2023 Sustainability Databook

Sandfire

About this Databook

This FY2023 Sustainability Databook (Databook) has been prepared by Sandfire Resources Limited (Sandfire) to inform stakeholders about our sustainability performance for the period 1 July 2022 to 30 June 2023. This Databook complements, and should be read in conjunction with our FY2023 Sustainability Report.

The Databook was prepared in accordance with the Global Reporting Initatives (GRI) including the GRI Mining and Metals Sector Supplement, the Sustainability Accounting Standards Board (SASB) Mining and Minerals Supplement. The climate change section has been prepared in accordance with the Taskforce for Climate-related Financial Disclosures (TCFD) recommendations.

The Databook provides Sandfire's annual disclosure of ESG performance at assets that have been wholly owned and operated by Sandfire from 1 July 2022 to 30 June 2023 and includes DeGrussa, Matsa and Motheo. Limited data is presented on Black Butte which is held by Sandfire via an 87% interest in Canadian listed company Sandfire America Inc.

Monetary amounts are expressed in USD unless otherwise stated.

We engaged an independent external assurance organisation, Bureau Veritas, to provide assurance on select sustainability information, as explained in the independent assurance statement on page 81 of the FY2023 Sustainability Report available on our website www.sandfire.com.au.

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Sandfire

Business Integrity and Ethics

Anti-Bribery and corruption (ABC)

Transparency International's Corruption Perception Index (TICPI)

	FY2023	FY2022	FY2021
Operation in any of the countries in the 20 lowest rankings in the TICPI [1]	nil	nil	nil

1 Transparency International's lowest 20 countries for 2022 in descending order are: Zimbabwe, Eritrea, Sudan, Congo, Guinea-Bissau, DRC, Chad, Comoros, Nicaragua, Turkmenistan, Burundi, Equatorial Guinea, Haiti, North Korea, Libya, Yemen, Venezuela, South Sudan, Syria, and Somalia.

Incidents of corruption

	FY2023	FY2022	FY2021
Number of confirmed incidents of corruption	0	0	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
Number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0

Assessment of corruption risk by country 2023 [1 2 3]

	Australia	Botswana [3]	Spain [3 4]	USA
Total number of operations	2	2	2	1
Percentage	100%	100%	100%	100%

1 All reporting groups assessed during global ABC Audit.
2 Global level Fraud risk assessment undertaken.
3 ERM assessments undertaken for MATSA, Motheo and Global.
4 MATSA has undertaken a Criminal Compliance Risk Assessment.

Training and communication on ABC policies

Provided to members of governance bodies by country 2023

	Australia	Botswana	Spain	USA
Governance body members [1]	7	7	3	4
Percentage	70%	88%	100%	100%

1 Governance body includes Board and Executive Committee.

Provided to employees by employment category and country [1] 2023

	Australia	Botswana	Spain	USA
Executive Committee	5	0	7	2
Senior management	17	7	17	2
Management	12	16	2	4
Non-management	93	258	232	16
Percentage	56%	92%	34%	100%

1 Anti-corruption policies and procedures are communicated to all employees during induction.

Non-compliance with social, economic and environmental laws and regulations

Penalties for significant [1] non-compliances by country - FY2023

	Australia	Botswana	Spain	USA
Total monetary value of fines [2]	0	0	0	0
Total number of non-monetary sanctions	0	0	0	0
Number of cases brought through dispute resolution mechanisms	0	0	0	0

1 Sandfire has not recorded any significant non compliance events in the reporting period.

2 No significant fines or non-monetary sanctions were incurred in the reporting period.

Discrimination

Incidents of discrimination by country

	Australia	Botswana	Spain	USA
Number of incidents of discrimination	0	1	0	0
Number of incident reviewed by the organisation	0	1	0	0
Number of remediation plans being implemented.	0	0	0	0
Remediation plans that have been implemented, with results reviewed	0	1	0	0
Incident no longer subject to action.	0	1	0	0

Cyber Security

Complaints concerning breaches of customer privacy 2023 [1]

	Australia	Botswana	Spain	USA
Complaints received from outside parties	0	0	0	0
Complaints from regulatory bodies	0	0	0	0
Number of identified leaks, thefts, or losses of customer data.	0	0	0	0

1 No customer-related privacy issues were raised in the reporting period.

Human Rights

Freedom of Association and Collective Bargaining

% of employees covered by CBA by site [1 2 5]

	DeGrussa	Motheo	MATSA	Black Butte
Percentage of total employees covered by a CBA	n/a	n/a [3]	66% [4]	n/a

1 Data correct as at 30 June 2023 for direct employees.

2 Sandfire recognises and respects international labour standards and complies with local labour laws and regulations in each of its operating locations. None of our assets are at risk for their rights to collective bargaining or freedom of association to be violated.

3 At year end, Workplace Recognition of a Trade Union was underway in Botswana, with Branch Committee elections scheduled in FY2024.

4 Our approach to collective agreement negotiations aims to achieve outcomes that effectively balance the needs of our workforce and our business. In FY2023, 66% of employees at MATSA were covered by collective agreements. Additionally, Sandfire's Supplier Code of Conduct require suppliers to support this right.

5 All Australian employees are employed on individual contracts in line with national Employment Standards. Sandfire has no collective bargaining agreements in Australia.

Human Rights Assessment

Human rights assessments and reviews conducted by site [1]

	Assessment summary and context
DeGrussa	Human Rights incorporated into ongoing processes as required by Sandfire's Human Rights Standard
MATSA	Human Rights incorporated into ongoing processes as required by Sandfire's Human Rights Standard
Motheo	Human Rights Impact Assessment integrated into SIA (2022)
Black Butte	Human Rights incorporated into ongoing processes as required by Sandfire's Human Rights Standard

1 All sites are required by Sandfire's Human Rights Standard to integrate human rights into existing risk assessment processes.

Human rights screening for investments and contracts

Number and % of significant [1] investment agreements and contracts

	FY2023
Total number of agreements	2
Number of significant investment agreements and contracts with human rights clauses	1
Percentage	50%

1 'Significant investment agreements' are contracts valued in excess of USD $10 million.

