

## Our Commitment

**Sandfire Resources NL** (Sandfire) is committed to nurturing a culture of diversity and inclusion, where differences are valued, and everyone is welcomed and treated with respect. Sandfire believes that the diverse backgrounds and experiences of our employees positively contributes to our organisational culture and that striving for diversity will:

- broaden the pool of high quality employees
- support employee retention
- encourage greater innovation, enhanced work practices, productivity and profitability
- is socially and economically responsible good practice.

## How we demonstrate our commitment

Sandfire seeks to achieve a diverse and inclusive workforce through:

- The Board of Directors, via the Sustainability Committee, setting measurable objectives for achieving improvement in the diversity of the workforce, in particular gender diversity, and assessing, at least annually, progress towards achieving the diversity objectives.
- Sanctioning Sandfire's Diversity Committee, chaired by the Chief Executive Officer (CEO), to lead the diversity and inclusion strategy, and implement and monitor initiatives against objectives.
- Reporting progress on diversity objectives and diversity metrics to stakeholders.
- Recruitment that is based on alignment to Sandfire's values, merit, skills and qualifications.
- Developing appropriate leadership, talent management, training and mentoring programs to assist in achieving a broader and more diverse pool of employees, that embraces difference and develops all members of the workforce to contribute to the best of their ability.
- Supporting our people to balance their career commitments outside of work and to promote work flexibility consistent with business success.
- Promoting this policy and awareness of Sandfire's diversity and inclusion initiatives.

## Responsibility and accountability

Supporting workplace diversity is the responsibility of everyone engaged in activities by Sandfire and 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.

The Diversity Committee, chaired by the CEO, is responsible for:

- reviewing the diversity strategy at least annually
- implementing initiatives
- monitoring progress against measurable objectives.

This policy will be reviewed September 2020.



**KARL SIMICH**

Chief Executive Officer