives. Management is therefore best efforts responsible for recruiting and fostering a diverse and inclusive culture in the workplace.

Management will promote a work environment that values and utilizes the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity.

Management will consider diversity in the selection criteria of new Board members and new senior management positions. The Company will seek to have at least one women candidate for any new senior management positions.

### *Reporting*

In each Annual Report or Proxy Management Circular, the Company will disclose:

- the measurable initiatives for achieving diversity set by the Board in accordance with this Policy and the progress towards achieving them, and
- the proportion of women at Endeavour as employees, senior management and on the Board

### **Changes to this Policy**

The Company reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.