Greenhouse Gas Emissions

Greenhouse Gas Emissions

Total greenhouse gas emissions [1 2 3 4 5]

Total tonnes of CO_2-e

	FY2023	FY2022	FY2021 [8]
GHG Scope 1	141,508	130,233	86,344
GHG Scope 2 [6]	7,057	73,684	75
Total GHG Scope 1 and 2	**148,565**	**203,917**	**86,419**
Emission intensity ratio			
Emissions intensity ratio (total CO_2-e/ total tonnes milled) [7]	0.025	0.033	0.055

1 Scope 1 and 2 emissions inventory.
2 Reported gases include CO_2, CH_4, N_2O. No other GHGs identified.
3 AR5 GWPs used (CO_2 - 1; CH_4 - 28; N_2O - 265) for Motheo and MATSA. GWP as per NGERs for DeGrussa.
4 Emissions reported based on operational control.
5 Black Butte emissions excluded.
6 DeGrussa and Motheo Scope 2 are location based; MATSA scope 2 is market based.
7 Ore processed in FY2023: Motheo 199,700 t; DeGrussa 1,244,436 t; MATSA 4,395,324 t. Emissions intensity calculations include Scope 1 and 2 emissions.
8 FY2021 represents Australia only.

Note 1: GHG emissions avoided through use of renewables in FY 2023: 82,422 t (CO_2-e) (Attributed to self-generation of electricity from the DeGrussa Solar Facility and the PPA for MATSA).

Greenhouse gas emissions by site - 2023

Tonnes of CO_2-e by site [1]

	DeGrussa [4 5]	Motheo [6]	MATSA [7 8 9]
GHG Scope 1	42,581	62,716	36,211
GHG Scope 2 [2 3 10]	48	7,009	0
Total GHG Scope 1 and 2	**42,629**	**69,725**	**36,211**

1 No operations had emission levels that triggered emissions limiting regulation in any of our operating jurisdictions. All emissions in Australia and Europe are covered by emission limiting regulations.
2 As of July 2022, 100% of the electrical energy consumed by Sandfire MATSA is certified through Guarantees of Origin (GdO) as clean energy. The National Commission for Markets and Competition (CNMC) has issued the certificate confirming this (for calendar year 2022). During 2023, we maintain the GdO certification, so our emissions associated with category 2 drop to 0 tCO_2e (market based). Market-based scope 2 emissions assumes a certificate of clean energy to be received in Jan 2024.
3 As per GRI requirements location based scope 2 for MATSA disclosed as 75,958t CO_2e based on CNMC Spanish grid factor (0.273tCO2e/MWh).
4 All methods from the NGER Determination as applicable for the relevant reporting year.
5 Australian emissions include head office (Perth) and exploration, together contributing 0.11% of emissions (44.8t for Head office and 3.3t for NSW exploration).
6 Scope 1 & 2 emissions calculated and reported based on GHG Protocol guidance. IPCC default emission factors used.
7 GHG emissions based on ISO 14064:2019, excluded scope 3 reporting and emissions from Urban Waste water treatment Plants. MITECO factors (released June 2023).
8 Scope 1 & 2 emissions calculated and reported based on GHG Protocol guidance. HV (Stationary) and LV (Mobile) diesel emissions includes Mine Contractors on site as per GHG protocol (Category 3 for MATSA reporting purposes) of 17,868tCO_2e. Excludes Downstream transport which is included in the total Contractor Diesel usage figure in MATSA reporting.
9 Included Diesel consumption in explosives for the first time for Spain based on 6% by volume and MITECO factors (released June 2023).
10 DeGrussa and Motheo scope 2 emissions are location based.

Greenhouse gas emissions by site - 2023 (continued)

Sources of Scope 1 emissions by site (t CO_2-e)

	DeGrussa	Motheo [1]	MATSA
Diesel - electricity	36,356	2,889	
Diesel - Heavy Vehicles (stationary /non-transport sources)	5,897	46,255	21,127
Diesel - in explosives (stationary)		1,639	339
Diesel - Light Vehicles (mobile / transport sources)	266	10,079	14,304
Diesel - Total	42,519	60,862	35,770
Land clearing emissions		1,837	
Other scope 1 emissions (oils, greases, LPG, SF6 leaks, refrigerants)	62	17	441.00
Total Scope 1 emissions	42,581	62,716	36,211

1 Motheo land clearing emissions estimated using the FullCAM tool and excluded from assurance in FY2023.

Sources of Scope 2 emissions by site (t CO_2-e)

	DeGrussa	Motheo [1]	MATSA
Electricity purchased	48	7,009	-
Other Scope 2 emissions		-	
Total Scope 2 emissions [2]	48	7,009	-

1 SAPP grid factor used for location-based scope 2 factor (0.987 tCO_2e/MWh).

2 DeGrussa and Motheo Scope 2 are Location Based; MATSA scope 2 is market based.

Energy

Energy

Total energy usage

Gigajoules

	FY2023 [1]	FY2022 [1,2]	FY2021 [2]
Diesel [3]	1,917,706	1,213,566	1,228,211
Grid electricity - non-renewable	25,892	475	387
Other energy consumed - non-renewable sources (e.g., oils, greases, petroleum, LPG)	8,566	11,115	14,131
Renewable [4]	1,037,628	74,317	77,449
Total	2,989,792	1,299,473	1,320,178
Energy Intensity ratio (total GJ/ total tonnes milled [5]	0.52	0.44	0.84

1 Data does not include USA.
2 Data for FY2022 and prior is for Australia only.
3 Diesel usage includes for electricity generation on site, heavy vehicles, explosives and light vehicles.
4 Renewable sources include self generated (Solar PV at DeGrussa) and grid (Emissions free GdO PPA at MATSA).
5 Ore processed in FY2023: Motheo: 199,700 t; DeGrussa 1,244,436 t; MATSA 4,395,324 t.

