

Data Tables

The Data Tables present information relating to our Australian Operations. Where available, information has also been provided for our Botswana Operations. This has been clearly marked.

Only Australian data has been externally assured. Refer to Sandfire's 2021 Annual and Sustainability Report for more details relating to reporting scope and assurance.

GRI 102-8 Employment

	FY2021				FY2020				FY2019			FY2018			FY2017		
	Male	Female	Australia	Botswana	Male	Female	Australia	Botswana	Male	Female	Australia	Male	Female	Australia	Male	Female	Australia
Permanent employees	263	78	260	81	189	61	250	1	184	57	241	191	52	243	181	46	227
Temporary employees ¹	38	29	27	40	15	4	19	-	9	1	10	9	9	18	-	-	-
Full-time employees	271	74	264	81	197	53	250	51	184	50	234	188	48	236	181	46	227
Part-time employees ²	10	13	23	-	7	12	19	-	-	7	7	3	4	7	-	-	-

Note 1 - Sandfire classifies temporary employees as casual workers employed for a specific time period.

Note 2 - Sandfire reclassified its part-time employees in FY2018. These employees work on average less than 30 hours per week.

Note 3 - A significant proportion of our work is undertaken by non-employees (contractors). This includes, but is not limited to, mining labour services, haulage and freight services, camp management services, and labour hire. The figures in 102-8 reflect Sandfire's direct employees only.

GRI 202-1 Ratios of standard entry level wage in Australia (AUD)

	FY2021				FY2020	
	Australia		Botswana		Australia	
	Male	Female	Male	Female	Male	Female
Minimum entry level wage as advised by government wage rules	\$20.33	\$20.33	\$0.83	\$0.83	\$19.84	\$19.84
Minimum wage paid by Sandfire in significant areas of operation	\$30.00	\$30.00	\$2.18	\$2.18	\$30.00	\$30.00

GRI 202-2 Proportion of senior management hired from the local community

	FY2021		FY2020	
	Male	Female	Male	Female
Meekatharra, Western Australia	-	-	-	-
Ghanzi, Botswana	-	-	-	-

Data Tables

GRI 303-3(a & c) Water withdrawal by source (ML)

	FY2021		FY2020		FY2019		FY2018		FY2017	
	Volume	Quality	Volume	Quality	Volume	Quality	Volume	Quality	Volume	Quality
Volume of water withdrawn from:										
Ground water	1,743	fresh/ brackish	1,892	fresh/ brackish	1,630	fresh/ brackish	1,288	fresh/ brackish	1,218	fresh
Surface/Rainwater	82	fresh/ brackish	32	fresh/ brackish	12	fresh/ brackish	86	fresh/ brackish		
Total water withdrawn	1,826		1,924		1,642		1,374			

Note 1 - Sandfire has no sources of sea water, produced water or third-party water.

Note 2 - In FY2018 Sandfire refined its understanding of the inputs into the DeGrussa water balance which includes rainwater.

GRI 303-4 Water discharge by destination and quality (ML)

	FY2021				FY2020				FY2019				FY2018				FY2017	
	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Areas with water stress	Freshwater or other	Treatment level	Volume	Treatment level
Surface/Rainwater	82	-	Freshwater	Treated	91	-	Freshwater	Treated	190	-	Freshwater	Treated	116	-	Freshwater	Treated	185	Treated

Note 1 - Quality is treated or untreated.

Note 2 - Water settles in settlement ponds before it is discharged to a freshwater ephemeral water course.

Note 3 - Discharge in FY2017 was amended as a result of assurance activities.

Note 4 - Sandfire does not discharge water to areas with water stress.

Note 5 - No priority substances of concern have been identified.

Note 6 - Water discharge in spray field has not been accounted for in this calculation.

Note 7 - DeGrussa Operations are rated as 'arid and low water use' under the Aqueduct Water Risk Atlas.

