



Our commitment

Sandfire Resources Limited (**Sandfire**) has an unwavering commitment to the health, safety, and wellbeing of our people as we strive to create a positive, safe workplace culture and manage our activities and operations responsibly. We empower our people and define clear lines of accountability through effective leadership and promotion of our **'Don't Walk Past'** philosophy by supporting our people to speak up and report workplace hazards and unsafe practices.

How we achieve our commitment

To achieve our commitment, Sandfire strives to:

- Operate an effective health, safety, and wellbeing management system to maintain a high standard of health and safety performance.
- Successfully identify and manage physical, psychological safety, health and hygiene hazards and risks, and verify the effectiveness of controls.
- Build and maintain a safety-first culture to prevent incidents through visible and effective leadership.
- Maintain a workplace culture that promotes respect, supports mental health and wellbeing, and discourages antisocial behaviours.
- Continually improve health and safety performance by setting and reviewing measurable objectives and targets.
- Objectively evaluate and assess our health and safety performance, and share learnings across our organisation.
- Actively consult with, and involve our people on health, safety, and wellbeing matters, to encourage strong participation and engagement.
- Minimise exposure to occupational health risks by conducting health surveillance and risk-based exposure monitoring.
- Empower our people with the knowledge, skills, and capability to carry out their health, safety, and wellbeing responsibilities.

Responsibility and accountability

This policy applies to all Sandfire directors, employees and contractors.

Everyone is expected to understand this Policy and the impact it has on their areas of responsibility.

We expect everyone to take personal accountability, responsibility and care when conducting their work to ensure they do not adversely affect the health, safety and wellbeing of themselves or others.

Everyone does this by:

- Creating a safe workplace, identifying potential sources of hazards and acting to manage those hazards, including stopping work to make situations safe at all times.
- Informing their manager or supervisor of any changes in personal circumstances that may affect their fitness for work.

The CEO of Sandfire is accountable to the Board for ensuring this Policy is implemented and adhered to.

Approved by the Sandfire Resources Limited Board on 19 June 2024.