

Modern Slavery Statement

2024



We mine copper sustainably to energise the future



Contents

Message from our Chief Executive Officer and Managing Di	rector 3
About Sandfire	5
Identifying our modern slavery and broader human rights ris	sks 12
Addressing modern slavery and broader human rights risks	16
Assessing effectiveness	18
Collaboration and stakeholder engagement	19
Next steps	19

Modern Slavery Act content index

Section 16	Mandatory MSA criteria	Reference in this Statement
Criteria 1	Identify the reporting entity	Appendix C: 2024 Reporting entities
		Page 23
Criteria 2	Describe the reporting entity's structure, operations and	About Sandfire
	supply chains	Pages 5 - 11
Criteria 3	Describe the risks of modern slavery practices in the	Identifying our human rights and modern slavery risks
	operations and supply chains of the reporting entity and any entities it owns or controls	Assets – page 14
		Supply chain risk – page 14
Criteria 4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Addressing human rights and modern slavery risks
		Pages 16 - 17
		Appendix A: Our Road Map page 20
Criteria 5	Describe how the reporting entity assesses the effectiveness	Assessing effectiveness
	of these actions	Page 18
Criteria 6	Describe the process of consultation with:	Collaboration and stakeholder engagement page 19
	(i) Any entities the reporting entity owns or controls	Approval page 1
	 (ii) In the case of a reporting entity covered by a statement under section 14 – the entity giving the statement 	Consultation page 19
Criteria 7	Provide any other relevant information	Policies and Procedures page 10
		Appendix A: Our Road Map page 20
		Appendix B: Modern Slavery Performance Data page 20 - 2

Forward-looking Disclaimer

This Modern Slavery Statement (Statement) contains certain statements relating to Sandfire's policies and practices with respect to modern slavery risk management which may constitute forward-looking statements. Any forward-looking statements are based on management's current intentions and expectations held at the date of this Statement and reflect judgements, assumptions, estimates and information available at the date of this Statement. Actual events may vary from any forward-looking statements because future circumstances and results are subject to known and unknown risks and there is inherent uncertainty in possible policy, market conditions and regulatory developments. Accordingly, Sandfire cautions against undue reliance on such statements and makes no representations or warranties in relation to such statements which do not represent guarantees or predictions of future performance. Except as required by applicable law or regulations, Sandfire does not undertake to publicly update or review any forward-looking statements.

About this Statement

prepared by Sandfire Resources Limited (Sandfire Resources) in accordance with the Australian Modern Slavery Act 2018 (Cth)

This Statement details the actions that Sandfire Resources, risks in Sandfire's operations and supply chains. For the purposes of the Act, the reporting entities covered by this Statement (including Sandfire Resources) are identified in

In this Statement, unless otherwise stated, references Sandfire Resources Limited and its controlled entities and joint

The Statement forms part of our annual reporting suite. You can lodged with the Australian Securities Exchange (ASX).



Feedback

We welcome feedback from our stakeholders. Please visit the Contact us page of our website to provide feedback on this Statement.

sandfire.com.au/contact/

Sandfire Ethics Line

We have an independent and confidential issues raising service, which can be used to report breaches of our Code of Conduct or to raise concerns for those who do not feel comfortable using other channels.

Ethics Line is operated by an independent third-party provider and is a confidential service for employees, contractors, suppliers and community members to report potential issues related to Sandfire's people or business conduct.



Annual Report



Corporate Governance





Databook

Approval

This joint Statement was approved by Sandfire Resources Limited's Board of Directors under section 14(2)(d)(ii) of the Act on 14 November 2024.



John Richards Non-Executive Chair



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Brendan Harris CEO and Managing Director

Acknowledgements

which we are headquartered, the Whadjuk people of the Noongar Nation, as well as the First Nations peoples of the lands on which Sandfire conducts its business. We pay our respects to their Elders, past, present and emerging.

There are a number of ways you can contact Ethics Line, including:

Phone (voicemail): Australia: +61 251 142 052 Other countries: sandfire.integrityline.com

Online Submission: sandfire.integrityline.com Please use company code: 4347

For more information, please visit: https://sandfire.integrityline.com/frontpage



Message from our Chief Executive Officer and Managing Director



I am pleased to present Sandfire's FY24 Modern Slavery Statement.

Guided by our purpose, our approach to sustainability must permeate everything we do and every decision we make - encompassing the work we do to prevent severe impacts on human rights, including modern slavery. This approach is fundamental to our future success.

In FY24, we reaffirmed our commitment to respect internationally recognised human rights, with the launch of our updated Human Rights Policy. This policy outlines our commitment to reduce the risk of modern slavery, including child labour, within our operations and supply chains. It commits us to aligning our approach to the United Nations Guiding Principles on Business and Human Rights (UNGPs). We also conducted a group wide human rights saliency assessment to identify our salient human rights issues, which included consideration of modern slavery risks.

While the focus of this Statement is on our efforts to identify and address modern slavery, our modern slavery approach sits within a broader human rights framework, and we take our responsibility to respect internationally recognised human rights seriously.

This year we reported the historical disturbance of artefact scatters at our now closed Monty Mine, which primarily occurred in 2017 and 2018. We know we must do better to protect and manage cultural heritage and are committed to rebuilding our relationship with the Yugunga-Nya people. Our new framework agreement with the Yugunga-Nya people will ensure the ongoing protection of cultural heritage at our DeGrussa Operation and see us deliver on various other commitments.