GRI 303-5 Water consumption (ML) volume

	FY2021	FY2020	FY2019	FY2018	FY2017
Total water consumption from all areas	1,752	1,833	1,452	1,258	1,033
Total water consumption from all areas with water stress	n/a	n/a	n/a	n/a	n/a
Changes in water storage, if this has a significant water related impact	n/a	n/a	n/a	n/a	n/a

Data Tables

GRI 306-2 Waste by type and disposal method

FY2021			
	Measurement	Total volumes	Disposal method
Non-hazardous waste			
Class A Water	KL	56,827	Sprinkler fields
General Waste to offsite landfill	m3	2,123	Landfill
General waste to onsite landfill	Tonnes	2,059	Landfill
Glass	Tonnes	26	Recycled
Plastic	Tonnes	1	Recycled
Cardboard	Tonnes	24	Recycled
Printer cartridges	KGs	-	Recycled
Steel	Tonnes	336	Recycled
Aluminium	Tonnes	1	Recycled
Hazardous waste			
Oil	Litres	155,545	Licenced waste service
Tyres	Count	624	Licenced waste service
Grease	Litres	11,908	Licenced waste service
Batteries	Count	380	Licenced waste service
Hydrocarbon contaminated waste	m3	276	Licenced waste service

Note 1 - Sandfire participated in the Planet Ark - Close the Loop mail back program which recycled all printer cartridges.

Note 2 - General waste to onsite landfill includes the following assumption: One manday = 1.46kg of general waste (including food waste). This factor was informed by a waste weight trial run from December 2018 to March 2019.

GRI 306-3 Significant spills

FY2021						
	Location of spills	Number of spills	Volume of spill (litres)	Impact of spills	Action taken	Reportable to regulator
Chemicals	DeGrussa	2	8,400	Spill was not significant.	Disposed of or recovered.	No
Oils	DeGrussa	2	130	Spill was not significant.	Surface contamination to water. Oil removed from water and disposed of in hydrocarbon bins.	No
Fuels	DeGrussa	1	100	Spill was not significant.	Surface contamination to soils. Contaminated soil removed and disposed of in hydrocarbon bins.	No
Waste water	DeGrussa	1	800	Spill was not significant.	Surface contamination to soils. Water allowed to dry and contaminated soil removed and disposed of to lined PAF cells.	No
Other	DeGrussa	8	221,000	Spill was not significant.	Surface contamination to soils. Water allowed to dry and contaminated soil removed and disposed of. Nil required. Water allowed to dry.	No

Note 1 - Significant spills are defined as those reportable to the Department of Water and Environmental Regulation, Western Australia.

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GRI MM3 Total amounts of overburden rock, tailings, and sludges and their associated risks

	Measurement	FY2021		
		DeGrussa	Monty	Total
Waste rock	Tonnes	19,500	-	19,500
PAF waste	Tonnes	114,060	6,450	120,510
Mineralised waste	Tonnes	22,941	-	22,941
Processing tailings	Tonnes	2,557,853	-	2,557,853
Tailings reused as paste backfill in underground mine	Tonnes	583,105	-	583,105

GRI 302 Energy consumption

	FY2021	FY2020	FY2019	FY2018	FY2017
302-1					
Diesel - electricity	1,003,381	1,111,771	1,004,383	918,471	966,632
Diesel - non-transport	196,623	241,597	235,608	251,156	189,260
Diesel - transport	28,207	25,730	22,294	31,354	20,256
Diesel - total	1,228,211	1,379,098	1,262,285	1,200,981	1,176,148
Solar	77,449	63,417	77,858	68,766	30,155
Electricity consumption	387	407	359	652	680
Other	14,131	20,564	17,804	14,500	16,515
Total energy consumption inside the organisation (GJ)	1,320,179	1,463,486	1,358,306	1,284,899	1,223,498
302-2					
Total energy consumption outside the organisation (GJ)	-	-	-	-	-
302-3					
Energy from non-renewable sources (GJ)	1,242,343	1,399,662	1,280,090	1,215,481	1,192,663
Energy from renewable sources (GJ)	77,449	63,417	77,858	68,766	30,155
Total electricity consumed (GJ)	387	407	359	652	680
Energy intensity ratio (inside organisation - GJ/ tonne ore milled)	0.84	0.91	0.84	0.78	0.75
302-4					
Reduction in fossil fuel energy from using renewables (GJ)	207,759	209,785	184,597	81,696	-

Note 1 - Methods for calculating 302-1, 302-2 and 302-3 from the NGER Determination as applicable for the relevant reporting year.

