

Data Tables

GRI 102-8 Employment

	FY2020				FY2019			FY2018			FY2017			FY 2016		
	Male	Female	Australia	Botswana	Male	Female	Australia	Male	Female	Australia	Male	Female	Australia	Male	Female	Australia
Permanent employees	189	61	250	52	184	57	241	191	52	243	181	46	227	204	63	267
Temporary employees ¹	15	4	19	0	9	1	10	9	9	18	0	0	0	0	0	0
Full-time employees	197	53	250	52	184	50	234	188	48	236	181	46	227	204	63	267
Part-time employees ²	7	12	19	0	0	7	7	3	4	7	0	0	0	0	0	0

Note 1 - Sandfire classifies temporary employees as casual workers employed for a specific time period.

Note 2 - Sandfire reclassified its part-time employees in FY2018. These employees work on average less than 30 hours per week.

Note 3 - A significant proportion of our work is undertaken by non-employees (contractors). This includes, but is not limited to, mining labour services, haulage and freight services, camp management services, and labour hire. The figures in 102-8 reflect Sandfire's direct employees only.

GRI 202-1 Ratios of standard entry level wage in Australia (AUD)

	FY2020	
	Male	Female
Minimum entry level wage as advised by government wage rules	\$19.84	\$19.84
Minimum wage paid by sandfire in significant areas of operation	\$30.00	\$30.00

GRI 202-2 Proportion of senior management hired from the local community

	FY2020	
	Male	Female
Meekatharra, Western Australia	0	0

Note 1 - Full time employees only.

Note 2 - Meekatharra is the local community to the DeGrussa Copper-Gold Mine.

MM1 Land disturbed and rehabilitated (hectares)

Land area used for productive purpose	CY2019	CY2018	CY2017	CY2016
Total disturbance and not yet rehabilitated opening balance (hectares)#%	497	428	381	340
Total amount of land newly disturbed during the reporting period	0	94	47	41
Land under rehabilitation (hectares)#%&	61	42	37	39
Total amount of land newly rehabilitated within the reporting period to the agreed end use (hectares)	0	0	0	0
Total land disturbed and not yet rehabilitated closing balance (hectares)	497	522	428	381

* Disturbance record from Western Australian leases only.

% Total disturbance is by calendar year.

& Land under rehabilitation includes areas of mine activities on which rehabilitation earthworks have been completed in accordance with closure obligations.

Rehabilitation has not progressed or been verified from earthworks towards the agreed post-mining land use.

Note 1 - Balances restated for CY2017 and CY2016 to align with GRI definitions.

Note 2 - Reporting based on calendar year.

Note 3 - Changes to the total disturbance closing balance are due to revisions of the GIS data collection to improve accuracy.

Data Tables

GRI 303-3(a) Water withdrawal by source (ML)

	FY2020		FY2019		FY2018		FY2017		FY2016	
	Volume	Quality	Volume	Quality	Volume	Quality	Volume	Quality	Volume	Quality
Volume of water withdrawn from:										
Ground water	1,892	fresh/ brackish	1,630	fresh/ brackish	1,288	fresh/ brackish	1,218	fresh	1,463	fresh
Surface water	32	fresh/ brackish	12	fresh/ brackish	86	fresh/ brackish				
Total water withdrawn	1,924		1,642		1,374					

Note 1 - The reported water withdrawn in the FY2016 and FY2015 sustainability reports has been corrected following the verification process. We are working on ensuring our data collection and verification is accurate and consistent.

Note 2 - Sandfire has no sources of sea water, produced water or third party water.

Note 3 - In FY2018 Sandfire refined its understanding of the inputs into the DeGrussa water balance which includes rain water. This is represented as surface water.

Note 4 - Sandfire has not withdrawn water from areas with water stress.

Note 5 - GRI 303-3(c): volume of freshwater withdrawn 309ML ($\geq 1,000$ mg/L TDS); volume of other water withdrawn 1,583 ML ($\geq 1,000$ mg/L TDS).

GRI 303-4 Water discharge by destination and quality (ML)

	FY2020				FY2019				FY2018				FY2017		FY2016	
	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Treatment level	Volume	Treatment level
Surface water	91	0	Freshwater	treated	190	N/A	Freshwater	treated	116	N/A	Freshwater	treated	185	treated	225	treated

Note 1 - Quality is treated or untreated.

Note 2 - Water settles in settlement ponds before it is discharged to a fresh water ephemeral water course.

