

Health and Safety 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.

We strongly believe that safety is a personal responsibility but also takes a commitment from everyone. Our Health and Safety Policy articulates our commitment to prioritize and safeguard the health and wellness of our employees. Endeavour Silver is committed to:

- Comply with the regulatory frameworks of the countries where we operate and with international guidelines.
- Provide team members with the necessary training, guidance, direction and knowledge to safely perform their tasks.
- Promote employee participation in the development, implementation and monitoring of health and safety standards and procedures to create ownership of their health and safety responsibilities
- Implement and maintain effective Management Systems to identify, minimize and manage health and safety risks in the workplace.
- Provide employees with the necessary tools, working conditions and equipment to work in a safe and efficient manner.
- Conduct objective internal and external audits to seek improvements in safety, health, environmental and productivity.
- Ensure effective emergency response plans are in place at each operation.
- Identify risks and hazards for all tasks and eliminate, minimize or mitigate the risks and hazards that could result in injury to team members or harm to the environment and local communities.
- Adhere to sound and effective national and international health and safety practices.
- Strive for continuous improvement by setting targets, tracking progress and measuring results against those targets.
- Ensure accident I incident event reporting is completed in a diligent and standard manner across all operations.

- Ensure an employee medical evaluation program is in place capable of identifying occupational diseases and other occupational hazard related conditions

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.