Note 2 - 302-4 baseline year FY2015. Energy savings estimated by using the GJ/MW hr rate for the diesel power station.

Note 3 - 1,600,122 tonnes of ore milled for FY2020.

Note 4 - Other includes oils, greases, mineral oil, LPG, gasoline, Jet A1 and acetylene.

Note 5 - Definitions for diesel - electricity is as defined under NGERs.

Note 6 - Electricity consumption excludes self-generated electricity consumed on site to avoid double counting.

Note 7 - Excludes self-generated electricity consumed on site to avoid double counting.

Note 8 - In FY2019 energy intensity ratio recalculated as GJ per tonne of copper concentrate produced.

Data Tables

GRI 305 Emissions

	FY2021	FY2020	FY2019	FY2018	FY2017
305-1					
Diesel - electricity	70,437	78,046	70,508	64,477	67,858
Diesel - non-transport	13,803	16,960	16,540	17,631	13,286
Diesel - transport	1,986	1,814	1,572	2,210	1,428
Diesel - total	86,226	96,820	88,619	84,318	82,572
Other - total	118	606	434	584	595
Total Scope 1 emissions (t CO₂-e)	86,344	97,426	89,053	84,902	83,167
305-2					
Electricity purchased	75	80	71	129	138
Total Scope 2 emissions (t CO₂-e)	75	80	71	129	138
305-4					
GHG emissions intensity ratio (kg CO ₂ -e/ tonnes ore milled)	55	61	55	52	51
305-5					
Abatement in emissions from using renewables (t CO ₂ -e)	14,585	12,098	14,727	12,959	5,735

Note 1 - All methods from the NGER Determination as applicable for the relevant reporting year.

Note 2 - Gases included in the Scope 1 & Scope 2 GHG emission calculation for 305-1&2 include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆.

Note 3 - The approach for calculating emissions includes those under operational control.

Note 4 - Reduction of emissions due to renewables estimated using the CO₂-e per kWh that would have been emitted if the power were generated using the DeGrussa diesel power station.

Note 5 - GWP as per NGERs.

Note 6 - Other includes oils, greases, mineral oil and SF₆ leakage.

Note 7 - Other includes oils, greases, mineral oil, LPG, gasoline, Jet A1, WWTP emissions, SF₆ leakage and acetylene.

Note 8 - In FY2019 GHG emissions intensity ratio recalculated as t CO₂-e per tonne of copper concentrate produced.

GRI 401-1 Employee hires and turnover

	FY2021							FY2020							FY2019						
	Male	Female	<30	30 - 50	>50	Australia	Botswana	Male	Female	<30	30 - 50	>50	Australia	Botswana	Male	Female	<30	30 - 50	>50	Australia	
Employee hires	100	56	39	99	18	73	83	53	19	27	39	6	66	6	39	15	21	25	8	54	
Rate of employee hires	0.24	0.13	0.09	0.24	0.04	0.18	0.20	0.16	0.06	0.08	0.12	0.02	0.21	0.02	0.16	0.06	0.08	0.10	0.03	0.22	
Employee turnover	39	22	15	31	15	54	7	53	19	27	31	11	62	7	54	16	17	37	16	70	
Rate of employee turnover	0.9	0.05	0.04	0.08	0.04	0.13	0.02	0.16	0.06	0.08	0.10	0.03	0.19	0.02	0.22	0.06	0.07	0.15	0.06	0.28	

Note 1 – Vacation students have been included in these figures.