Energy usage by site

Gigajoules

	DeGrussa [1,2]	Motheo [3]	MATSA [4,5,6]
Diesel	605,666	817,061	494,979
Grid electricity - non-renewable	332	25,560	-
Other energy consumed - non-renewable sources (e.g., oils, greases, petroleum, LPG)	4,517	1,334	2,715
Renewable	35,982		1,001,646
Total	646,497	843,955	1,499,340

1 Methods for calculating energy from the NGER Determination as applicable for the relevant reporting year.
2 Australian emissions include head office (Perth) and exploration, together contributing 0.5% of overall energy consumed (316GJ+16GJ).
3 Calculations based on GHG Protocol guidance. IPCC default calorific factors used.
4 HV (Stationary) diesel and LV (mobile) diesel includes Mine Contractors on site as per GHG protocol (Category 3 for MATSA reporting purposes) of 250,708GJ. Excludes Downstream transport which is included in the total Contractor Diesel usage figure in MATSA reporting.
5 MITECO (Spanish Govt) calorific factors used where available, and IPCC default calorific factors otherwise.
6 Included Diesel consumption in explosives for the first time for Spain based on 6% by volume and MITECO factors (released June 2023).

Renewable energy usage by site

Renewable energy (GJ)

	DeGrussa	Motheo	MATSA
Grid electricity - renewable	0	-	1,001,646
Self-generation - renewable	35,982	-	
Total Renewable	35,982	-	1,001,646
Renewable energy % of total energy	6%	0%	67%

Grid electricity usage by site

Gigajoules

	DeGrussa	Motheo	MATSA
Electricity supplied from grid - Non renewable	332	25,560	-
Electricity supplied from grid - Renewable	-	-	1,001,646
Electricity supplied from grid electricity vs total energy consumed (%)	0%	3%	67%

Climate change risk

Climate change risk

This table summarises our key physical and transitional climate risks in for FY2023. Our current operational portfolio extends into 2035.
In this context, we consider our climate-change strategy and risks in the short (2-3 years), medium (4-9 years) and long term (10+ years) time horizons.

Climate change - Physical risk

Classification	Risk	Potential financial impact	Time horizon
Acute	Extreme weather events Increased severity of storms, heat waves and flash flooding as well as other extreme weather events related to climate change. "	Financial loss through production, logistics and supply chain delays.	Medium, long term
Chronic	Drought and Heat Extremes Higher average temperature and changing rainfall patterns increase the likelihood of drought.	Financial loss through reduced workplace productivity, adverse health impacts and restricted water access.	Short, medium, long term
	Increased closure liabilities The physical impact of climate change has the potential to increase closure liabilities through increased erosion and failed rehabilitation.	Increased impacts from climate change will increase closure liability costs due to accumulated environmental liabilities during mine life.	Medium, long
	Shared Resources Conflict over access to shared resources (including water, low emissions electricity, food, fuel) during a climate-related event or prolonged exposure to climate hazards.	Higher prices for disputed resources such as water and low emission electricity, restricted access to water impacting on mine production.	Short, medium, long

Climate change - Transitional risk

Classification	Risk	Potential financial impact	Time horizon
Policy and Legal	Sandfire's Climate Change Policy Integration of the Climate Change Policy and decarbonisation strategy may drive changes to operational plans and business priorities.	Capital allocation is necessary to implement our decarbonisation strategy in competition with others with a net zero by 2050 timeframe. Competition for decarbonisation technology to implement our policy and strategy will sustain high prices into the future	Short, medium, and long
	Carbon Taxes Carbon pricing including carbon tax, cap and trade systems and any other regulatory carbon pricing mechanisms which may result in increased costs.	Reliance on fossil fuels at some assets may increase Sandfire exposure to future carbon taxes.	Medium and long
	Policy uncertainty Uncertainty around external policy limiting the business capacity to prepare for transition.	Increased cost associated with requirement to rapidly adapt to changing external policies.	Short, medium, and long
	Litigation against company directors Increasing legal challenges against organisations considered to be large contributors to climate change.	Potential for significant legal costs and adverse impact to Sandfire reputation.	Medium and Long
Supply chain	Supplier impacts High cost of compliance, climate change mitigation actions and transport risk passed on to the Sandfire by our suppliers.	Higher input costs for Sandfire operations.	Short, medium, and long

Climate change risk (continued)

Climate change - Transitional risk (continued)

Classification	Risk	Potential financial impact	Time horizon
Reputation and stakeholders	Shareholder Divestment Failing to take strong action on climate change resulting in divestment of Sandfire shares.	Reduction in Sandfire share price and market value, increased cost of capital and difficulty raising capital.	Short, Medium, and Long
	Activism Communities advocating for more proactive climate responses resulting in disruption of business activities	Reduction in Sandfire share price and market value, increased cost of capital and difficulty raising capital.	Short, Medium, and Long
	ESG Disclosure Scrutiny Activist shareholder attention directed to Sandfire disclosures, policies and actions relating to climate change(where these are percieved by activists as being inadequate).	Reduction in Sandfire share price and market value, increased cost of capital and difficulty raising capital.	Short, medium
Technology	Integration of New Technology Difficulties in integrating new technology with existing systems and ways of working.	Transition to low emission technologies may require significant change from current operatons, including equipment and infrstructure changeover and new ways of working. Integration activites may temporarily impact productivity during trial and commissioning periods.	Medium, long
	Disruptive Innovation Risks associated with the disruptive nature of new technologies, which may change demand for our products.	Strong positive upside is expected in the projected growth in global copper demand.	Medium, long
Marketing	Commodity Demands The supply and demand for our commodities may change as technology changes and consumer demands shift	Increased copper demand will result in increased copper price and revenue growth.	Short, medium, long
	Green Products Demand for responsibly sourced products including those with a low emissions profile throughout the supply chain.	Sandfire has a low emission intensity and will benefit from increased demand for low emission copper.	Medium and long
Operational	Operating in New Jurisdictions Adapting to new legal and regulatory requirements for the management and disclosure of climate-related topics.	Potential to increase operational costs.	Short
	Business Growth Sandfire's net-zero commitments will impact our approach to acquiring and developing assets. In the short-term, the development of the Motheo and the integration of the MATSA will result in an increase to Sandfire's total emissions.	Developing new assets to be net zero compatible will require novel engineering approaches and additional capital allocation at all stages of feasibility and implementation. If feasible, transitioning of existing assets with sufficient mine life would require significant capital investment in infrastructure and equipment.	Short, medium, long
	Resource Availability Availability and price of resources, technology, and expertise to support our operations to reduce emissions.	As governments and other companies act on climate change, Sandfire could be exposed to higher cost for the inputs we rely on, such as water or electricity.	Short, medium, and long term
Insurance	Insurance Insurance is expected to increasingly price in adverse weather events related to climate change.	Insurance is expected to increasingly price in adverse weather events related to climate change.	Medium, long

