



Our Commitment

Sandfire Resources Limited (**Sandfire**) is committed to creating a workplace that empowers and enables our people to achieve their full potential. We are values driven and strive for excellence. Our success and the ability to execute our strategic plan depends on our high performing and engaged team.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- create a positive, safe workplace culture where everyone has a felt accountability for business outcomes
- encourage our people to live by our 'Don't Walk Past' philosophy that supports our people to speak up if they feel they are the subject of discrimination, bullying and harassment or witness behaviours that are not aligned to our Code or Values
- attract and retain the right people for the right roles, by recruiting employees based on values alignment
- build a workplace in which all team members experience psychological safety and can thrive
- develop and empower our leaders to make values-based decisions
- provide our people with the skills and competencies to carry out their work safely and to their full capacity
- actively provide opportunities for our people to develop and grow both professionally and personally to achieve their personal and professional goals
- provide an employee value proposition that is reflective of the market and supports employees in their personal and professional life
- seek feedback and input from our team members through business improvement, workplace committees performance reviews, one-on-one discussions and engagement surveys
- provide accessible and open grievance reporting mechanisms
- provide our people with internal and external avenues for mental wellness support such as confidential counselling and trauma informed human resources team members.

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