

## Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to upholding the fundamental human rights of our people, the communities in which we operate, those within our supply chains and other stakeholders who interact with our business.

## How we achieve our commitment

To achieve our commitment, Sandfire will:

- champion and promote a workplace culture that requires responsible business practices that uphold fundamental human rights in our business activities
- operate and lead the organisation in line with the fundamentals set out in the United Nations Guiding Principles on Business and Human Rights and the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work
- ensure compliance with relevant legislation, including the requirements of Australia's Modern Slavery Act 2018
- conduct effective supplier, agent, and contractor due diligence in adherence to our procurement standards
- acknowledge and respect the rights, culture, connection to land, language, and traditions of land connected people and communities in which we work
- have respectful and transparent engagement with the communities in which we operate
- undertake human rights risk assessments of our business activities to identify and address potential human rights impacts
- work with our suppliers to ensure they are aware and execute business activities in line with our policy and commitment
- promote an inclusive, diverse, and psychologically safe workplace in which all team members can thrive, enabling every team member to bring their full selves to work each and every day
- 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, 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.

**December 2022**