FY24 Highlights





Completed global human rights saliency assessment

Set FY25 Short-Term Incentive plan for human rights supply chain due diligence

Delivered human rights training to high risk roles

The systemic failures that led to the historical disturbance of these artefact scatters reinforces the fundamental need for a robust internal system of risk management and control to create a safe environment for our people, the environment and our surrounding communities, leading to better business outcomes. We are confident that The Sandfire Way, our new way of working, developed primarily through FY24, will create the necessary systems, processes and assurance activities required to effectively manage a growing global company and to help ensure we continue to meet our responsibility to respect human rights. In FY25, we will build on this year's efforts and continue to integrate our approach to modern slavery and broader human rights across our business. Our priority for the upcoming year is to establish supply chain human rights due diligence programs at each Asset, which will include consideration of modern slavery. We have incorporated this work as a target in our FY25 Short-Term Incentive (STI) plan scorecard which demonstrates its importance to our business.

Take care and stay safe.

Brendan Harris Chief Executive Officer and Managing Director



Updated Human Rights Policy



Developed Human Rights and Social Performance Standard

Purpose, strategy and values



Our values

Our values guide our behaviours - they define how we work together and inform every decision we make to achieve our purpose. They guide us to act responsibly and ensure we embed sustainability into everything we do, while fostering our inclusive culture that values diversity.



Honesty

We act with integrity in all of our dealings. We speak up and are authentic and open to feedback and viewpoints. We ensure that we do as we say we will.



Respect

We respect the

reputation we have

licence to operate.

We empower and

trust one another

and communicate

sees real value in

diversity.

effectively within an

inclusive culture that

earned and our social

We work for our shared purpose and collaborate within and across teams. We are open to new information, ideas and approaches and invest the time to build strength in our relationships. We are curious, we ask questions, and we challenge, explore

and think together.

Collaboration



Accountability

We don't walk past safety, cultural, operational or strategic risks. We own our tasks, successes and mistakes and we learn to improve. We are dependable and take responsibility for our actions and behaviours.

We excel in planning and execution, and we are clear on our targets. We bring energy and resilience to our work, and we work together to deliver on our shared goals. We understand that strong results are fundamental to our success





About Sandfire

With a strategic position in two highly prospective copper belts. Sandfire continues to make progress toward our goal of being a sustainable mining company and global copper producer of significance.

Sandfire Resources is headquartered in Perth, Western Australia and is listed on the Australian Securities Exchange (ASX). The Sandfire Group includes 26 owned or controlled entities, including Sandfire Resources. This Statement also covers Sandfire Resources Botswana Pty Ltd and Sandfire Spain Holdings Pty Ltd, which are each reporting entities. These are the holding companies for our operating assets Motheo (Botswana) and MATSA (Spain). Our Australian Asset, DeGrussa, is now in care and maintenance with progressive rehabilitation and closure to be undertaken.

Our MATSA Operations are located in the Huelva Province of southwestern Spain in the northern portion of the highly prospective Iberian Pyrite Belt. MATSA is a polymetallic mining operation comprising a central processing facility that sources ore from three underground mines, Aguas Tenidas and Magdalena in Almoñaster la Real and Sotiel in Calañas. MATSA mines and produces copper, zinc and lead mineral concentrates (containing a silver by-product) that are shipped from the port of Huelva.

Our Motheo Operations are located in the central portion of the Kalahari Copper Belt, Botswana. The Motheo Operations, opened in August 2023, are centred on the development and mining of the T3 and A4 open pit mines, which were opened in August 2023. With a central processing facility, Motheo produces a high-quality copper concentrate (containing a silver by-product) that is transported by truck to Walvis Bay, Namibia for shipping to smelters around the world.

Exploration remains a key component of our strategy, and we are focused on nearmine and regional opportunities in Spain and Botswana as we seek to leverage our strategic position in the Iberian Pyrite and Kalahari Copper belts and increase the life of our modern processing hubs.

We also hold an 86.89% interest in TSX-listed Sandfire Resources America. Sandfire Resources America owns a 100% interest in the Black Butte Copper Project that is operated separately from the Group.

The map on pages 6 - 7 provides detail on our global presence, including office locations and exploration sites.

Further information on our business is available in our Annual Report and Sustainability Report.



www.sandfire.com.au

Where we operate

MATSA Copper Operations



Sandfire's strategy is focused on both near-mine and regional opportunities as we seek to leverage our strategic position.

For more information please visit our website at sandfire.com.au

0 Office

2024 Modern Slavery Statement Sandfire Resources 7

Our value chain

		Demand	for copper		
Our inputs					
People Employees and contractors that provide the skills and expertise vital to our business.	Society The consent and acceptance provided by our host community.	Physical Our Assets, including open cut and underground mines as well as areas of exploration.	Economic The financial capital provided by banks and shareholders.	Environment Ore bodies as well as the natural resources we consume and impact, including water, energy and land.	Supply chain Our supply chain, including small businesses local to our operations, global suppliers and service providers.
Our value chain	2. Develo acquire		ocess 4	Move and market	5. Closure and rehabilitation
Our outputs			`		
People We develop, engage and reward those that	Society We secure broad- based community consent and seek to make a positive contribution to our	Physical We mine copper, which is used in all aspects of modern life and is vital to the transition to a low	Economic We contribute to local and national economies by paying taxes and royalties, local procurement and	Environment We seek to use the natural resources we consume responsibly. We actively invest	Supply chain We seek to create positive outcomes in our supply chain by prioritising local procurement,
work for us, and seek to contribute to their overall	host communities.	carbon economy.	employment.	in programs to minimise our impact.	working together to minimise environmental impact.
work for us, and seek to contribute to their overall wellbeing.	host communities.	carbon economy.		minimise our	to minimise environmental
work for us, and seek to contribute to their overall wellbeing.	host communities.	carbon economy.		minimise our	to minimise environmental
Downstream pro	host communities.	carbon economy.		minimise our	to minimise environmental

Governance

We are committed to respecting internationally recognised human rights as set out in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. This includes human rights relating to freedom from slavery. We are also committed to implementing the UN Guiding Principles on Business and Human Rights (UNGPs).

