



Our Commitment

At Sandfire, people are our number one resource. Together, we strive to create a workplace where people thrive and are empowered to contribute to the Company's success. We are proud of the culture we have developed and the values we uphold. It is imperative that we continue to attract and retain the best talent and work with those who share our values.

How we demonstrate our commitment

We demonstrate our commitment to our people by:

- holding ourselves and each other to account to live our values
- promoting teamwork, leadership and collaboration
- celebrating team success and valuing the contribution of individuals
- nurturing our culture as we continue to grow and diversify
- empowering leaders to make right and just decisions
- ensuring work is well designed and safe
- demanding integrity, respect and emotional intelligence in our interactions with each other
- valuing diversity and the many differences of our people which enhance our culture.
- recognising family responsibilities within a challenging working environment
- ensuring people are engaged and rewarded for behaviour that reflects our values
- promoting effective and consistent reward and recognition processes
- attracting and retaining outstanding people who are the right people for the right roles
- creating an inclusive workplace, free from discrimination, harassment and bullying.
- upholding relevant laws and safeguarding human and labour rights including our people's right to a decent wage, freedom of association, representation and to collectively bargain
- providing opportunities for Aboriginal employment and career development
- ensuring all employees are appropriately inducted, trained and competent to carry out their work safely and to their full capacity
- helping our people reach their full potential by supporting training, personal development and further education
- effectively communicating and engaging with people on organisational change which may impact them
- encouraging our people to provide feedback on employment practices and workplace culture
- remaining focused on the health and wellbeing of our people
- providing support services, such as confidential counselling.

Responsibility and accountability

It is the responsibility of each person, including employees, directors, officers, consultants and contractors of Sandfire to demonstrate their commitment to this policy.

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