Our People

Workforce distribution

Employees [1]

	Gender			Employment type [2]					
	Total	Female	Male	Permanent	Temporary [3]	Full-time	Part-time [4]	FY2022	FY2021
Australia	228	67	161	216	12	208	10	284	287
Botswana	304	76	228	253	51	304	-	167	121
Spain	766	161	605	729	36	765	1	726	
United States America	24	9	15					39	
Total	1,322	313	1,009					1,216	408

1 Data measured at 30 June 2023.
2 Employment contract type is for direct Sandfire employees only.
3 Temporary employees are casual workers employed for a specific time period.
4 Part-time employees work on average less than 30 hours per week.

Contractors [1]

	Total [2]
Australia	283
Botswana	2,341
Spain	2,231
United States of America	0
Total	4,855

1 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.
2 Contractor numbers are the average number of non-employees sourced from external companies as per monthly exposure hours reported by each operating asset.

Ratios of standard entry level wage by gender compared to local minimum wage in countries of operation [1]

Ratio of Sandfire entry level wage by gender compared to local minimum wage

	Australia	Botswana	Spain	USA
Male	1.4:1	2.9:1	2:1	2.3:1
Female	1.4:1	2.9:1	2:1	2.3:1

1 Sandfire conducts audits at all operating assets to ensure compensation is based on wages subject to minimum wage rules.

Employee hiring and turnover by country - 2023

Hiring

		Gender % [total]		Age groups % [total]		
	Hiring rate	Female	Male	Under 30	30 - 50	Over 50
Australia	0.18	56% [23]	44% [18]	17% [7]	51% [21]	32% [13]
Botswana	0.51	22% [35]	88% [121]	17% [26]	78% [122]	5% [8]
Spain	0.25	31% [59]	69% [132]	41% [79]	57% [109]	2% [3]
United States America	0.21	60% [3]	40% [2]	80% [4]	20% [1]	0% 0]
Total	0.3	31% [120]	69% [273]	30% [116]	64% [253]	6% [24]

Turnover

		Gender % [total]		Age groups % [total]		
	Turnover rate [1]	Female	Male	Under 30	30 - 50	Over 50
Australia	0.14	37% [13]	73% [22]	20% [7]	57% [20]	23% [8]
Botswana	0.12	10% [3]	90% [27]	13% [4]	77% [23]	10% [3]
Spain	0.01	0% [0]	100% [5]	0% [0]	40% [2]	60% [3]
United States America	0.43	50% [8]	50% [4]	50% [6]	25% [3]	25% [3]
Total	0.06	30% [24]	70% [58]	21% [17]	59% [48]	20% [17]

1 Turnover rate = number of employees who left the organisation during the FY/ [(employees as of start of FY + employees as of end of FY)/2]

Training and Development

Average hours of training per year per employee

	Australia	Botswana	Spain [1]	USA
Male	9.3	14.6	20.0	52.7
Female	5.9	11.7	20.0	50.7
Executive Leadership Team	3.3	n/a	n/a	6.7
Senior Management/Executive	5.2	8.3	24.0	50.1
Management	12.9	33.7	26.0	n/a
Non-Management	8.1	13.5	22.0	63.1

1 Spain training hours by gender based on total average hours across the operation.

Performance and career reviews by country

	Australia	Botswana	Spain	USA
Male	98%	53%	29%	38%
Female	94%	17%	55%	33%
Executive Committee	100%	0%	100%	0%
Senior Management/Executive	100%	1%	92%	8%
Management	100%	2%	98%	0%
Non-Management	96%	67%	20%	58%
Total number of employees	228	304	766	24

Note 1: FY2023 data shows the percentage of employees with reference to the same employee categories and total number of employees reported in GRI 405.

Note 2: Vacation students do not complete performance reviews.

Employee Value Proposition

Employee benefits by country

	Australia
Australia	Permanent full-time and part-time employees can access parental leave. Income protection insurance provided to permanent employees.
Botswana	Female employees on permanent and fixed terms contracts are entitled to 13 weeks paid maternity leave. Permanent employees are also eligible for Medical Aid [1], Pension Contribution [2], Group Life Assurance [3], Occupational Disability Benefit (ODB) [4]
Spain	Legislation regulates maternity and paternity leave. Maternity/paternity leave in Spain is 16 weeks for each parent and is 100% paid by the administration.
USA	Employees are entitled to twelve (12) weeks leave of absence associated with pregnancy, childbirth, delivery, adoption, and related medical conditions as designated in the Family Medical Leave Act (FMLA). Employees will receive twelve (12) weeks of PAID parental leave. They are then allowed up to six (6) additional weeks of leave where they can exhaust their accrued PAID vacation and/ or PAID sick leave before entering a period of leave without pay.

1 Medical Aid contribution based on base salary and number of legal dependants.

2 7.5% of basic salary contributed towards the Tshukudu Metals Botswana (Pension) Fund.

3 The Group Life Assurance provides a lump sum benefit, expressed as a multiple of the Employee's annual basic salary i.e., times four (4), in the event of death by any cause on a 24-hour basis anywhere in the world.

4 The ODB is an add-on product and has to be attached to a Group Life cover. The benefit is a lump sum normally expressed as a multiple of an employee's annual basic salary i.e., times four (4) and is payable upon the participating employee becoming permanently and totally disabled such that she/he is no longer able to pursue his/her own suited occupation.

