



Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to fostering a culture of inclusion, diversity and psychological safety in which all our people can thrive, enabling them to bring their full selves to work each and every day.

Our workplace and supply chain at all levels, is representative of the communities in which we operate, including gender, ethnicity, socioeconomic status, sexual orientation, differing abilities and neuro diversity.

Through an inclusive, psychologically safe and diverse workplace Sandfire delivers world class business results and sustainable community impacts beyond our own needs, today and tomorrow.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- invite differences and create innovation that will enhance work practices and productivity
- develop leaders who are able to engage meaningfully on inclusion, diversity and psychological safety with their people
- partnering with community groups to address systemic social issues
- creating pathways for our people to raise concerns and have them independently reviewed in a trauma informed way
- develop role models within the workforce that demonstrate our ambition
- set, via the Board and People and Performance Committee, measurable objectives for achieving diversity of the workforce, and assessing, at least annually, progress towards achieving the diversity objectives
- implement and monitor progress of our inclusion and diversity initiatives
- ensure our processes are transparent, fair and free from bias
- provide appropriate leadership, talent management, training, and mentoring programs to assist in achieving a broader and more diverse pool of employees
- support our people to balance their career and commitments beyond the workplace
- establish and promote open and accessible reporting mechanisms for our people, including suppliers, contractors and the community.

Responsibility and accountability

This policy applies to all Sandfire employees and contractors. 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