

ABORIGINAL EMPLOYMENT POLICY



Our Commitment

At Sandfire, we are committed to providing sustainable employment and career development opportunities for Aboriginal people across all facets of the organisation. We acknowledge and respect the rights and culture, as well as the connection to country, language and traditions of the different Aboriginal groups near our operations and exploration projects.

How we demonstrate our commitment

We are dedicated to cultural diversity and consider this a core aspect of our corporate social responsibility. We demonstrate our commitment by:

- Employing a fulltime Aboriginal Liaison Coordinator to identify and support Aboriginal employment opportunities for Sandfire and our contractors.
- Establishing an Aboriginal employment target and publically reporting our performance against it through our annual Sustainability Report.
- Working with relevant stakeholders and community groups to promote job training and successful employment of Aboriginal people.
- Identifying workplace retention strategies to encourage a supportive and culturally friendly workplace for Aboriginal employees.
- Providing appropriate ongoing mentoring, advice and support for Aboriginal employees.
- Providing training and professional development to assist with career advancement opportunities.
- Ensuring managers and supervisors develop their understanding of Aboriginal cultural issues through training, consultation and support from our Aboriginal Liaison Coordinator.
- Educating our employees about Aboriginal cultural principles and practices.
- Working with major contractors to increase representation of Aboriginal people in the workforce.

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 within our Company culture.

Responsibility and accountability

Supporting opportunities for Aboriginal employment is the responsibility of everyone engaged in activities by Sandfire. This policy applies to all employees, directors, officers, consultants and contractors of Sandfire and its subsidiaries.

The CEO of Sandfire is accountable to the Board for ensuring that this policy is implemented and adhered to.

This policy will be reviewed May 2021.

KARL SIMICH
Chief Executive Officer