



Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to delivering a lasting, positive contribution to the communities where we operate. We recognise community's endorsement of our activities is fundamental to the success of our business.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- Establish collaborative and respectful relationships with communities impacted by our activities through transparent, equitable and inclusive dialogue.
- Listen and respect the views held by our communities and work with them to achieve mutually beneficial outcomes.
- Engage meaningfully with vulnerable and marginalised groups who may be impacted by our activities and making provisions for their participation in economic opportunities.
- Ensure our communities are appropriately informed prior to the commencement of our activities or operations and the appropriate consents have been provided before any access is undertaken.
- Respect cultural heritage sites, customs and traditions of our communities by avoiding or mitigating our impacts through early and inclusive engagement, empowering meaningful consultation and establishing agreed processes for cultural heritage protection.
- Contribute to economic development through a combination of local procurement and employment.
- Invest in communities by developing partnerships and supporting projects which deliver strategic and meaningful outcomes.
- Promote a strong company culture around engagement with our communities in a respectful and culturally sensitive manner.
- Focus on continued improvement of our community engagement in line with evolving industry expectations, social governance standards and internationally recognised principles.
- Comply with laws relevant to the jurisdictions in which we operate. In situations where there is a discrepancy between domestic legislation and Sandfire's policy, we endeavor to uphold the higher standard.
- Establish and promote open, accessible and transparent grievance reporting mechanisms for employees and other stakeholders.
- Work to resolve complaints and grievances in a timely manner.

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

April 2021