



Health and Wellbeing Policy Statement

At Sandfire Resources NL we believe health and safety is integral to our business and our people. Our commitment is to provide a safe and healthy work environment where all individuals must be fit for work. The wellbeing of employees, contractors and visitors is first and foremost in everything we do.

Paramount to achieving this commitment is to ensure that all employees, contractors and visitors are in a condition that enables them to carry out their work competently and in a manner which does not threaten the safety or health of themselves or others. As a minimum this means not being fatigued or adversely affected by substances, drugs or alcohol.

To achieve this, Sandfire will:

- Identify, assess and manage our wellbeing and fitness for work risks.
- Build and maintain a workplace environment and culture that supports wellbeing and mental health and prevents discrimination.
- Utilise practices, including pre-employment medicals that aim to ensure employees and contractors are fit, healthy and capable to undertake their assigned roles.
- Ensure everyone understands the requirement to present to work in a condition whereby they are physically and mentally capable of safely carrying out their duties.
- Ensure all employees and contractors are informed regarding potential health, wellbeing and fitness for work impacts and strategies to manage their concerns.
- Provide information to all employees and contractors on how to recognise the signs and symptoms of poor physical and mental health, stress and fatigue.
- Conduct alcohol, substance and drug testing of employees, contractors and visitors on a regular basis, where we expect zero blood alcohol content, and no usage of substances or drugs that adversely impact a person's fitness in the work place. (Please refer to SFR Alcohol and Drugs Procedure SFR-OHS-PR-1542)
- Regularly review and seek feedback on health and wellbeing procedures and practices.
- Consistently enforce and record disciplinary procedures for employees and contractors in breach of health and wellbeing policies and procedures.
- Provide confidential counselling and other support as appropriate for employees and contractors via our Employee Assistance Program.

Each person in the workplace will:

- Take care to ensure his or her own safety, health, wellbeing and fitness for work.
- Avoid adversely affecting the safety, health or wellbeing of any other person.
- Declare if they are taking medications or have a medical condition that could impact on their ability to undertake work safely.
- Inform their respective supervisor of any changes in their personal circumstances that may affect their health or wellbeing and that may impact their fitness for work.

All issues pertaining to these matters shall be kept strictly confidential.

Karl Simich
Chief Executive Officer