



Aboriginal Employment Policy Statement

Sandfire Resources NL is flexible, innovative and committed to Aboriginal employment, providing sustainable employment and career development opportunities throughout the organisation.

We are dedicated to cultural diversity and uphold our corporate social and community responsibility.

To achieve this the Company:

- Develops and implements relevant policies, practices and guidelines.
- Understands and promotes the importance of traditional cultural principles.
- Is committed to cultural diversity.
- Provides sustainable employment and career development opportunities for Aboriginal people.
- Works with relevant stakeholders to enhance the successful employment of Aboriginal people.
- Ensures that the recruitment processes are culturally sensitive and encourage Aboriginal representation across all levels of employment.
- Identifies workplace retention strategies to encourage a supportive and culturally friendly workplace for Aboriginal employees.
- Provides appropriate ongoing mentoring, advice and support for Aboriginal employees.
- Provides training and professional development to assist with career advancement opportunities.
- Managers and supervisors are committed to developing their understanding of Aboriginal cultural issues through access to training and development.
- Ensures essential cross cultural education programs are conducted for Sandfire employees.

The Company expects that:

- All parties are aligned and committed to cultural diversity within the workplace and our broader communities.
- Sustainable Aboriginal employment is supported and encouraged throughout the organisation.
- Cultural diversity, respect and awareness is embedded in our unique Company culture.

Karl Simich
Chief Executive Officer