Labour relations

Minimum notice regarding operational changes

	Australia	Botswana	Spain	USA
Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	2 weeks	min 4 weeks	min 15 days	2 weeks
For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	N/A	N/A	Specified in the collective agreement that vacancies that occur in the organization due to organisational changes or personnel departures are communicated to employees	N/A

Occupational Health and Safety

Occupational Health and Safety

Health and safety performance data

Group [1]

	FY2023	FY2022	FY2021
Fatalities [2]	0	0	0
Total recordable injury frequency rate	1.6	3.8	4

1 Group data does not include USA reported data.
2 Includes fatalities related to workplace incidents and illnesses.

Occupational safety

Injuries by country - 2023 [1 2 3]

	Australia	Botswana	Spain	USA [4]
Total high consequence injuries	0	0	0	
Total recordable injuries - total workforce	1	3	11	
Total recordable injuries - employees	0	0	0	
Total recordable injuries - contractors	1	3	11	
Total recordable injuries frequency - total [5]	1.7	0.6	2.6	4.7
Total hours worked - employees [6]	213,694	587,768	1,196,502	
Total hours worked - contractors	368,689	4,158,564	3,042,129	

1 No workers have been excluded from this disclosure.
2 Data was analysed from the information reported within InControl (INX), which included incident data, injury data, and exposure hours.
3 The data is categorised by asset and country to enable compilation into the applicable regions. There are no assumptions made with the data.
4 USA TRIFR for total workforce reported. USA workers are not included in the total hours worked.
5 Frequency rates have been calculated based on 1,000,000 hours worked. To convert to 200,000 hours, divide by 1,000,000 and multiply the result by 200,000.
6 Total hours worked does not include West Perth Corporate based staff, these employees will be captured from 1 July 2024.

Main types of work-related injuries - 2023

head injuries	1
hips/ leg injuries	4
shoulder/ arms injuries	2
face injuries	1
hands/ finger injuries	7

Occupational health

Recordable illnesses by country - 2023

	Total	Australia	Botswana	Spain	USA
Total recordable illnesses [1]	3	0	0	3 [2]	0

1 Sandfire tracks internally identified occupational ill-health for all workers using the InControl (INX) system. We report the incidence of work-related hazards that pose a risk of ill health at our locations based on the information reported within INX, which includes incident data, injury data, and exposure hours. Tracking work-related ill-health improves our risk-based controls and preventative measures.

2 All instances relate to exposure to high thermal temperatures. Actions to control: Increased hydration testing and comunications regarding personal hydration on hot days.

Occupational Health and Safety Management System

Health and Safety Management System [1 2 3 5]

	% of Workforce covered by Sandfire's HSMS [4]	Applicable legal requirements
Australia	100%	Western Australia Work Health and Safety Act 2020 Work Health and Safety (Mining) Regulations 2020 New South Wales - Work Health and Safety Act 2011
Botswana	100%	There is no legal presciption to establish and implement a health and safety management system. Elements are prescibed in Mines, Quarries, Works and Machinery Regulations 1978 (Chapter 44:02)
Spain	100%	There is no legal presciption to establish and implement a health and safety management system. Elements are prescibed in Mines, Quarries, Works and Machinery Regulations 1978 (Chapter 44:02)

1 Sandfire's global Health and Safety Management System (HSMS) provides the framework for meeting relevant legal obligations and provides a systematic approach to the identification of hazards and risk management.

2 The HSMS is aligned with ISO 45001 Safety Management Systems and applies to all who perform work for us.

3 The HSMS covers all aspects of our global exploration and mining activities.

4 59% of non-employees (contractors) in Australia and 88% of non-employees (contractors) in Botswana fall under their company's HSMS based on the tier level of the contract, maturity and resources for implementation. The contractor HSMS must meet the requirements of Sandfire's HSMS, and where this is not possible, they work under Sandfire's HSMS.

5 Active mining operations maintain a monthly Health and Safety Committee meeting to address previous business actions. The committee endorses the Health and Safety Management Plan, relevant procedures, and audits. It reviews performance against objectives, lead and lag indicators, and initiatives and strives for continuous improvement. The committee composition is mostly employee Safety Representatives from each department, alongside some management representation. Sandfire invites smaller contracting companies to attend, while larger ones hold separate monthly Safety Committee meetings under their OHSMS.

Diversity

Diversity

Diversity of governance bodies [1]

	Headcount	Female (%)	Male (%)	Female (%)	Male (%)	Under 30 (%)	30-50 (%)	Over 50 (%)
Sandfire Board	7	4	3	42%	58%	0%	14%	86%
Executive committee [2 3]	4	0	4	0%	100%	0%	40%	60%

1 Data is measured as at 30 June 2023.
2 Group Executive committee includes all executives but excludes the CEO who is counted in the Board.
3 The Executive Committee includes executives at the Sandfire Group level.

Female representation year on year - percentage

	FY2023	FY2022	FY2021
Women's representation in total workforce	24%	24%	24%
Women represented on Sandfire Board	42%	33%	30%
Women represented in Senior Executive and management [1]	22%	21%	16%

1 Includes the Executive Committee, Heads of Departments and other senior managers.

Gender diversity by country

	Headcount	Female	Male	Female (%)	Male (%)
Australia	228	67	161	29	71
Botswana	304	76	228	25	75
Spain	766	161	605	21	79
USA	24	9	15	37	63

Diversity (continued)

Diversity of employees by category and country

	Female (%)	Male (%)	Under 30 (%)	30-50 (%)	Over 50 (%)
Australia					
Senior management	31%	69%	0%	38%	62%
Management	72%	28%	0%	65%	35%
Non-management	70%	30%	13%	55%	32%
Botswana					
Senior management	75%	25%	0%	50%	50%
Management	0%	100%	0%	33%	67%
Non-management	74%	26%	14%	83%	3%
Spain					
Senior management	10%	90%	0%	65%	35%
Management	21%	79%	7%	77%	16%
Non-management	21%	79%	10%	71%	19%
USA					
Senior management [1]	67%	33%	0%	33%	67%
Management	50%	50%	25%	25%	50%
Non-management	50%	50%	50%	36%	14%

Parental leave

Global employees

	Employees	Male	Female
Employees entitled to parental leave [2]	1,082	775	307
Employees who took parental leave [1]	39	30	9
Employees who returned from parental leave [1]	36	30	6

1 Data measured at 30 June 2022, includes employees that took leave during the financial year and employees that returned from leave during the year.

2 In Australia, full-time and part-time employees can access parental leave. In Botswana, female employees on permanent and fixed term contracts are entitled to 13 weeks paid maternity leave. In Spain, all employees are eligible for parental leave and in the USA all employees are entitled to take parental leave.