Sandfire's approach to managing human rights risk is informed by our purpose, values, strategy, Human Rights Policy and our Code of Conduct, collectively known as The Sandfire Way. Our modern slavery approach sits within our broader human rights work.

Our Board is responsible for providing oversight of all sustainability and human rights matters, including modern slavery. The Risk and Sustainability Committee is the primary committee that assists the Board in fulfilling this responsibility.

Senior management and the Board discussed human rights issues, including the FY23 Modern Slavery Statement and FY24 action plan, the new Human Rights Policy, and updates on due diligence obligations for environmental and human rights impacts. The Board also reviewed salient human rights issues and endorsed Sandfire's approach to managing modern slavery risk.

The CEO has overall accountability for sustainability. This is delegated to the Chief Sustainability Officer (CSO), who is responsible for setting strategy and standards for modern slavery which is delivered through the functional mandate.

The Group Sustainability function sets the strategy and standard for social performance and human rights, including modern slavery. The Group People function is responsible for upholding the rights to freedom of association and non-discrimination in our workforce. Our Assets are responsible for the health, safety and wellbeing of employees, contractors and host communities. Managing human rights risks, including modern slavery in the supply chain, is governed by Group Finance with support from Group Legal.

In our FY23 Modern Slavery Statement we committed to improve our human rights framework, including governance systems and processes. We met this commitment through the ongoing development of The Sandfire Way, our new way of working. The Sandfire Way connects our purpose, strategy and values, and clearly articulates how we are organised. It defines clear lines of accountability, governance, robust risk management and organisational interfaces.

Further information about Corporate Governance at Sandfire, as well as our Board and Committee Charters, Code of Conduct and various policies can be found at Corporate Governance - Sandfire.

www.sandfire.com.au/about-sandfire/corporate-governance



FY24 human rights related governance achievements include:

- Published an updated Human Rights Policy:
- Key updates include the commitment to align our business practices with the UNGPs and make explicit reference to working to reduce the risk of modern slavery, including child labour, within our operations and supply chains.
- Developed a Human Rights and Social Performance Standard:
- This standard defines minimum mandatory human rights and social performance requirements for the business which includes a requirement to conduct a social risk assessment of each Asset during exploration and at least every two years whilst in operation. This includes consideration of all potential human rights and social impacts including related to modern slaverv.
- Linked FY25 variable remuneration to human rights performance for our leaders:
 - Short-Term Incentive (STI) requires the development of human rights due diligence programs at each Asset.
- Established a Human Rights Steering Group in December 2023:
- The Human Rights Steering Group is a cross functional working group. Its role and functions include supporting implementation of the salient human rights issues action plans across the business and includes, but is not limited to, representatives from Health and Safety, Procurement, Legal, Human Rights and Social Performance, and Environment.

Modern slavery related governance documents

Policy/Procedure	Purpose	Communications and compliance	Language	Updated in FY24
Code of Conduct	Sets out the standards of conduct expected from our people and includes our commitment to uphold the human rights of all, including those in our business and supply chains.	Publicly available on our website. Also available to employees and contractors via our intranet. Training on the requirements of our Code is mandatory for all employees and major contractors. Breaches of the Code are viewed as a serious matter and can lead to disciplinary action including termination of employment and/or legal action.	English Spanish	Scheduled for FY25
Business Conduct Policy	Commits us to fostering a culture of ethical behaviour and good corporate governance, and ensuring our values of Honesty, Respect, Collaboration, Accountability, and Performance are part of every decision we make.	Publicly available on our website. Available to our employees and contractors via our intranet. Applies to all Sandfire directors, employees, contractors, agents and other business associates.	English Spanish	
Human Rights Policy	Commits us to respecting internationally recognised human rights including in relation to modern slavery.	Publicly available on our website. Available to our employees and contractors via our intranet. Training on the requirements of the Policy is mandatory for employees in key roles that have exposure to human rights (i.e., safety, social performance, procurement, legal, environment and compliance).	English Spanish	
People Policy	Commits us to fostering an inclusive culture that values diversity, accountability and a physically and psychologically safe environment.	Publicly available on our website. Available to our employees and contractors via our intranet.	English Spanish	
Speak up Policy	Commits us to ensuring everyone feels comfortable, confident and supported to raise their concerns. Outlines how people can raise a concern and what happens from there.	Publicly available on our website. Available to employees and contractors on our intranet.	English Spanish	
Supplier Code of Conduct	Sets out the behaviours and business practices we expect of our suppliers and complements our contracts. We expect our suppliers to communicate and, to the extent possible, apply the principles of the Code to their supply chains.	Publicly available on our website. Available to our employees and contractors via our intranet. The Supplier Code of Conduct states that we can cease to work with suppliers if they do not comply with our requirements.	English Spanish	



Our workforce

Our workforce consists of people we directly employ and those engaged through contracting firms who provide specialist services at exploration sites and operating Assets. Services provided by contractors at our operations include mining, haulage, camp catering, security and administration as well as shortterm labour hire to backfill vacant positions. The highest portion of contractors are engaged to deliver mining services at MATSA (underground mine) and Motheo (open pit mine).



75% of our workforce are contractor personnel

More data on our workforce can be found in our FY24 Sustainability Report available on our website.

Our supply chain

mining and corporate activities. In FY24, we directly engaged over 2,000 suppliers from 31 countries. Our suppliers are diverse and range from multi-national companies to smaller community-based suppliers and service providers.

