



### Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to creating a supportive workplace that empowers our people to achieve their full potential. We are values driven and strive for excellence. Our success and the ability to execute our strategic plan depends on our high performing and engaged workforce.

### How we achieve our commitment

To achieve our commitment, Sandfire will:

- attract and retain the right people for the right roles, by recruiting employees based on values alignment and use of objective criteria such as merit, skills, and qualifications
- strive to create an employee focused culture where everyone is committed to achieving our strategic objectives together
- promote a diverse and inclusive culture where differences are valued, and everyone is welcomed and treated with respect.
- provide equal employment opportunities (EEO) and create an inclusive and safe workplace, free from discrimination, harassment, and bullying
- empower our leaders to make the right decisions, and ensure all employees are appropriately inducted, trained, and competent to carry out their work safely and to their full capacity.
- provide opportunities for our people to develop both professionally and personally
- actively offer internal opportunities for our people to develop and grow
- reward our people in a way that is compatible with their role requirements, individual performance, conditions of the relative labour market and recognises their contributions fairly
- invest in ongoing dialogue with our employees through performance reviews and engagement surveys
- promote a workplace culture that encourages responsible business practices.
- create a positive, safe workplace culture where everyone takes personal responsibility and care when conducting their work to ensure they do not adversely affect the health and safety of themselves or others
- encourage our people to live by our 'Don't Walk Past' philosophy that supports our people to speak up if they feel they are the subject of discrimination, bullying or harassment
- provide accessible and open grievance reporting mechanisms
- provide our people with external support services such as confidential counselling.

### Responsibility and accountability

This policy applies to all Sandfire employees and contractors (**Sandfire Personnel**). Sandfire Personnel are expected to understand this policy and the impact it has on their areas of responsibility.

The CEO of Sandfire is accountable to the Board for ensuring this policy is implemented and adhered to.

Approved July 2021.

**KARL SIMICH**

Chief Executive Officer