



Sandfire

SUPPLIER CODE OF CONDUCT

1 Policy purpose and application

Sandfire Resources Limited and its subsidiaries (**Sandfire**) is committed to fostering a culture of compliance, ethical behaviour and good corporate governance. We conduct our business responsibly, from exploration through to mine closure, so that our people are safe and well supported, local communities benefit from our presence, we demonstrate strong environmental stewardship and our supply chains are resilient and sustainable.

Our diverse network of suppliers is integral to the success of our business and we are committed to collaborating with suppliers who share our commitment to operating in a responsible, safe, resilient and sustainable manner.

This Supplier Code of Conduct (**Code**) sets out the behaviours and business practices we expect of our suppliers and complements the contractual arrangements we have with our suppliers. We expect that our suppliers communicate and, to the extent possible, apply the principles of the Code to their supply chains.

We may assess our suppliers compliance to this Code by requesting certain information including, but not limited to, questionnaires, self-assessments, site audits and other supporting documentation. We expect this information is provided in a timely manner, and that it provides a true and correct record of the suppliers' operations and related supply chains. We may cease or choose not work with suppliers who do not comply with the requirements of the Code.

2 Health and Safety

Sandfire is committed to protecting the health and wellbeing of our people. Our most important measure of success is that every person who works with us remains safe and healthy at the end of each day.

We expect our suppliers to:

- comply with applicable health and safety laws, regulations and contract requirements;
 - provide a safe working environment through proactive management and controls to minimise health and safety risks; and
 - provide training to ensure people have the skills required to work safely.
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3 Environment

Sandfire is committed to the environmentally responsible management of our facilities and activities. We seek to minimise our impact to the environment and expect the same behaviour from our suppliers. We welcome innovative ideas to do things better.

We expect our suppliers to:

- comply with applicable environmental laws, regulations and contract requirements;
 - seek ways to minimise any adverse environmental impact across their operations and supply chain, including in relation to biodiversity, waste, water and emissions;
 - take a proactive approach to managing environmental risks; and
 - promote a culture of environmental awareness and stewardship.
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4 Human Rights

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 impacted by our business.

We expect our suppliers to:

- comply with applicable laws, regulations and contract requirements;
- promote a diverse, inclusive and safe workplace where people can undertake their duties free from discrimination and harassment;
- ensure fair remuneration and safe working conditions for all workers;
- respect freedom of association and collective bargaining; and
- prohibit the use forced and compulsory labour including human trafficking, slavery, servitude, forced labour, forced marriage, debt bondage, deceptive recruiting and child labour.

5 Community

Sandfire is committed to delivering a lasting, positive contribution to the communities where we operate. We expect our suppliers to act responsibly in their local communities.

We value suppliers who:

- promote local job creation;
- promote local procurement;
- support the social and economic development of local communities;
- undertake appropriate community engagement and community investment programs; and
- respect cultural heritage sites, customs and traditions to ensure cultural heritage protection.

6 Transparency, Integrity and Accountability

Sandfire is committed to fostering a culture of compliance and responsible business practices. We value respect and integrity and take a zero tolerance approach towards corruption or bribery in any form.

We expect our suppliers to:

- comply with applicable laws, regulations and contract requirements;
- perform all business dealings honestly, transparently and fairly;
- ensure zero tolerance and not engage in business practices involving bribery, corruption or facilitation payments;
- disclose any real or perceived conflict of interest and obtain Sandfire's consent before proceeding;
- not offer or accept any gift/entertainment with the intent of, or perception of, obtaining improper advantage or influence for the supplier, Sandfire or its employees, or any third party;
- not source goods or services on behalf of Sandfire from any country, entity or persons subject to international trade sanctions;

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- ensure supplied goods and services are free of tin, tungsten, tantalum and gold originating from conflict mineral sources and regions;
- proactively report any concerns to Sandfire in a timely manner;
- conduct their business in line with fair competition; and
- make payments to their suppliers within a reasonable time frame.

7 Privacy, Data Protection and Confidentiality

Sandfire is committed to respecting privacy and the protection of data by ensuring data and information is handled appropriately and lawfully.

We expect our suppliers to:

- comply with applicable laws, regulations and contract requirements;
- treat Sandfire data as confidential and use only for purposes of the contract;
- apply adequate data privacy and security to protect Sandfire data from unauthorised access, use and disclosure;
- notify Sandfire immediately if the supplier becomes aware of a data breach; and
- obtain written approval from Sandfire's Communications Department prior to the publication of any communication regarding Sandfire. This includes the use of Sandfire's name and/or logo in marketing activities, press releases, social media posts or media interviews.

8 Reporting and Notification

Sandfire encourages suppliers to report concerns or deviations relating to the Code including any illegal, unethical or improper conduct. Suppliers can raise matters or conduct of concern with their Sandfire Contract Representative or Contract Manager.

If a supplier is unable to raise the matters or conduct of concern with the Sandfire representative, our Whistleblower Protection Officer or STOPline can be contacted. This is an independent and confidential 24/7 service operated on behalf of Sandfire.

Sandfire may operate local whistleblower lines to facilitate reporting. Contact details for these can be found on the Sandfire local websites.

Whistleblower Protection Officer

Phone: +61 (08) 6430 3853

Email: whistleblower@sandfire.com.au

STOPline

Phone: 1300 30 45 50 (within Australia) +61 3 9811 3275 (outside Australia)

Email: sandfire@stopline.com.au

Post: C/O The STOPline P.O. Box 403 Diamond Creek, VIC Australia 3089

Website: <http://sandfire.stoplilereport.com/>

Refer to our Whistleblower Protection Policy for details

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