We procure goods and services for exploration, In FY24, we spent \$822.9 million on goods and services, with 87% of our total procurement spend directed to national suppliers in the three countries where our operations are located - Spain, Australia, and Botswana. This is consistent with our procurement spend in FY23 (94% spent in country of operation).



Primary spend categories include: Ŷ Goods €₽ Services Underground and

Identifying our modern slavery and broader human rights risks

Sandfire undertook an enterprise level human rights saliency assessment in FY24 using a methodology informed by the UNĞPs.

The goal was to understand the human rights which are at greatest risk of being most severely impacted across our activities or business relationships, with severity assessed based on the scale, scope and remediability of the impact. The assessment considered our whole value chain. We identified seven salient human rights issues to prioritise for further due diligence and action. One of our salient human rights issues is labour rights, which includes modern slavery and modern slaveryrelated issues such as child labour, working hours, wages and freedom of association.



The enterprise level assessment (value chain and operations) was informed by engagement with internal and external stakeholders, analysis of country human rights risk profiles and peer benchmarking. We are developing specific action plans for each salient human rights issue. In FY25 we will prioritise actions related to Indigenous Peoples' rights, labour rights and modern slavery. As part of our action plan on labour rights, we will have a focus on strengthening our supplier due diligence approach particularly at each Asset. See page

In FY24, we reported the disturbance of artefact scatters at our now closed Monty Mine in Western Australia (DeGrussa). We are committed to rebuilding our relationship with the traditional owners by delivering on the commitments we made in a framework agreement signed on 22 December 2023. See case study on page 13.



DeGrussa: disturbance of Artefact Scatters

On 30 November 2023, we made an ASX announcement advising of the historic disturbance of artefact scatters at our now closed Monty Mine and the commencement of an external investigation into those disturbances, their root causes and the time taken to notify the traditional owners, the Yugunga-Nya. This disturbance primarily occurred in 2017 and 2018.

Prior to the announcement, we engaged with the Yugunga-Nya to inform them of the disturbance and to apologise for the distress this has caused them. The disturbance was self-reported to the Department of Planning, Lands and Heritage in Western Australia.

On 22 December 2023, we jointly announced with the Yugunga-Nya the signing of a framework agreement that was designed to map the issues, steps and relationships that will lead to the ongoing protection of cultural heritage at our DeGrussa Operation. This agreement was only possible because the Yugunga-Nya invited our CEO and members of the Board to meet them on country.

This, and other on country meetings, have allowed us to listen to the Yugunga-Nya's concerns, better understand their wishes and respond to their needs. We are now working with the Yugunga-Nya to ensure we deliver on the various commitments we have made in this agreement.



On 4 June 2024, the external investigation was completed, and the full report was released publicly. The report can be accessed on our website. In summary. the investigation found that the historical disturbances occurred in 'error due to ignorance and process failings within Sandfire' that included a failure to appreciate the importance of the scatters. The investigation also determined that Sandfire was not historically organised in a way that would ensure such disturbances could not occur.

We recognise the magnitude of these findings and, based on the conclusions and recommendations of the investigation, are confident that The Sandfire Way will create the necessary systems, processes, and assurance activities required to effectively manage a growing global company.

Continuum of involvement

We apply the UNGPs 'continuum of involvement' to assess and describe our risk of involvement in modern slavery and other impacts to human rights.



Based on the findings from our salient human rights issues assessment, we are most likely to be directly linked to modern slavery through our supply chain and broader value chain. For example, this could occur if the goods we were to buy from a supplier have been produced by a sub-supplier using forced labour, despite us putting controls in place to manage this risk. However, we acknowledge that we could contribute to modern slavery if our procurement practices facilitate conditions where labour is exploited to meet our requirements, or we fail to act on credible allegations.

We have accepted these findings and all recommendations in the external investigation report, and have committed to a program of work to ensure the protection of cultural heritage across all our operations.

Recognising the long-term commitment that will be required to sustainably rebuild our relationship with the Yugunga-Nya, we have jointly agreed with the Yugunga-Nya to put the challenges of the past behind us so we can focus on the successful implementation of the Framework Agreement that was announced on 22 December 2023 and make a meaningful contribution to the community. The protection of cultural heritage will be a core priority as we complete our closure and rehabilitation activities at DeGrussa.



Directly linked

A business may be directly linked to modern slavery through its services, products, or operations. This includes situations where modern slavery may occur in our extended supply chain.

• We may be directly linked to modern slavery, where we are connected to the exploitation through our business relationships including and beyond our Tier 1 suppliers.

Sandfire's salient human rights issues- continuum of involvement assessment

Salient human rights issues	Key human rights at risk	Likely involvement (own operations)	Likely involvement (supply chain)
Worker health and safety	Right to health, right to life, right to a safe and healthy workplace, right to just and favourable conditions at work.	Cause, contribute, directly linked	Directly linked
Labour rights	Right to freedom from forced labour, right to just and favourable conditions of work, right to a safe and healthy workplace, right to freedom from child labour, right to an adequate standard of living, right to freedom of association and collective bargaining, right to rest and leisure.	Unlikely to occur	Directly linked
Discrimination and harassment	Right to just and favourable conditions of work, right to non-discrimination, right to a safe and healthy workplace	Cause, contribute	Directly linked
Community health, safety and security	Right to health, right to life, right to security of person, right to water and sanitation, right to development, right to freedom of assembly, right to freedom of expression.	Cause, contribute, directly linked	Contribute, directly linked
Indigenous Peoples rights	Right to self determination, right to free, prior and informed consent, right to lands, territories and resources, right to culture and cultural heritage.	Cause, contribute	Directly linked
Land access and use	Property rights, Indigenous peoples' rights (including free, prior and informed consent), right to adequate standard of living, right to self-determination.	Cause, contribute	Directly linked
Environmental impact	Right to clean, healthy and sustainable environment, right to water and sanitation, right to food, right to life, right to health, Indigenous Peoples's rights, right to an adequate standard of living.	Cause, contribute	Directly linked

Operational risks

The human rights saliency assessment undertaken during FY24 has deepened our understanding of our human rights risks, including risks of modern slavery. While the assessment did not identify modern slavery as being likely to occur within our direct workforce, it did identify a likelihood of it occurring in our supply chain.

