

DIVERSITY AND INCLUSION POLICY



Sandfire

Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to fostering a culture of diversity and inclusion, where differences are valued, and everyone is welcomed and treated with dignity and respect.

Sandfire believes that the diverse backgrounds and experiences of our employees positively contributes to our organisational culture and the strategic outcomes of the business. We believe that striving for a diverse and inclusive workforce will:

- broaden the pool of high-quality employees
- support employee retention
- enhance our organisational culture
- create personal and professional opportunities
- encourage greater innovation and enhance work practices and productivity
- support an aligned and engaged workforce
- enable a sense of pride and belonging.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- set, via the Board and People and Performance Committee, measurable objectives for achieving diversity of the workforce, and assessing, at least annually, progress towards achieving the diversity objectives
- implement and monitor progress of our diversity and inclusion initiatives
- educate and provide appropriate leadership, talent management, training, and mentoring programs to assist in achieving a broader and more diverse pool of employees that embraces difference and develops all members of the workforce to contribute to the best of their ability
- support our people to balance their career commitments outside of work and to promote work flexibility consistent with business success.
- report progress on diversity objectives and diversity metrics to stakeholders.
- focus on recruitment that is based on values alignment, merit, skills, and qualifications
- promote this policy and the awareness of Sandfire's diversity and inclusion initiatives.

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.

KARL SIMICH

Chief Executive Officer

July 2021