Note 3 - Discharge in FY2017 was amended as a result of assurance activities.

Note 4 - Sandfire does not discharge water to areas with water stress.

Note 5 - No priority substances of concern have been identified.

GRI 303-5 Water consumption (ML)

	FY2020	FY2019	FY2018	FY2017	FY2016
	Volume	Volume	Volume	Volume	Volume
Total water consumption from all areas	1,833	1,452	1,258	1,033	1,238
Total water consumption from all areas with water stress	N/A	N/A	N/A	N/A	N/A
Changes in water storage, if this has a significant water related impact	N/A	N/A	N/A	N/A	N/A

Data Tables

GRI 306-2 Waste by type and disposal method

		FY2020 (AUS)	FY2019	FY2018	FY2017	
Non-hazardous waste	Measurement	Total volumes	Total volumes	Total volumes	Total volumes	Disposal method
Class A Water	KL	56,939	52,308	50,540	N/A	Sprinkler fields
General Waste to off site landfill	m3	1,527	1,234	1,058	1,036	Landfill
General waste to onsite landfill	Tonnes	1,958	176	171	146	Landfill
Glass	Tonnes	22,914	23	5	8	Recycled
Plastic	Tonnes	1,840	29	3	3	Recycled
Cardboard	Tonnes	23,307	47	9	30	Recycled
Printer cartridges	KGs	30	68	59	92	Recycled
Steel	Tonnes	713,919	801	1,525	2,915	Recycled
Aluminium	Tonnes	1,165	1	1	3	Recycled

		FY2020 (AUS)	FY2019	FY2018	FY2017	
Hazardous waste	Measurement	Total volumes	Total volumes	Total volumes	Total volumes	Disposal method
Oil	Litres	188,472	160,826	110,815	124,945	Licenced waste service
Tyres	Count	733	641	341	304	Licenced waste service
Grease	Litres	1,440	2,058	3,600	0	Licenced waste service
Batteries	Count	273	233	86	63	Licenced waste service
Hydrocarbon contaminated waste	m3	219	289	153	120	Licenced waste service

Note 1 - Class A Water was previously reported in kg. This was updated to KL in FY2019 and FY2018 and the figures were restated. Glass previously reported as litres, now reported as kilograms.

Note 2 - General waste to onsite landfill includes the following assumption: One manday = 1.46kg of general waste (including food waste). This factor was informed by a waste weight trial run from December 2018 to March 2019.

Note 3 - Waste to onsite landfill restated for FY2017 and FY2018 and reported in tonnes.

GRI 306-3 Significant spills

	FY2020					FY2019				
	Number of spills	Location of spill	Volume of spill	Impact of spills	Action taken	Number of spills	Location of spill	Volume of spill	Impact of spills	Action taken
Waste water	4	DeGrussa	600L, 2,000L, 10,000L and 20,000L	Nil.	Spills were cleaned up or recovered and did not pose any material environmental impact. These spills were reported to the Department of Mine, Industry Regulation and Safety within the 2019 Annual Environmental Report.	2	DeGrussa	1,000 litres and 2,000 litres	Short term impact to the area at spill site in both cases. Less than 2 days for remediation.	Spills were cleaned up when dry and taken to topsoil stockpile. Spills reported to the Department of Water and Environmental Regulation. There will be increased maintenance of float sensor switches in the waste treatment plant and sump pumps.

Data Tables

GRI 302: Energy consumption

	FY2020 (AUS)	FY2019	FY2018	FY2017	FY2016
302-1					
Diesel - electricity	1,111,771	1,004,383	918,471	966,632	983,936
Diesel - non-transport	241,597	235,608	251,156	189,260	206,999
Diesel - transport	25,730	22,294	31,354	20,256	32,061
Diesel - total	1,379,098	1,262,285	1,200,981	1,176,148	1,222,996
Solar	63,417	77,858	68,766	30,155	5,407
Electricity consumption	407	359	652	680	728
Other	20,564	17,804	14,500	16,515	17,802
Total energy consumption inside the organisation (GJ)	1,463,486	1,358,306	1,284,899	1,223,498	1,246,933
302-3					
Energy from non renewable sources (GJ)	1,399,662	1,280,090	1,215,481	1,192,663	1,240,798
Energy from renewables sources (GJ)	63,417	77,858	68,766	30,155	5,407
Total electricity consumed (GJ)	407	359	652	680	728
Energy intensity ratio (inside organisation - GJ/ tonnes of ore milled)	0.91	0.84	0.78	0.75	0.79
302-4					
Reduction in fossil fuel energy from using renewables (GJ)	172,331	209,785	184,597	81,696	0

Note 1 - Methods for calculating 302-1, 302-2 and 302-3 from the NGER Determination as applicable for the relevant reporting year.

