



Code of Conduct

1. Purpose

- 1.1 This Code of Conduct sets out Endurance's key commitments and values, and the behaviours it expects from its employees, officers, contractors, suppliers and consultants (referred to in this Code as "**individuals**" or "**you**") in accordance with this Code.
- 1.2 In this Code, "**Endurance**" means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.

2. Key Principles & Values

- 2.1 Endurance is committed to operating in a safe, ethical, and sustainable manner in accordance with Australian laws, industry best practices and workplace expectations.

Integrity: We show Integrity in every word and action

- We are open and honest, doing what's right
- Follow all applicable Australian and where relevant International laws, regulations and industry standards
- Adhere to Company processes, policies and procedures
- Avoid conflicts of interest, declaring when they arise and managing them appropriately
- Encourage accurate, honest and transparent reporting and communication

Accountability: We are Accountable to deliver

- We accept responsibility and take ownership for our actions, decisions and results.
- Set achievable targets with everyone clear on their contribution and delivery
- Report on progress and when falling behind, take action to correct
- Report incidents promptly and ensure the areas made safe
- Report hazards promptly and rectify if safe to do so
- Own up to, learn from and correct mistakes

Care: We care for ourselves, each other and our surroundings

- Health and safety comes first — follow all Work Health and Safety (WHS) requirements
- Encourage a respectful, inclusive and harassment-free workplace
- Be a good workmate, seek to help others
- Minimise operational impacts and enhance our environment
- Respect and explore others heritage, traditions, and beliefs
- Partner and contribute to the communities in which we operate
- Respect and treat appropriately all stakeholders in our business

Teamwork: Through Teamwork, we work

- Solutions focused, positive in our thoughts and actions
- Adaptable, open and accepting of change
- Willing to contribute what's needed for the benefit of the team
- Communicate clearly, listen actively, seek feedback
- Proactively build trusted relationships
- We are all leaders, we include and support each other
- Treat everyone with respect, fairness and dignity

Responsibilities of Endurance

- 2.2 Endurance aims to ensure that its policies, procedures, processes and ways of working espouse the values in this Code, and that all individuals understand and respect the Code.
- 2.3 Any alleged breach of this Code should be reported promptly to your Manager, Human Resources or Endurance's Company Secretary. Alternatively, any individual who wishes to raise a concern anonymously can do so in line with the Endurance's Whistleblower Policy.
- 2.4 Any reports of actual or suspected behaviour that breaches this Code will be treated seriously, and these will be notified to the Chief Executive Officer and the Endurance Board (where appropriate) for investigation as soon as possible after the matter has been reported.
- 2.5 Follow through an investigation and appropriate action to resolve any breaches.

Responsibilities of individuals

- 2.6 All individuals must follow the procedures outlined in this Code and cooperate with any investigation initiated pursuant to this Code. Operating with integrity is a shared responsibility, and all individuals have a role to play in supporting commitment to the values and behaviours in this Code.
- 2.7 Anyone who breaches this Code may be subject to serious consequences, including disciplinary action and/or termination of their engagement with Endurance (as appropriate).

3. Further information

- 3.1 This Code does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Code may be amended at any time.
- 3.2 If you would like further information about matters covered in this Code, including how to make a complaint under this Code, please contact your Manager, Human Resources or Endurance's Company Secretary.
- 3.3 This Code is published on Endurance's website www.endurancemining.com.au



Matthew Hine
Chief Executive Officer
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