

Stakeholder Groups

Stakeholder Group	Engagement Method	Frequency	Was engagement undertaken as part of developing this report?	Topics of Interest/ Concern	Sandfire's Response in FY2021 Sustainability Report
Employees	<ul style="list-style-type: none"> Employee engagement surveys ESG and materiality surveys Performance reviews Committees and working groups Newsletters and company announcements 	Quarterly and as required	Yes	<ul style="list-style-type: none"> Safety and health Training and development Impacts on environment and society Transitioning between phases of the mining lifecycle 	<ul style="list-style-type: none"> The Mining Lifecycle (Ch 1) Safety and Health (Ch 3) Water (Ch 6) Climate Change (Ch 7)
Contractors/ Suppliers	<ul style="list-style-type: none"> Meetings Site visits 	As required	Yes	<ul style="list-style-type: none"> Local procurement opportunities Human rights and modern slavery 	<ul style="list-style-type: none"> Operating Responsibly (Ch 2) Thriving Communities (Ch 4)
Local Communities	<ul style="list-style-type: none"> Meetings Site visits Community events and activities Stakeholder Committees Materiality surveys Media (brochures, radio, tv, website) 	As required	Yes	<ul style="list-style-type: none"> Employment Socio-economic development Local procurement Water Climate change 	<ul style="list-style-type: none"> Thriving Communities (Ch 4) Water (Ch 6) Climate Change (Ch 7) Tailings and Waste (Ch 8)
NGO's and Not for Profits	<ul style="list-style-type: none"> Partnership progress reports Meetings Site visits Community events and activities Stakeholder Committees Materiality surveys Media (brochures, radio, tv, website) 	As required	Yes	<ul style="list-style-type: none"> Employment Socio-economic development Local procurement Water Climate change 	<ul style="list-style-type: none"> Thriving Communities (Ch 4) Water (Ch 6) Climate Change (Ch 7)
Indigenous Peoples	<ul style="list-style-type: none"> Meetings Heritage surveys and site visits Agreement negotiations 	As required	Yes	<ul style="list-style-type: none"> Employment Cultural heritage Socio-economic development 	<ul style="list-style-type: none"> Thriving Communities (Ch 4) Indigenous Peoples (Ch 5)
Government/ Regulators	<ul style="list-style-type: none"> Meetings Regulatory reporting Site visits 	Quarterly and as required	Yes	<ul style="list-style-type: none"> Safety and health Impacts on environment and society Employment Socio-economic development Compliance 	<ul style="list-style-type: none"> The Mining Lifecycle (Ch 1) Operating Responsibly (Ch 2) Safety and Health (Ch 3) Thriving Communities (Ch 4) Tailings and Waste (Ch 8)
Investors	<ul style="list-style-type: none"> Quarterly results reporting Half yearly reporting Annual reporting Annual General Meeting ASX announcements Website Investor roadshows, briefings and forums 	Quarterly and as required	Yes	<ul style="list-style-type: none"> Business development and continuity Economic performance Compliance Anti-bribery and corruption Human rights and modern slavery Impacts on environment and society Climate change 	<ul style="list-style-type: none"> The Mining Lifecycle (Ch 1) Operating Responsibly (Ch 2) Climate Change (Ch 7) Tailings and Waste (Ch 8)