

# Our stakeholder groups and engagement mechanism

Stakeholder Group	Engagement Mechanism	Frequency of Engagement	Key Issues Raised	Sandfire Response
<b>Employees</b>	<ul style="list-style-type: none"> <li>Employee engagement surveys</li> <li>Performance reviews</li> <li>Management committees</li> <li>Intranet articles</li> </ul>	Monthly and as required	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Training and development</li> </ul>	<p><b>2019 Sustainability Report</b> - Building a safe and supportive workplace</p> <p><b>2019 Sustainability Report</b> - Engaging and developing our people</p>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Meetings</li> </ul>	Regular frequency linked to assessment of contract significance	<ul style="list-style-type: none"> <li>Maintaining relationships</li> </ul>	Regular customer engagement
<b>Contractors/suppliers</b>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Site visits</li> </ul>	Monthly and as required	<ul style="list-style-type: none"> <li>Fair and open procurement practices</li> <li>Environmental management</li> </ul>	<p>Transparent procurement process and requirements</p> <p><b>2019 Sustainability Report</b> - Operating responsibly</p>
<b>Local communities</b>	<ul style="list-style-type: none"> <li>Stakeholder visits and meetings</li> <li>Community events and activities</li> <li>Meekatharra Aboriginal Reference Group meetings</li> </ul>	Monthly and as required	<ul style="list-style-type: none"> <li>Community engagement</li> <li>Employment</li> <li>Social investment</li> <li>Environmental impacts</li> <li>Water use</li> <li>Mine closure</li> </ul>	<p><b>2019 Sustainability Report</b> - Providing opportunities for local communities</p> <p><b>2019 Sustainability Report</b> - Operating responsibly</p> <p><b>2019 Sustainability Report</b> - Water</p> <p><b>2019 Sustainability Report</b> - Supporting communities through the mining lifecycle</p>
<b>Native Title Claim Groups</b>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Coordinator</li> <li>Meetings held pursuant to the heritage agreements and Native Title agreements</li> </ul>	Quarterly and as required	<ul style="list-style-type: none"> <li>Employment</li> <li>Environmental impacts</li> <li>Consultation</li> </ul>	<p><b>2019 Sustainability Report</b> - Employment</p> <p><b>2019 Sustainability Report</b> - Operating responsibly</p> <p><b>2019 Sustainability Report</b> - Native Title Group engagement</p>
<b>Government and regulators</b>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Reports</li> <li>Site visits</li> </ul>	Quarterly and as required	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Mine closure</li> <li>Environmental management</li> <li>Community impacts</li> </ul>	<p><b>2019 Annual Report</b></p> <p><b>2019 Sustainability Report</b> - Mine closure, governance and reporting</p> <p><b>2019 Sustainability Report</b> - Operating responsibly</p> <p><b>2019 Sustainability Report</b> - Providing opportunities for local communities</p>
<b>Industry associations</b>	<ul style="list-style-type: none"> <li>Meetings</li> </ul>	Annually and as required	<ul style="list-style-type: none"> <li>Social licence to operate</li> <li>Environmental management</li> <li>Community engagement</li> <li>Safety</li> <li>Local procurement</li> </ul>	<p><b>2019 Sustainability Report</b> - Operating responsibly</p> <p><b>2019 Sustainability Report</b> - Building a safe and supportive workplace</p> <p><b>2019 Sustainability Report</b> - Providing opportunities for local communities</p>
<b>Investment community</b>	<ul style="list-style-type: none"> <li>Quarterly results reporting</li> <li>Half yearly reporting</li> <li>Annual reporting</li> <li>Annual General Meeting</li> <li>ASX announcements</li> <li>Website</li> <li>Investor roadshows, briefings and forums</li> </ul>	Quarterly and as required	<ul style="list-style-type: none"> <li>Economic performance</li> <li>ESG performance</li> <li>Climate change</li> <li>Tailings management</li> </ul>	<p><b>2019 Annual Report</b></p> <p><b>2019 Sustainability Report</b></p> <p><b>2019 Sustainability Report</b> - Climate change risk management</p> <p><b>2019 Sustainability Report</b> - Tailings management</p>