We understand that the nature of our workforce and our level of visibility over our workers and the location of our Assets present a lower residual risk of modern slavery within our direct workforce.

Supply chain risk

The modern slavery risk profile of our supply chain is shaped by the following risk factors: the level of country risk where sourcing occurs in higher risk geographies, the type of product or service, business model of supplier, and our level of visibility of indirect supply chains.

We identify modern slavery risks in our supply chain as part of our supply chain human rights due diligence (see further information on page 16).

Elevated risk supply categories	Key risk factors	Our relationship to the risk
Electrical products and components	The electronics industry is a global and highly competitive industry, and is recognised as being an industry with a high prevalence of modern slavery.	We procure electrical products and components through multiple suppliers and for various uses in our operations, including computers and laptops for our workforce,
	Electrical components require minerals, such as cobalt, tin, coltan, tungsten, polysilicon, gold, and copper which may be sourced from conflict affected and high-risk geographies.	through to high specification instrumentation at our processing plants.
	The manufacture of electronic products often occurs in high- risk geographies where workers are vulnerable to modern slavery due to limited regulation and cheap labour.	
Renewable energy	40-45% of the world's solar grade polysilicon is sourced from the Xinjiang region in north-west China, where reportedly 2.6 million people have been subjected to serious human rights violations including internment, re-education programs,	MATSA has signed an agreement with Endesa for the construction of a dedicated MATSA solar facility. At Motheo, the purchase of renewable power from a third
	coercion, forced and child labour. 15 – 30% of the world's cobalt is sourced from the Democratic Republic of Congo. Amnesty International found that children as young as seven, were working in artisanal mines. Mining conditions were found to be hazardous, and workers were not provided with adequate protection.	party, including government, is being investigated together with the construction of a dedicated solar facility.

supply categories	Key risk factors	Our relationship to the risk
Protective clothing (PPE)	The production of clothing and apparel carries a higher risk of modern slavery. These products are often produced in countries which have a higher prevalence of modern slavery.	PPE is mandatory for all personnel who work on our site: We source PPE for our direct workforce.
	The supply chains are often complex and include the sourcing of raw materials from countries where workers are vulnerable to exploitation.	
	Without adequate due diligence and contractual terms there is a risk that we may contribute to modern slavery practices.	
Transportation including shipping and road haulage	The prevalence of modern slavery is higher in certain sub- industries of transportation including shipping and road haulage.	At Motheo, we charter vessels directly from owners and operators as well as via brokers to transport our produc customers. Prior to entering into a contractual agreemer we screen the vessel and counterparties involved for
	Shipping is a complex industry with a high risk of modern slavery. Shipping companies often rely on low skill labour from geographies that are vulnerable to modern slavery.	sanctions compliance, and labour and human rights issues.
	COVID-19 exacerbated these challenges, with instances of	MATSA sells directly to a customer who takes receipt of our product at Huelva Port.
	seafarers being stranded on ships, unable to dock and change crews, wages being withheld, and poor living and working conditions.	We engage contractors to undertake in-bound freight services as well as haulage of our copper concentrate to ports.
Construction	The construction industry is at a higher risk of modern slavery due to complex supply chains, and the prevalence of low skilled labour sourced through third party labour hire agreements.	Our construction activities occur in our countries of operation, which according to the Global Slavery Index have a low prevalence of modern slavery.
	Raw materials could also be sourced from countries with a higher prevalence of modern slavery.	During the construction of the Motheo Copper Mine, we engaged construction workers directly as well as subcontracted. All people who work on our sites are subject to the same working arrangements and condition as our direct employees.
Third-party labour hire	Labour hire arrangements can lead to reduced visibility over recruitment and labour management practices, which introduce a higher risk of modern slavery.	We rely on third party labour hire from time to time. All people who work on our sites are subject to the same working arrangements and conditions as our employee:
8	Short-term labour hire can attract migrant workers who may be more vulnerable to requests to pay recruitment fees.	
Facilities management	Cleaning and catering services are often associated with workers who may be migrant or seasonal workers. Cleaning and catering companies often source low skilled labour.	We engage camp management contractors at our mine sites directly.
including catering and cleaning	and calening companies often source low shined labour.	All people who work on our sites are subject to the same working arrangements and conditions as our employees
€₽		The facilities managers of the office spaces we lease engage cleaning companies to provide cleaning service
Security services	Security services are often provided by low skilled labour and can attract migrant workers who are more vulnerable	Security services are provided by contractors at our MATSA and Motheo operations.
\bigcirc	to requests to pay recruitment fees, underpayment, or nonpayment of wages.	Spain and Botswana are not conflict-affected geographies, but we acknowledge there is the potential
	The use of security services can give rise to human rights abuse of protestors.	for human rights issues and modern slavery.
Supply of food	The food production industry attracts migrant and seasonal workers. Fish, rice, sugarcane, cocoa and beef are widely recognised as subindustries with a high risk for modern slavery.	Our catering contractors are responsible for sourcing food for our on-site camps. We have identified potential labour issues associated with the production of beef in Botswana.

Addressing modern slavery and broader human rights risks

Human rights due diligence in supply chain

Sandfire has transformed from having one Asset in Australia, into an international mining company with a footprint across four countries. This transformation exposes Sandfire to new jurisdictional risk and adds complexity to our supply chain.