Pay ratio of women to men based on salary

Group

	Ratio
Board	1:1
Executive Committee [1]	n/a

1 Data is measured at 30 June 2023, at this time there were no female executives for Sandfire. Sandfire USA data is captured in the table below.

Employee category

	Australia	Botswana	Spain [1]	USA
Senior leadership team and Management [2]	32:33	21:20	39:50	46:73
Non-Management	64:81	34:31		21:25

1 Spain report the average remuneration by gender.

2 C3+C2-Band 'Managers' excludes ex-pat employees in Botswana | All other permanent employees.

Social Performance

Societal Contribution

Community investment by country (USD) [1]

	FY2023	FY2022	FY2021 [2]
Australia	90,304	119,712	448,766
Botswana	303,319	207,351	48,592
Spain	124,833	194,775	
USA	320,672	193,067	
Total	839,128	714,905	497,358

1 Community investment includes direct investment and in-kind contributions such as volunteer hours, donation of goods.

2 Community spend for Spain and USA not captured prior to FY2022.

Wider economic contributions (USD M)

	FY2023	FY2022	FY2021 [1]
Taxes and royalties paid to government	72.8	162.2	58.3
Native Title royalties	1.4	4.7	4.2
Employee wages and superannuation	99.3	73	57.2
Payments to contractors and suppliers	778.5	562.9	299.3

1 Data for FY2021 includes Australia and Botswana. Spain and USA excluded.

Socio-economic development

Spending on local suppliers [1] - FY2023

	Australia [2]	Botswana [3]	Spain [4]
Percentage of the procurement budget spent with suppliers local to operations (local-local)	7%	42%	42%
Percentage of the procurement budget spend with national suppliers in-country.	82%		55%
Percentage of the procurement budget spend with international suppliers.	11%	58%	3%

1 Includes all suppliers as described by each asset's definition of "local-local".

2 DeGrussa a tiered approach to local. Tier 1 (local-local suppliers) were in the remote Midwest economic region of the DeGrussa mine.

3 In FY2023, local-local suppliers include all suppliers in Botswana paid in BWP (national suppliers in-country). Much of Motheo's spend was attributed to the construction and procurement of large, specialised mining equipment for the processing plant sourced from suppliers outside of Botswana. We utilise local companies in Ghanzi and broader Botswana where appropriate skillsets are available.

4 MATSA maintains a procurement policy based on concentric circles, prioritising suppliers in neighbouring communities. Local-local suppliers are from the 1st 2nd and 3rd concentric circles.

Senior management hired from local community [1]

	Australia	Botswana [2 3]	Spain [4]
Male	67%	0%	
Female	33%	0%	

1 Data is measured as at 30 June 2023.

2 Senior management refers to employees on Paterson scale D4 & above in Botswana.

3 The geographical definition of 'local' in Botswana refers to employees from the Ghanzi District.

4 MATSA currently does not capture gender split of senior management hired from local community.

Community acceptance

Local community engagement, impact assessments, and development programs

	%
Operations with implemented stakeholder engagement plans	50%
Operations with implemented impact assessments	75%
Operations with implemented community investment programs	100%
Operations with broad based local community consultation committees and processes that include vulnerable groups	100%
Operations with formal community grievance mechanisms	100%

Community grievances - 2023

Number	33
Percentage resolved	100%

Significant actual and potential impacts on local community by site

	Impact	Mitigation
DeGrussa	Closure of the DeGrussa operations	Mine closure plan
	Job loss due to the closure of DeGrussa operation	Life after DeGrussa program (refer 2023 Sustainability Report)
	Community dependency on mine for economic development	Early and transparent communication undertaken with community stakeholders. Exit plans in place for community partnerships.
Motheo	Population influx due to people seeking jobs on the mine, potential to impact on access to resources, strain on public services and housing availability and affordability,	Motheo Influx Management Plan developed in accordance with IFC Guidance.
	Physical household resettlement as a result of the purchase of land to make way for development of the A4 mine.	Resettlement of two families undertaken in accordance with the Motheo Resettlement Action Plan and Livelihood Restoration Plan which were developed in accordance with IFC guidance.
	Potential to increase the risk of communicable diseases (including HIV/ AIDs) and vector borne disease	Motheo Community Health and Safety Management Plan developed. Motheo HIV/ AIDS policy.
MATSA	Blasting noise and vibrations	Management response includes ongoing communication with stakeholders e.g. presentation of blasting study results in Sotiel.
	Health and safety performance (as many of MATSA's employees reside in local communities)	Comprehensive health and safety management system and ongoing reporting.
	Community dependency on mine for economic development	Community investment planning for sustainable investment.
Black Butte	The Black Butte project is not yet operational. However, extensive assessments have been undertaken to identify potential impacts to local community. See www.sandfireamerica.com for more detail.	

Indigenous Peoples

Activity on or adjacent to Indigenous Peoples territories

	Number
Operations on or adjacent to Indigenous Peoples territories	2
Operations where there are formal agreements with Indigenous Peoples in place	2
Development projects on or adjacent to Indigenous Peoples territories	1
Exploration sites on or adjacent to Indigenous Peoples territories	7

Note 1: In FY 2023, Sandfire had exploration Projects located within the Northern Territory and New South Wales which follow a different process and do not have formal agreements. Sandfire continues to engage with Indigenous Peoples in these areas.

Significant disputes relating to land use, customary rights of Indigenous Peoples and grievance mechanisms

Number	FY2023	FY2022	FY2021
Significant disputes [1]	0	0	0

1 The Sandfire Risk Matrix (SFR-MGT-FM-2) is used to determine dispute/grievance classification.

Water

Water withdrawal

	FY2023			FY2022		FY2021
	DeGrussa	Motheo	MATSA [2]	DeGrussa	Motheo	DeGrussa
Total water withdrawal (ML)						
Surface water	0	0	660	31	0	82
Groundwater	1,172	3,249	0	1,666	560	1,743
Freshwater Withdrawal (TDS < 1000 mg/L)						
Surface water	0	0	660	31	0	0
Groundwater	0	3,249	0	0	0	0
Other Water Withdrawal (TDS > 1000 mg/L)						
Surface water	0	0	0	0	0	82
Groundwater	1,172	0	0	1,666	560	1,743
Withdrawal from areas of water stress (ML) [1]						
Surface water	0	0	660	0	0	0
Groundwater	0	0	0	0 [3]	0	0

1 Areas of water stress as indicated in the Aqueduct Water Risk Atlas (https://www.wri.org/aqueduct).

2 MATSA's water data for FY2023 was not assured at the time of reporting.

3 Water withdrawal from areas of water stress (ML) for DeGrussa in FY2022 was incorrectly reported as 1,666 ML groundwater and 31 ML surface water. This has been corrected to 0.

