



Our Commitment

At Sandfire Resources Limited (**Sandfire**) we believe the health and safety of our people is integral to our business success. Our commitment to achieving superior health and safety performance and investing in health and safety management is at the forefront of our business values and strategies. We strive to create a positive, safe workplace culture and are committed to managing our activities and operations responsibly to ensure the health and safety of employees, contractors, and visitors.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- Operate an effective health and safety management system to maintain a high standard of health and safety performance.
- Promote our '**Don't Walk Past**' philosophy and support our people to speak up and report work hazards and unsafe practices.
- Apply safety management strategies and systems with the active participation of all stakeholders.
- Establish and communicate clear health and safety objectives and targets.
- Identify, assess, and manage health and safety hazards to minimise the risk to our people.
- Build and maintain a safety-first culture to prevent all incidents through visible and effective leadership.
- Provide training to ensure our people have the skills required to work safely.
- Report, analyse and review our safety performance to apply preventative measures as appropriate, share learnings and drive continual improvement.

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.

We expect that 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 by:

- Creating a safe workplace by identifying potential sources of hazards and act to manage those hazards, including stopping work to make situations safe at all times;
- Declaring if they are taking medications or have a medical condition that could impact on their ability to undertake work safely; and
- Inform their respective supervisor of any changes in their personal circumstances that may affect their fitness for work.

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

KARL SIMICH

Chief Executive Officer

October 2021