We continue to refine our human rights due diligence approach to assess actual and potential human rights impacts (including around modern slavery) and work to act on findings, track responses and communicate how risks and impacts have been addressed. We acknowledge the need to continue to improve our systems to identify modern slavery risks in our supply chain to keep pace with the changing external environment. The Sandfire Way will create the necessary governance system, processes, and assurance activities required to effectively manage this growth.

Our Social Performance and Human Rights Standard requires our Assets to undertake human rights due diligence, including considerations related to modern slavery of their supply chains. In FY25, we will prioritise the implementation of a Group Procurement Standard and relevant procedures. These will institute core requirements for responsible procurement, specifically addressing modern slaverv

In FY25, we will establish a supply chain human rights due diligence program at each Asset. This program will be informed by a gap analysis which will be undertaken in the first half of the vear.

To date our supply chain human rights due diligence has been focused on our Tier 1 suppliers. We categorise suppliers by considering the prevalence of modern slavery in the country we are sourcing from using data from the Global Slavery Index1 and assessing the inherent risk in the supply category, informed by our human rights saliency assessment and ICMM's Human Rights Due Diligence Guidance².

We have commenced the assessment of our highest value suppliers against these criteria to identify suppliers deemed to be higher risk where further due diligence is required. We acknowledge that our highest value suppliers may not pose the greatest modern slavery risk, and we will continue to broaden the scope.

Our controls

Key recruitment and labour management processes implemented to minimise risks and impacts include:

- Undertaking identity and age checks before entering into an employment contract.
- Providing all employees with a written contract in their preferred language with employment terms clearly described, including the shift work arrangements for operational personnel.
- Paying all employees their legal pay entitlements on time and providing payslips that clearly define payments and leave entitlements
- Providing safe, clean and spacious accommodation at our operations and exploration sites and ensuring all accommodation facilities provide bathing and toilet facilities.
- Upholding the right to freedom of association and collective bargaining.
- Providing mandatory Code of Conduct and site induction training to all employees.
- Providing access to grievance mechanisms, including an external whistleblowing service for our employees, contractors, and their family members to raise concerns of actual or suspected misconduct in the workplace.
- Requiring all employees and contractors to undertake a preemployment medical assessment to establish baseline health standards for hearing, respiratory function and overall well-being.
- Providing free access to an Employee Assistance Program for employees and their families.

Deep dive: private security

Security services are recognised as a potentially higher risk industry for modern slavery, as well as other human rights harm. This year, we undertook a desktop audit on one of our security service providers. We assessed company policies and procedures, their response to our self assessment questionnaire (SAQ) and reviewed their operating context. We issued an additional assessment questionnaire aligned to Voluntary Principles Security and Human Rights and reviewed their response. The intent was to determine whether this supplier has adequate systems in place to address these human rights risks including in relation to modern slavery.

All contracting personnel and labour hire workers who perform work on our sites are subject to the same working conditions as Sandfire employees.

Our standard contract terms and conditions for Australia and Botswana include modern slavery clauses that require suppliers to ensure their personnel and supply chains do not engage in conduct that would constitute an offence under modern slavery laws. It also requires suppliers to notify us if an instance of modern slavery is identified within their organisation or supply chain. The clause is a mandatory requirement of all new contracts and purchase orders.

We issue a modern slavery questionnaire to suppliers as part of the tender process for Motheo and Australia. The questionnaire is designed to determine the level of risk, based on the supplier's country of origin, business dealings, the procurement category, the nature of the supplier organisation and the supplier's response to forced labour indicator questions. Further action is taken for suppliers who are identified as high risk, with the action dependent on the severity and potential impact of that risk. If the risk is too high and not manageable, alternative suppliers are sought.

Case Study

Based on the review, we determined that the security service provider has a low risk of modern slavery based on the controls they have in place. We did however identify potential labour rights concerns which have been brought to the attention of the contract manager and Asset manager. We will continue to monitor and work with this contractor and undertake due diligence on our other security service providers as appropriate as part of our due diligence program.

Training

In FY24 we continued our efforts to train our personnel on human rights issues, including modern slavery. During the reporting period, we leveraged our UN Global Compact (UNGC) membership to provide fit-for-purpose online training through UNGC Academy to employees in key roles including legal, procurement, health and safety and communities.

Local procurement

Our Sustainability Framework includes a goal to increase local procurement so we can make a positive contribution to the socio-economic development of our communities.

We prioritise procurement from the countries where we operate. In FY24, 87% percent of our procurement spend was in Australia. Botswana and Spain, which each have a low prevalence of modern slavery³. From a modern slavery perspective, purchasing directly from local suppliers can assist in gaining visibility into direct supplier practices. We recognise that modern slavery practices are generally likely to occur deeper in our supply chain - although we acknowledge direct suppliers in some sectors and geographies may have higher risks. Where appropriate, we will build relationships with local suppliers and explore scope to collaborate with them to address human rights issues.

Each Asset is required to develop local procurement strategies and targets. We also work with our larger contractors to provide business and employment opportunities for local communities.



Motheo community partnership

Remedy and response

Our Human Rights Policy outlines our commitment to enable effective remediation where we have caused or contributed to adverse human rights impacts and to maintain effective grievance mechanisms for stakeholders to raise concerns or complaints. We have two main grievance mechanisms:

- A community grievance mechanism for local communities or people near our Assets to report concerns, complaints or arievances.
 - A 24-hour confidential business conduct hotline open to the workforce (employees, contractors and their families)

Our Human Rights and Social Performance Standard, developed in FY24, requires all Assets to have a formal, localised community grievance mechanism that is aligned to the UNGPs.