Water discharge

	FY2023			FY2022		FY2021
	DeGrussa	Motheo	MATSA	DeGrussa	Motheo	DeGrussa
Total water discharged (ML)						
Surface water	45	0	0	95	17	82
Groundwater	0	328	0	0	0	0
Produced water	0	0	270	0	0	0
Freshwater discharge (TDS < 1000 mg/L)						
Surface water	0	0	0	0	17	0
Groundwater	0	328	0	0	0	0
Produced water	0	0	0	0	0	0
Other Water discharge (TDS > 1000 mg/L)						
Surface water	45	0	0	95	0	82
Groundwater	0	0	0	0	0	0
Produced water	0	0	270	0	0	0
Water discharge into areas of water stress (ML) [1 2]						
Surface water	0	0	0	0	0	0
Groundwater	0	0	0	0	0	0
Produced water	0	0	270	0	0	0

1 Areas of water stress as indicated in the Aqueduct Water Risk Atlas (https://www.wri.org/aqueduct).

2 Water discharge into areas of water stress (ML) for DeGrussa in FY2022 was incorrectly reported as 95 ML Surface water. This has been corrected to 0.

Water consumption

	FY2023			FY2022		FY2021
	DeGrussa	Motheo	MATSA [2]	DeGrussa	Motheo	DeGrussa
Water consumption (ML)						
Surface water	1,127	2,921	3,597	1,602	560	1,752
Consumption in areas of Water Stress [1]						
Water consumption from areas of water stress [1]	0	0	3,597	0 [2]	0	0

1 Areas of water stress as indicated in the Aqueduct Water Risk Atlas (https://www.wri.org/aqueduct).

2 DeGrussa was incorrectly classified as an area of water stress in FY2022. This has been corrected and 1602 ML reported in FY2022 and has been corrected to 0.

Tailings

Tailings storage Facility Details

	FY2023		
	DeGrussa	Motheo	MATSA
Facility name	DeGrussa IWL	Motheo TSF	MATSA DPS
Location	Shire of Meekatharra, Western Australia	Ghani Region, Botswana	Almonaster La Real, Huelva Province, Spain
Ownership	Sandfire Resources Ltd	Tshukudu Metals Botswana	Minas de Aguas Teñidas
Operational Status	Inactive	Active	Active
Construction method	Integrated fully lined (HDPE and compacted clay) facility integrated with a mine waste rock facility. Upstream raises.	Two stage ring dyke, double HDPE lined facility.	Valley type HDPE lined with and engineered (borrow) rockfill embankment. Initially downstream raised followed by upstream raises to final operating height.
Maximum storage capacity (mt)	4.3Mm^3 (~6.89Mdmt)	50 Mdmt	15 Mm^3 (~33Mdmt)
Current tailings stored (mt)	4.3Mm^3 (~6.89Mdmt)	0.1 Mdmt	11Mm^3 (~24,2Mdmt)
Consequence Classification	ANCOLD - Significant / GISTM equivalence - High (to be reviewed for closure)	ANCOLD - High A GISTM - Very High	GISTM - Very High
The date of the most recent independent technical review	July, 2022	December, 2021	January, 2023
Material Findings	No	No	Yes
Mitigation Measures	No	No	Yes
Site Specific EPRP	Yes	No	Yes

Biodiversity

Biodiversity

Habitats protected or restored

	DeGrussa	Motheo	MATSA
The size and location of all habitat areas protected	144.90ha	0	0
The size and location of all habitat areas restored	0	0	0
The status of each area based on its condition at the close of the reporting period	Care and Maintenance	Construction / commissioning	Operational

IUCN Red List species and national conservation list species with habitats in areas where we operate [1]

	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern	Nationally Protected Species
Australia	0	0	0	0	0	0
Botswana	1	6	6	3	263	53
Spain	0	0	2	10	65	2

1 Includes IUCN Red List Species Recorded, Potential to be found. Nationally protected species includes species recorded and species with potential to be found.

Biodiversity Management Plans

	DeGrussa	Motheo	MATSA
Operations with Biodiversity Management Plans	1	1	0 [2]
The criteria used for deciding that a Biodiversity Management Plan (BMP) is required	Sandfire Biodiversity Standard	Sandfire Biodiversity Standard	Sandfire Biodiversity Standard
The number (and percentage) of total sites that have been assessed under the criteria as in need of a BMP [1]	1	1	1

1 Sandfire does not have any proved or probable reserves adjacent to protected conservation habitats or endangered species habitats.

2 Pending completion of biodiversity survey work in calendar year 2024.

Air Emissions

Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

Significant air emissions

		DeGrussa [1,4]	Motheo [4,5]	MATSA [4,5]
Nitrogen oxides (NOX)	kg	356,618	1,421,440	1,235,360
	t	356.62	1,421.44	1,235.36
Sulfur oxides (SOX)	kg	276	1,849.00	440
	t	0.276	1.85	0.44
Volatile organic compounds (VOC)	kg	22,981	103,660	119,058
	t	22.98	103.66	119.06
Particulate matter (PM) [2,3]	kg	850,256		
	$mg/m^2/day$		141.12	
Mercury (Hg)	kg	2.5		
	t	0.00		
Lead (Pb)	kg	345		
	t	0.35		
Carbon monoxide (CO)	kg	49,574	316,472	296,114
	t	50	316.47	296.11

1 Point source plus fugitive emissions reported.
2 DeGrussa PM_{10} from measured sources and calculated sources.
3 Motheo particulate matter (PM) depicts and average Total Fallout Dust as per measurement methodology compliant with BOBS standard (BOS 498:2012).
4 Factors based on Australian Government NPI manuals.
5 CO emissions based on engineering calculations diesel consumption.

