



Our commitment

Sandfire Resources Limited (**Sandfire**) is committed to respecting the internationally recognised human rights as set out in the Universal Declaration of Human Rights, the United Nations (**UN**) Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We support the United Nations Declaration on the Rights of Indigenous Peoples and the Indigenous and Tribal Peoples Convention, 1989.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- Undertake human rights due diligence to identify, prevent, mitigate and account for the human rights impacts of our activities and those of our partners and suppliers.
- Engage meaningfully with host communities and strive to build relationships that are based on mutual trust and respect, ensuring potentially impacted stakeholders are free to make decisions without coercion, intimidation, or manipulation, and are informed of activities and potential impacts and benefits.
- Strive to avoid involuntary physical or economic displacement of people. Where this is not possible, apply the mitigation hierarchy and implement actions to restore and improve livelihoods.
- Maintain effective grievance mechanisms for stakeholders to raise concerns or complaints and where we have caused or contributed to adverse impacts, enable effective remediation.
- Work to reduce the risk of modern slavery, including child labour, within our operations and supply chains.
- Strive to obtain the free, prior, and informed consent of Indigenous Peoples where significant adverse impacts are likely and capture the outcomes of engagement and consent processes in agreements.
- Implement the United Nations Guiding Principles 'Protect, Respect, Remedy' framework.
- Work to ensure everyone who works for and with us understands their responsibility to uphold human rights, through education, training and engagement.
- Support the right to freedom and association and collective bargaining.
- Comply with applicable laws. Where there is a disparity between local legislation and international human rights norms, seek to apply the higher standard.
- Track the effectiveness of our processes to ensure continuous improvement and disclose our human rights performance annually.

Responsibility and accountability

This policy applies to all Sandfire directors, employees and contractors. 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 11 April 2024.