This standard also requires Assets to:

- Seek stakeholder involvement in the design of our grievance mechanisms to ensure they are accessible and equitable.
- Communicate the availability of the mechanism and how to access it.
- Record and remedy grievances within a set timeframe.
- Disclose the number of grievances including those that have been resolved.

We did not identify any instances of modern slavery in the direct workforce at our Assets in FY24. In FY24, we received through our Ethics Line hotline and our Asset grievance mechanisms.

- 28 internal complaints
 - 25 community complaints · Three grievances

ICMM. ICMM Human Rights Due Diligence Guidance, Available at: https://www.icmm.com/en-gb/guidance/social-performance/2023/hrdd-guidance

³ Walk Free, The Global Slavery Index 2023. Available at: <u>https://www.walkfree.org/global-slavery-index</u>

Our Motheo Operation has formed a partnership with local authorities to build capability among community groups, through livelihood development projects. The aim is for these projects to become viable businesses. The identified projects include the Ghanzi Chicken Egg Project, the Kuke Women's Bakery and the D'Kar Women's Sewing Project. These projects aim to build a local supplier network, address food security and poverty within the community, and contribute to decent jobs and the empowerment of women. These businesses have the potential to supply some of Motheo's catering needs. In FY25, we plan to work with our catering contractor to continue to build capacity with local businesses.

To measure the effectiveness of our employee grievance channels, we ask our employees for their feedback via our annual People Survey. This year, 83% of our people said they are comfortable voicing concerns or making suggestions about workplace health and safety.

We are currently developing a remediation protocol that will set out the process to be followed if an allegation is made or instance identified, of adverse human rights impacts in Sandfire's value chain. The remediation protocol will be aligned with the UNGPs and will be finalised in FY25. The protocol will guide the consistent resolution of human rights related grievances, including modern slavery, across the business

Assessing effectiveness

We track and assess the effectiveness of our actions by:

- Measuring performance against our public commitments (Appendix A: Our Road Map).
- Monitoring Asset and Group-level grievance mechanisms.
- · Undertaking risk assessments that consider human rights, and specifically modern slavery risks in our supply chain.
- Seeking stakeholder feedback.
- Reviewing external assessments of our modern slavery disclosures.

Key component of our response How we assess our effectiveness Key outcomes in FY24 Governance · Regularly review and update policies and standards. · Human Rights Policy reviewed and updated. · Monitor implementation of policies and standards. • Social Performance and Human Rights Standard issued. • Four Risk and Sustainability Committee meetings held Number of Risk and Sustainability Committee meetings with human rights briefings including on modern slavery. where human rights was discussed. Monitor implementation of long-term human rights action • See FY24 - 25 Road Map pages 20 to 21. Strategy plan against clear and measurable targets. Monitor progress against commitments. • 100% of employees in Spain are covered by a collective Our workforce • Track number of employees covered by collective bargaining agreements. bargaining agreement. Negotiations underway to establish agreements at Motheo. • Employees in Australia are engaged on individual contracts. Due diligence Number of suppliers screened by third-party screening • 1,829 (+80%) suppliers screened during supplier onplatform boarding • Number of high-risk suppliers screened via an enhanced Modern slavery SAQ will form part of the Group Procurement Procedure due diligence process. Monitor completion of Modern Slavery SAQ responses. 28 internal complaints Grievances Monitor and review complaints raised in accordance with our Speak Up Policy and our Assets' grievances 25 community complaints mechanisms. Three grievances detailed in Appendix B Training and Employees receiving human rights training 69% of key internal stakeholders completed UNGC: Business and Human Rights training. competency • Employees receiving modern slavery specific training. Collaboration and Number of external meetings attended relating to modern Hosted Human Rights Resources and Energy Collaborative . slavery or broader human rights. (HRREc) meeting, attended two other HRREc meetings. engagement Number of engagements with external stakeholders Attended two United Nations Global Compact Network relating to modern slavery or broader human rights. Australia Modern Slavery Community of Practice (UNGCNA CoP) meetings. Results from external assessments of our modern slavery Developed performance metrics that are aligned to the disclosures. IAST-IPAC core metrics. These are available in Appendix B.



Collaboration and stakeholder engagement

Collaboration with stakeholders, including suppliers, investors, government, communities, NGOs, customers and peers, is critical if the world is to address the risks and impacts of modern slavery. We seek opportunities to engage and collaborate internally across our business as well as externally with peers and other stakeholders in a range of ways.

Across our business

In FY24, we engaged with our people as follows:

- The Human Rights and Social Performance Manager facilitated workshops with representatives from Group Sustainability, Legal, Procurement, and Safety functions as well as from the Assets to identify Sandfire's salient human rights, including related to labour rights issues such as modern slaverv.
- The Chief Sustainability Officer presented the final human rights saliency assessment report, which included salient human rights issues related to labour rights, to Sandfire's Executive Leadership Team (ELT) for validation. The ELT includes Directors who represent our Reporting Entities described in Appendix C.
- Knowledge sharing on continuous improvement with subject matter experts including in procurement and shipping. These engagements have led to the identification of performance data.
- Our internal Sustainability Community of Practice which is a knowledge sharing and collaboration forum between Group Functions and the Assets.

Industry collaboration

In FY24, we engaged formally with external stakeholders in the following forums:

- Interviews with external stakeholders on salient human rights issues common to the mining industry.
 - The Human Rights Resources and Energy Collaborative (HRREc): In November 2023, we joined HRREc. HRREc is a group of companies in the energy and resources sector that are collaborating to share knowledge and develop practical tools to identify and address human rights, including modern slavery and labour exploitation in supply chains. We attended two HRREc meetings in FY24, and in June 2024 we hosted a HRREc meeting.
- The UN Global Compact and the Modern Slavery Community of Practice.

