



Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to upholding the fundamental human rights of our employees, the communities in which we operate, those within our supply chains and other stakeholders who may be impacted by our business activities.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- Champion and promote a workplace culture that encourages responsible business practices to uphold fundamental human rights in our business activities
- Understand and recognise the fundamental rights set out in the United Nation's International Bill of Human Rights and in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- Undertake human rights risk assessments of our business activities to identify and address potential human rights impacts
- Conduct effective supplier, agent and contractor due diligence in adherence to our procurement standards to engage with business partners who share our commitment to human rights
- Work with our suppliers to make them aware of this policy
- Acknowledge and respect the rights, culture, connection to land, language and traditions of Indigenous peoples
- Have respectful and transparent engagement with the communities in which we operate
- Not tolerate any form of forced labour or servitude including child labour
- Promote a diverse, inclusive and safe workplace where our people can undertake their duties free from discrimination and harassment
- Ensure compliance with relevant legislation, including the requirements of Australia's *Modern Slavery Act 2018*
- Focus on continued learning, training and compliance, where our people are aware and uphold Sandfire's commitment to human rights
- Establish and promote open, accessible and transparent reporting mechanisms for employees, suppliers or other stakeholders to report identified or suspected human rights concerns
- Work to resolve breaches and non-compliance of this policy

Responsibility and accountability

This policy applies to all Sandfire employees and contractors (**Sandfire Personnel**), who have a shared responsibility to ensure we uphold fundamental human rights. 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