Note 1: Sandfire operations do not import, produce or export any ozone depleting substances.
Note 2: Particulate modelling has not been established to calculate PM in tonnes at Motheo or MATSA where $mg/m^2/day$ is recorded.

Closure and Rehabilitation

Sandfire

Closure and Rehabilitation

	FY2023			FY2022	
	DeGrussa	Motheo	MATSA	DeGrussa	Motheo
Sites with a closure and rehabilitation plan in place	100%	100%	100%	100%	100%
Sites with a closure and rehabilitation plan in place which has been approved by relevant authorities	2	1	3		
The total undiscounted monetary value of the financial provisions made for closure and rehabilitation	$42,004,152	$22,833,969	$32,800,000	$38,514,300	$12,123,233

Amount of land disturbed or rehabilitated in hectares (Operations)

	FY2023			FY2022	
	DeGrussa	Motheo	MATSA	DeGrussa	Motheo
Land disturbed at beginning of reporting period	556 [2]	651	342	555	0
Land Disturbed During reporting period	13	272	0	1	651
Land Rehabilitated during reporting period [1]	0	0	0	0	0
Total land disturbance at end of reporting period	**569**	**923** [3]	**342**	**556**	**651**

1 Until DMIRS has approved the completed rehabilitation work, all land on which rehabilitation work has been undertaken is classified, for MRF purposes, as 'Land Under Rehabilitation' (Category E). Once it's been approved, it's considered to be 'rehabilitated' and no longer needs to be reported to the MRF.

2 Total land disturbed and not yet rehabilitated in Australia during FY2022 has been updated from 550ha to 556ha to reflect MRF classification described in (1).

3 Land disturbance for Botswana is excluded from assurance in FY2023.

Waste

Waste

Non Mineral Waste Generated

	FY2023				FY2022	
	Total t	DeGrussa t	Motheo t	MATSA t	DeGrussa t	Motheo t
Non-Hazardous waste	8,494.8	1,907.2	3,562	3,025.8	6,328	556
Hazardous waste	572.0	90.5	149	332.5	217.5	1.7
Total Waste Generated	9,066.7	1,997.7	3,711	3,358.0	6,546	2,246
Non-Hazardous waste diverted from landfill	2,112.4	110	0	2002.4	1,090	0
Hazardous waste diverted from landfill	211.2	48.9	0	162.3	153	0
Total waste diverted from landfill	2,326.6	158.9	0	2164.7	1243	0

Mineral Waste Generated

	FY2023				FY2022		FY2021
	Total t	DeGrussa t	Motheo t	MATSA t	DeGrussa t	Motheo t	DeGrussa t
Waste Rock	34,700,420	0	34,083,752	616,668	8215	6,590,535	19,500
PAF Waste	343,356.5	0	0	343,357	0	0	120,510
Lead (Pb) Waste	2,008,026	0	2,008,026	0	0	0	0
Mineralised Waste	255,169	0	255,169	0	13,748	0	22,941
Processing tailings	5,061,726	2,735,564	489,126	1,837,036	1,401,915	0	2,557,853
Tailings reused as paste backfill (underground)	2,608,845	563,311	0	2,045,534	664,885	0	583,105

Percentage of mine sites where acid rock drainage is:

	FY2023		
	DeGrussa	Motheo	MATSA
Predicted to occur	100%	0	33%
Actively mitigated	100%	0	33%
Under treatment or remediation	0	0	0

Membership

Collaboration and memberships

Sandfire voluntarily participates in global, regional, national, and local initiatives that provide a forum for action and discussion on best practice.

Memberships	About	Sandfire's participation
United Global Compact (UNGC)	The UNGC is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to undertake steps to support the United Nations Sustainable Development Goals (UN SDGs).	Sandfire MATSA joined in 2021 and Sandfire Resources joined in June 2023.
Australian Minerals Exploration Company (AMEC)	AMEC is an industry association representing over 500 member companies from all around Australia. Its members are explorers, emerging miners, producers and a wide range of associated businesses and service providers working in and for our industry.	Sandfire holds positions on the health and safety committee, and the environment committee.
International Copper Association Australia (ICAA)	The ICAA is the peak body for the copper industry in Australia, representing some of the country's most influential companies in mining, manufacturing, production, and recycling.	Since 2020, Sandfire has participated in the ICAA Zero Emission Copper Mine of the Future project that has produced studies on the emission impact themes of: Water (2021), Material Movement (2022) and Mineral Processing (2023
Electric Mines Consortium	The Electric Mines Consortium (EMC) is a growing group of leading mining and related service companies. The EMC aims to accelerate progress towards the fully electrified zero CO2 emission and zero particulate emission mines of the future.	Sandfire joined the EMC in 2022 and engages across key workstreams to leverage the skills, expertise, and knowledge from the broader EMC group on our path to achieving net zero.
Botswana Chamber of Mines	The Botswana Chamber of Mines is an organisation established to serve the interests of the mining and exploration companies together with associated industries.	
Association of Prospection, Mining, Mine and Metal Processing, Auxiliary and Service Companies (AMINER)	MATSA is a founding member of the Association of Prospection, Mining, Mine and Metal Processing, Auxiliary and Service Companies (AMINER), a non-for-profit organisation representing leading companies from the metal mining industry and its associated auxiliary network in Andalusia, promoting the benefits that the sustainable mining sector can offer the local economy.	MATSA is a member of the Board of Directors, has representatives in each of its thematic committees, is part of the organisation of the International Mining & Minerals Hall Congress, led by AMINER, and participates in conferences, lectures and other congresses organized by the Association
National Confederation of Mining and Metal Companies (CONFEDEM)	The CONFEDEM represents the mining sector before the national institutions.	MATSA has been a member since 2012.
Andalusian Confederation of Businessmen and Women (CEA)		MATSA has been a member of the CEA since 2014. MATSA is a member of the Board of Directors and sits on the Industrial Sector Committee.
Huelva Federation of Businesses (FOE)	The FOE represents the interests of business entities located in the region of Andalusia and in the province of Huelva.	MATSA has been a member since 2016.