Note 2 - 302-4 baseline year FY2015. Energy savings estimated by using the GJ/MWhr rate for the diesel power station.

Note 3 - 1,619,714 tonnes of ore milled for FY2019.

Note 4 - Other includes oils, greases, mineral oil, LPG, gasoline, Jet A1 and acetylene.

Note 5 - Definitions for diesel - electricity is as defined under NGERs.

Note 6 - Electricity consumption excludes self generated electricity consumed on site to avoid double counting.

Note 7 - Excludes self generated electricity consumed on site to avoid double counting.

Data Tables

GRI 305: Emissions

	FY2020 (AUS)	FY2019	FY2018	FY2017	FY2016
305-1					
Diesel - electricity	78,046	70,508	64,477	67,858	69,070
Diesel - non-transport	16,960	16,540	17,631	13,286	14,531
Diesel - transport	1,814	1,572	2,210	1,428	2,260
Diesel - total	96,820	88,619	84,318	82,572	85,861
Other - total	606	434	584	595	634
Total Scope 1 emissions (t CO2-e)	97,426	89,053	84,902	83,167	86,495
305-2					
Electricity purchased	80	71	129	138	154
Total Scope 2 emissions (t CO2-e)	80	71	129	138	154
305-4					
GHG emissions intensity ratio (kg CO2-e/ tonnes of ore milled)	61	55	52	51	55
305-5					
Reduction in emissions from using renewables (t CO2-e)	12,098	14,727	12,959	5,735	0

Note 1 - All methods from the NGER Determination as applicable for the relevant reporting year.

Note 2 - Gases included in the Scope 1 & Scope 2 GHG emission calculation for 305-1&2 and 305-4&5 include CO2, CH4, N2O, HFCs, PFCs, SF6.

Note 3 - The approach for calculating emissions includes those under operational control.

Note 4 - Reduction of emissions due to renewables estimated using the CO2-e per kWh that would have been emitted if the power were generated using the diesel power station.

Note 5 - Base year for calculation is 2012.

Note 6 - GWP as per NGERs.

Note 7 - Other includes oils, greases, mineral oil, LPG, gasoline, Jet A1, WWTP emissions, SF6 leakage and acetlyene.

Data Tables

GRI 401-1 Employee hires and turnover

	FY2020								FY2019								FY2018								FY2017								FY2016							
	Male	Female	<30	30 - 50	>50	Australia	Botswana		Male	Female	<30	30 - 50	>50	Australia		Male	Female	<30	30 - 50	>50	Australia		Male	Female	<30	30 - 50	>50	Australia		Male	Female	<30	30 - 50	>50	Australia					
Employee hires	53	19	27	39	6	66	6	39	15	21	25	8	54		40	21	18	34	9	61		39	10	13	27	9	49		45	18	20	25	18	63						
Rate of employee hires	0.16	0.06	0.08	0.12	0.02	0.21	0.02	0.16	0.06	0.08	0.10	0.03	0.22		0.16	0.09	0.07	0.14	0.04	0.5		0.15	0.04	0.06	0.12	0.04	0.22		0.16	0.07	0.07	0.09	0.07	0.23						
Employee turnover	53	19	27	31	11	62	7	54	16	17	37	16	70		32	12	10	30	4	44		69	27	13	52	31	96		40	12	13	21	18	52						
Rate of employee turnover	0.16	0.06	0.08	0.10	0.03	0.19	0.02	0.22	0.06	0.07	0.15	0.06	0.28		0.13	0.05	0.04	0.12	0.02	0.36		0.38	0.57	0.06	0.23	0.014	0.42		0.15	0.04	0.05	0.08	0.07	0.19						

GRI 403-9 Work related injuries

	FY2020 (BOTS)		FY2020 (AUS)		FY2019		FY2018		FY2017		FY2016	
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Total Recordable Injury Frequency Rate	4.5	0	4.5	5.8	4.5	6.2	4.5	7.1	5	5	7	7.1

Note 1 - Frequency rates are calculated by adding the total injury numbers by total hours worked, divided by a million hours.

