

HEALTH, SAFETY & WELLBEING POLICY



Our Commitment

At Sandfire we believe health, safety and wellbeing is integral to our business and our people. Our commitment to achieving superior health and safety performance and investing in health and safety management is at the forefront of our business values and strategies. To provide a safe and healthy work environment where all employees, contractors and visitors must be fit for work, is fundamental to the success of Sandfire. We are committed to managing our activities and operations so as to ensure the health, safety and wellbeing of employees, contractors and visitors. We strive to create a positive workplace culture in which everyone actively supports, acts and contributes and are in a condition that enables them to carry out their work competently and in a manner which does not threaten the safety and health of themselves or others.

How we demonstrate commitment

- Operate a health and safety management system to maintain a high standard and drive continual improvement in the Company's health and safety performance.
- Apply safety management strategies and systems with the active participation of all stakeholders.
- Establish and communicate clear health and safety objectives and targets.
- Identify, assess and manage health, safety and wellbeing risks to as low as reasonably practicable.
- Build and maintain a workplace environment and culture to prevent all incidents and support wellbeing through visible and effective leadership.
- Undertake training to ensure employees and contractors have the skills required to work safely.
- Educate and provide information to all employees and contractors regarding potential health, wellbeing, stress, fatigue, mental health and fitness for work impacts and strategies to manage their concerns.
- Ensure all employees, contractors and visitors understand the requirement to present to work in a condition whereby they are physically and mentally capable of safely carrying out their duties.
- Utilise practices, including pre-employment medicals that aim to ensure employees and contractors are fit, healthy and capable to undertake their assigned duties.
- Conduct alcohol and other drugs testing of employees, contractors and visitors on a regular basis, where we expect zero blood alcohol content, and no usage of illicit substances or drugs that adversely impact a person's fitness in the work place.
- Provide confidential counselling and other support as appropriate for employees via our Employee Assistance Program.
- Analyse and review performance, apply preventative measures as appropriate and share learnings with all personnel.

Responsibility and accountability

Occupational health, safety and wellbeing is the responsibility of everyone engaged in activities at Sandfire. We expect that everyone takes personal responsibility and care when conducting their work to ensure they do not adversely affect the health, safety and wellbeing of themselves or others by:

- Creating a safe workplace by identifying potential sources of hazards and act to manage those hazards, including stopping work to make situations safe at all times;
- Declaring if they are taking medications or have a medical condition that could impact on their ability to undertake work safely; and
- 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.

This policy will be reviewed May 2021.

KARL SIMICH
Chief Executive Officer