Note 2 – Botswana figures have not been externally assured.

Data Tables

GRI 403-9 Work related injuries (a)

		FY2021		FY2020		FY2019		FY2018		FY2017	
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
Total Recordable Injury Frequency Rate	Australia	4.5	5.1	4.5	5.8	4.5	6.2	4.5	7.1	5	5
	Botswana	4.5	1.7	4.5	-						
	Total	4.5	4	4.5	5.8						

Note 1 - Frequency rates are calculated by adding the total injury numbers by total hours worked, divided by a million hours.

Note 2 - Total Group hours worked in FY2021 was 1,757,006.

Note 3 - Total contractor hours worked in FY2021 was 1,140,698.

Note 4 - Total employee hours worked in FY2021 was 616,308.

Note 5 - Total hours includes direct employees and contract personnel who perform work at DeGrussa operation, Motheo project and exploration sites.

Note 6 - Botswana figures have been externally assured.

GRI 403-9 Work related injuries (b)

	FY2021					FY2020					FY2019			
	Australian Contractors	Australian Employees	Botswanan Contractors	Botswanan Employees	All workers	Australian Contractors	Australian Employees	Botswanan Contractors	Botswanan Employees	All workers	Contractors	Employees	All workers	Australia
Recordable injury ¹	6	1	-	1	8	9	-	-	-	9	7	2	9	9
Recordable injury rate	5.1	1.7	-	1.7	4	8.1	-	-	-	5.8	7.3	4.1	6.2	6.2
Lost time injury ²	-	-	-	1	1	-	-	-	-	-	2	1	3	3
Medically treated injury ³	2	-	-	-	2	2	-	-	-	-	3	-	3	3
Restricted duties injury ⁴	4	-	-	-	4	7	-	-	-	-	2	1	3	3
Occupational disease	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work-related fatalities	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note 1 - Injuries that result in classification as lost time injury, restricted duties injury or medically treated injury.

Note 2 - Any injury or illness that results in one or more shifts away from work, excluding the day of the incident.

Note 3 - Any injury or illness that results in a loss of consciousness or requires medical treatment but does not result in any lost or restricted shifts.

Note 4 - Any injury or illness that results in a person not being physically or mentally able to perform their normal duties or the majority of their normal duties.

Note 5 - The total number of recordable injuries (for the 12 month period/ total hours worked for the 12 month period) multiplied by 1,000,000 hours.

Data Tables

GRI 403-10 Work-related ill health (a & b)

	FY2021				FY2020				FY2019	
	Australia		Botswana		Australia		Botswana		Australia	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Fatalities as a result of work-related ill health for employees	-	-	-	-	-	-	-	-	-	-
Cases of recordable work-related ill health for employees	-	-	-	-	-	-	-	-	-	-
Fatalities as a result of work-related ill health for non-employee workers	-	-	-	-	-	-	-	-	-	-
Cases of recordable work-related ill health for non-employee workers	-	-	-	-	-	-	-	-	-	-

GRI 403-9 and 403-10

Principle Hazards	Contribution to worker ill health during the period	Actions taken to manage/mitigate risk
Fitness for work	-	Alcohol and drug testing, pre-employment medicals
Fatigue and heat stress	-	Standard work hour arrangements, shift lengths and cycles, Fatigue Management Procedure, Fatigue Risk Assessment Form, Hot Work Management Plan, skin cancer checks, PPE
COVID-19	-	COVID-19 Management Plan, Fatigue Management Procedure, isolation facilities on site, PPE, evacuation provisions, additional EAP services, hygiene management
Vehicle interaction	-	Traffic Management Plan, Journey Management Plan, road inspections, speed limits, licences and competencies, emergency radio channels
Working at heights	-	Work at Height Management Plan, Scaffolding Management Plan, risk assessments (JHA), certification of personnel, PPE, inspections
Noise	-	Explosives Management Plan, Noise Management Plan, PPE, evacuation procedures, firefighting equipment, audiograms
Air and ventilation	-	Diesel Particulate Management Plan, Ventilation Management Plan, Fibrous Materials Management Plan, PPE, air monitoring, contamination disposal facilities

Note 1 - A Principal Hazard is defined as a hazard, which in its inherent risk state (in the absence of controls) has a reasonable and credible chance of causing a significant risk to safety and health.

