



Our commitment

Sandfire Resources Limited (**Sandfire**) is committed to fostering an inclusive culture that values diversity, where our people are empowered and accountable, and can achieve their full potential. This is underpinned by our steadfast commitment to develop a physically and psychologically safe environment.

How we achieve our commitment

To achieve our commitment, Sandfire will:

- Enable our Leaders to live The Sandfire Way (our way of working), through our values and intentionally simple operating model, systems, policies and procedures and support others to do the same.
- Empower our people to be confident decision-makers, by defining clear lines of accountability, bringing clarity to their roles and expectations, and creating a tangible connection to the delivery of our strategy.
- Foster an inclusive culture that values diversity, by embracing our unique geographic footprint, celebrating our cultural differences, and encouraging everyone to be a leader with joint responsibility for the felt experiences of their peers.
- Live by our 'Don't Walk Past' philosophy, where our people are encouraged to speak up, if they feel they are the subject of discrimination, bullying and harassment or witness behaviours that are not aligned to our values or Code of Conduct.
- Create a workplace that is representative of the communities in which we operate, free from discrimination and harassment, and where processes and systems are transparent and free from bias.
- Invest in the capability of our people and communities, to ensure our people have the knowledge, skills and capabilities to safely deliver on their accountabilities, and there are local sustainable skills within the local communities.
- Provide a fair and equitable employee value proposition, which is reflective of the markets in which we operate, enabling and supporting employees in their professional and personal life.
- Create a learning culture, where there is an open two-way dialogue on how together as a team we can build on our strengths and improve our way of working to consistently deliver on our commitments.

Our commitments compel and guide us to reach superior levels of performance. As such, at times, our commitments express our aspirations for the future, and we will actively enact plans to achieve the desired superior performance.

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 28 May 2024.