

Sandfire Resources Limited - 2022-2023 Workplace Gender Equality Reporting Outcomes

We are pleased to present the Sandfire Resources Limited (Sandfire) Workplace Gender Equality Reporting outcomes for the 2022-2023 year. This has been a period of transformation for Sandfire, with the ramp down and transition of the Western Australian DeGrussa mine to care and maintenance, and establishment of our Perth Office as Sandfire's Global Headquarters supporting our MATSA operation in Spain and Motheo operation in Botswana. Additionally, during this time we have refined our purpose and strategy, including reconfirming our commitment to fostering a culture of inclusion that values diversity.

This commitment has resulted in positive progress across our overall gender pay gap and several Gender Equity Indicators (**GEI's**). While we celebrate our positive progress, we recognise Sandfire is below industry benchmarks in some critical areas and we are determined to create a truly equitable workplace.

Over the last twelve months, Sandfire has reduced its overall gender pay gap by more than 20%, from 28.5% in 2021-2022 to 22.4% in 2022-2023.

Additionally, we have achieved above industry levels of workforce participation across:

- Our overall workforce, Board, Managers and Non-Managers, and 2023-2024 will see significant improvement in our Executive team.
- Three quartiles of total remuneration benchmarks, including the upper and upper mid quartiles.
- Our global operations: in Spain we achieved female representation of 21% and Botswana 25% against regional mining industry averages of 9% and 12.5%, respectively.

Our focus for 2023 – 2024 aligns with the six GEI's and includes:

- Continuing to increase the level of female workforce participation at all levels and locations and, where we have achieved 40/40/20, maintaining this level of workforce participation.
- Continuing to drive towards equal pay and reducing our gender pay gap by offering equal remuneration for all employees, reflective of the type of job and years of experience, and conducting annual reviews of employee earnings by gender and level.
- Reviewing our Employee Value Proposition with a focus on physical facilities, global parental leave minimums and family and domestic violence support.
- Engaging employees through various channels to ensure the actions and solutions are providing a meaningful benefit, enabling greater workforce participation.
- Taking action in line with our Positive Duty obligations, to protect all employees from sexual harassment and ensure every employee feels both physically and psychologically safe in our workplace.

Further details on our approach and commitment to Inclusion and Diversity can be found in the Sandfire Inclusion and Diversity policy. <https://bit.ly/SFRIDP> Our measurable objectives on gender diversity for FY2024 are set out in our Corporate Governance statement. <https://bit.ly/SFRCGCP> These targets are a component of the Short Term Incentive scorecard for Sandfire's leaders and complement other inclusion and engagement outcomes we measure in our annual Employee Engagement Survey.

We invite you to make comments on the report by emailing people@sandfire.com.au or you can make direct comments to WGEA. Please refer to the Agency's guidelines for this process available at <https://www.wgea.gov.au/>.

Yours sincerely,

Brendan Harris
CEO and Managing Director

Sandfire Resources Ltd

Level 2, 10 Kings Park Road PO Box 1495
West Perth WA 6005 West Perth WA 6872

T: +61 8 6430 3800
F: +61 8 6430 3849

ABN 55 105 154 185
www.sandfire.com.au