

EEO, ANTI-DISCRIMINATION, HARASSMENT AND BULLYING POLICY



Our Commitment

Sandfire is committed to providing equal employment opportunities (EEO) to all persons by providing a workplace free from discrimination, harassment and bullying and upholding relevant laws. The Company will not tolerate any form of discrimination, harassment or bullying in the workplace, where employees are performing duties on behalf of the Company or where there is a reasonable connection to the workplace. We value cultural diversity and the many differences in backgrounds, cultures and demographic characteristics that make us unique. It is integral to the business to foster a fair and equitable working environment where all personnel are treated with dignity and respect.

How we demonstrate our commitment

- maintaining a workplace where all persons are able to undertake their duties free from discrimination, harassment and bullying
- ensuring recruitment, promotion and remuneration decisions are based on individual merit and the requirements of the job
- providing relevant EEO and anti-discrimination training and awareness programs for all employees
- creating flexible work practices to meet the needs of our employees at different stages of their life
- providing employees equal access to relevant training and development opportunities
- maintaining a high level of professional conduct and treating colleagues with dignity, courtesy and respect
- complying with relevant laws Company standards and processes
- educating employees how to use appropriate grievance mechanisms if they feel they are the subject of discrimination, bullying or harassment
- resolving any complaints in a timely manner and keeping the concerned parties informed throughout the process
- enforcing disciplinary action where appropriate for breaches of Company standards and processes.

Responsibility and accountability

Supporting EEO and anti-discrimination, harassment and bullying, 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 with.

Anyone who believes he or she has experienced a breach of this policy is encouraged to make a complaint in accordance with the Company's Grievance Standard.

This policy will be reviewed May 2021.

KARL SIMICH

Chief Executive Officer