Note 2 - Total contractor hours worked in FY2020 was 1,104,921 (Australia).

Note 3 - Total employee hours worked in FY2020 was 423,957 (Australia).

Note 4 - Total hours includes direct employees and contract personnel who perform work at DeGrussa and exploration sites.

Data Tables

GRI 403-9 Work related injuries (continued)

	FY2020					FY2019				FY2018				FY2017				FY2016							
	Australian Contractors	Australian Employees	Botswanan Contractors	Botswanan Employees	All workers	Contractors	Employees	All workers	Australia	Contractors	Employees	All workers	Australia	Male	Female	Contractors	Employees	All workers	Australia	Male	Female	Contractors	Employees	All workers	Australia
Recordable injury ¹	9	0	0	0	9	7	2	9	9	10	0	10	10	7	0	5	2	7	7	10	0	9	1	10	10
Recordable injury rate	8.1	0	0	0	5.8	7.3	4.1	6.2	6.2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lost time injury ²	0	0	0	0	0	2	1	3	3	0	0	0	0	1	0	0	1	1	1	1	0	1	0	1	1
Medically treated injury ³	2	0	0	0	0	3	0	3	3	2	0	2	2	2	0	2	0	2	2	5	0	5	0	5	5
Restricted duties injury ⁴	7	0	0	0	0	2	1	3	3	8	0	8	8	4	0	3	1	4	4	4	0	3	1	4	4
Occupational disease	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work-related fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note 1 - Injuries that result in classification as lost time injury, restricted duties injury or medically treated injury.

Note 2 - Any injury or illness that results in one or more shifts away from work, excluding the day of the incident.

Note 3 - Any injury or illness that results in a loss of consciousness or requires medical treatment, but does not result in any lost or restricted shifts.

Note 4 - Any injury or illness that results in a person not being physically or mentally able to perform their normal duties or the majority of their normal duties.

Note 5 - The total number of recordable injuries (for the 12 month period/ total hours worked for the 12 month period) multiplied by 1,000,000 hours.

Data Tables

GRI 403-10 Work-related ill health

	FY2020 (BOTS)		FY2020 (AUS)		FY2019		FY2018		FY2017		FY2016	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Fatalities as a result of work-related ill health for employees	0	0	0	0	0	0	0	0	0	0	0	0
Cases of recordable work-related ill health for employees	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities as a result of work-related ill health for non-employee workers	0	0	0	0	0	0	0	0	0	0	0	0
Cases of recordable work-related ill health for non-employee workers	0	0	0	0	0	0	0	0	0	0	0	0

GRI 404-1 Average hours of training

	FY2020 (BOTS)	FY2020 (AUS)	FY2019	FY2018	FY2017	FY2016
Male	3	11	11	21	5.1	9.5
Female	1	12.6	11.2	10	3.6	9.5
Executive	N/A	12	8	2	N/A	1.5
Senior executive	N/A	6.3	8	4	1.5	10.7
Management	0	19	7.8	11	2.1	85.8
Non-management	4	11	11	19	5.3	5.6
Total hours	1,920	2,742	3,221	4,622	1,090	2,458

Note 1 - This does not cover employees who were undertaking further education under sponsorship.

Note 2 - Executive and senior executive category combined in FY2017.

Note 3 - The increase in hours in FY2018 can be attributed to improvements in data captured.

Note 4 - In FY2019, external training hours were unable to be captured. We are working to improve data capture.

Note 5 - FY2018 data was restated.

Data Tables

GRI 404-3 Percentage of employees receiving performance reviews

	FY2020	FY2019	FY2018	FY2017	FY2016
Male	100%	86%	100	100	100
Female	100%	81%	100	100	100
Australia	100%	N/A	N/A	N/A	N/A
Botswana	100%	N/A	N/A	N/A	N/A
Total number of employees	100%	85%	100	100	100

GRI 406-1 Discrimination incidents and actions taken

	FY2020	FY2019	FY2018	FY2017	FY2016
No. Incidents	1	0	0	0	0
No. incidents reviewed	1	0	0	0	0
Remediation plans implemented	1	N/A	N/A	N/A	N/A
Remediation plans implemented with results reviewed	1	N/A	N/A	N/A	N/A
Incidents no longer subject to action	1	N/A	N/A	N/A	N/A

Footnote: Only the Australian statistics have been externally assured. Botswana data was deemed immaterial for verification in FY2020.