Note 2 - Where a Business Unit identifies potential for exposure to a Principal Hazard, they must develop a Principal Hazard Management Plan, detailing how risks associated with that Principal Hazard will be identified, controlled, and reviewed.

Data Tables

GRI 404-1 Average hours of training

	FY2021	FY2020	FY2019	FY2018	FY2017
	Australia	Australia	Australia	Australia	Australia
Male	9.3	11	11	21	5.1
Female	6.59	12.56	11.2	10	3.6
Executive	0	12	8	2	
Senior executive	2.75	6.3	8	4	1.5
Management	3.71	19	7.8	11	2.12
Non-management	9.0	11	11	19	5.3
Total hours	2,480	2,742	3,221	4,622	1,090

Note 1 - Executive and senior executive category combined in FY2017.

Note 2 - The increase in hours in FY2018 can be attributed to improvements in data captured.

Note 3 - In FY2019, external training hours were unable to be captured. We are working to improve data capture.

Note 4 - FY2018 data was restated.

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

	FY2021
	Number of staff participating in programs
Further Education Support (tertiary education programs)	12
Transition assistance programs	Not applicable

GRI 404-3 Percentage of employees receiving performance reviews

	FY2021	FY2020	FY2019	FY2018	FY2017
Male	100%	100%	86%	100%	100%
Female	100%	100%	81%	100%	100%
Australia	100%	100%	85%	100%	100%
Botswana	100%	100%	N/a	N/a	N/a
Total number of employees	100%	100%	85%	100%	100%

Data Tables

GRI 405-1 Diversity of governance bodies and employees

	Board	Executive	Senior Management	Non-Management
Total Employees by Employee Category	7	2	10	268
Number of Employees by Diversity Category				
Male	5	2	8	202
Female	2	-	2	66
<30 years of age	-	-	-	48
30-50 years of age	2	1	4	158
50+ years of age	5	1	6	62
Aboriginal people	-	-	-	2
Other indicators of diversity such as minority or vulnerable groups	N/a	N/a	N/a	N/a
Percentage Male Employees	71.43%	100.00%	80.00%	75.37%
Percentage Female Employees	28.57%	0%	20.00%	24.63%
<30 years of age	0%	0%	0%	17.91%
30-50 years of age	28.57%	50.00%	40.00%	58.96%
50+ years of age	71.43%	50.00%	60.00%	23.13%
Aboriginal people	0%	0%	0%	0.75%
Other indicators of diversity such as minority or vulnerable groups	N/a	N/a	N/a	N/a

Note 1 - Executive include the Chief Operating Officer and Chief Financial Officer & Company Secretary of the Company. It excludes the Chief Executive Officer and Managing Director included in the Board category.

Note 2 - Senior Management includes the Heads of Departments and other Senior Managers who are responsible for setting the strategic direction for projects and functions and participate in the Company's Long Term Incentive Plan. It excludes the Chief Operating Officer and Chief Financial Officer included in the Executive category.

GRI 406-1 Discrimination incidents and actions taken

	FY2021	FY2020	FY2019	FY2018	FY2017
Number of incidents	-	1	-	-	-
Number of incidents reviewed	-	1	-	-	-
Remediation plans implemented	N/a	1	N/a	N/a	N/a
Remediation plans implemented with results reviewed	N/a	1	N/a	N/a	N/a
Incidents no longer subject to action	N/a	1	N/a	N/a	N/a

GRI 414-1 & 414-2 Suppliers that were screened using social criteria

	FY2021	
		Actions taken
New suppliers screened	-	
Negative social impacts in the supply chain	-	Nil