Investors

In FY24, we engaged with investors and analysts on human rights matters, including modern slavery via face-to-face meetings and written correspondence. Engagement with investors assisted with the identification of performance metrics reported in Appendix B and fed into our materiality assessment for our FY24 Sustainability Report.

Consultation

This Statement was developed in consultation with the reporting entities and owned or controlled entities covered by the Statement.

As part of our consultation process, our Human Rights and Social Performance Manager facilitated workshops to consult business leaders and practitioners in the development of this Statement. This included Directors who represent our reporting entities as described in Appendix C. Key business functions with responsibility for the operations of the reporting entities and owned or controlled entities were also consulted through these workshops and reviewed drafts of this Statement as appropriate.

Next steps

As part of our commitment to continuous improvement, Appendix A details delivery against commitments made in our FY23 Modern Slavery Statement. We will continue to report against our commitments.

In addition to these commitments, FY25 priorities include:



Increasing transparency by providing granular detail on supplier assessment including how many suppliers have been assessed as high risk for modern slavery.

Providing information on areas within our operations where risks of modern slavery are heightened, including contracted arrangements for mining, haulage, camp catering, security.

APPENDIX A – Our Road Map

Our progress against the FY24 - FY25 Road Map, published in our FY23 Modern Slavery Statement, is detailed below.

Commitments	Status	FY24 Progress
Policy and governance		
Update Global Human Rights framework by 30 June 2024.	Achieved	We met this commitment through the development of The Sandfire Way, our new way of working.
		FY24 human rights related governance achievements include:
		Published an updated Human Rights Policy.
		• Developed a Human Rights and Social Performance Standard.
		Linked FY25 leadership variable remuneration to human rights performance.
		See page 9 for more detail.
Review and refresh applicable policies and standards by 30 June 2024.	In progress	Key policies update including Human Rights Policy. See page 10 for more detail.
		Code of Conduct and Procurement Standard to be issued in FY25.
Strategy		
Develop a Modern Slavery Strategy by 31 December 2024 to ensure the Group is appropriately responding to modern slavery risks.	In progress	This has been amended to a three-year uplift plan to align to the UNGPs and will be disclosed in FY25 reporting ⁴ .
Collaboration and engagement		
Establish an internal Human Rights Steering Group by 31 December 2023.	Achieved	Human Rights Steering Group formed in December 2023.
Join and become an active participant of the Human	Achieved	Joined in November 2023.
Rights Resources and Energy Collaborative (HRREc) by 31 December 2023.		Hosted HRREc meeting in June 2024. Attended two additional meetings.
Training and competency		
Develop human rights learning modules for roll out in FY24.	Achieved	Leveraged our UNGC membership to provide fit-for-purpose online training through UNGC Academy.
Provide in-person modern slavery awareness training for	Deferred	69% of employees in key roles completed online human rights training
key stakeholders in Sustainability, Procurement, Human Resources, Operations, Shipping and Compliance by 30 June 2024.		59 (56%) people in our Perth Office attended a Whadjuk-Noongar Cross Culture session hosted at this office which is located on Whadju Noongar Country.

⁴ In FY24, Sandfire changed its operating model through a change management project called The Sandfire Way. This formalised a sustainability function. The Sandfire Way ensured elements of modern slavery were incorporated into the new Human Rights and Social Performance Standard.

Commitments	Status
Systems and technology	
Complete roll-out of third-party due diligence software by 30 June 2024.	In progress
Review procurement and supplier on-boarding systems to assess whether they optimise opportunities to manage human rights matters.	In progress
Due diligence and remediation	
Enhance due diligence processes to further align with the UNGPs.	In progress
Develop a global SAQ by 30 June 2024.	Achieved
Screen at least 50% of our suppliers for modern slavery risks by 30 June 2024.	Deferred
Undertake Global Human Rights Saliency Assessment by 30 June 2024.	Achieved
Align our remediation and response framework to Walk Free's Response and Remediation Framework and the UNGPs advice for implementing the UN's Respect and Remedy Framework by 30 June 2024.	In progress
Undertake third party audits on two suppliers by 31 December 2024.	Partially achieved



FY24 Progress

Partial roll-out of third-party screening software achieved with over 80% of suppliers screened.

Sandfire exploring tools for ongoing supply chain human rights due diligence.

Procurement onboarding systems will be reviewed as part of the gap analysis to inform Sandfire's human rights supply chain due diligence.

Supply chain human rights due diligence processes at each asset to be established in FY25.

SAQ developed.

Due diligence program detailed on page 16 will inform our screening processes.

Group saliency assessment completed. See page 12.

Remediation protocol is under development and will be implemented in FY25. The remediation protocol will be aligned to the UNGPs.

One internal audit undertaken on a security supplier. Our human rights saliency assessment identified community health, safety and security as one of the human rights which are at risk of being most severely impacted by our activities or business relationships. This included the potential for the security services we engage at our Assets to cause or contribute to adverse impacts on people. See page 16 for more detail.

APPENDIX B – FY24 Performance data

Our workforce	FY24	FY23
Number of direct employees	1,236	1,322
Contractors engaged as of 30 June ⁽¹⁾	3,749	3,653
Employee turnover ⁽²⁾	15%	6%
Direct employees covered by collective bargaining agreements	63%	66%
Our value chain		
Number of suppliers ⁽³⁾	2,157	2,406
Countries where suppliers are headquartered	31	33
Total procurement spend ⁽⁴⁾	822.9	806.9
% of the procurement budget spend with suppliers local to operations ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	55%	-
% of the procurement budget spend with national suppliers in-country ⁽⁴⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾	87%	94%
Total procurement spend on products and services sourced from medium to high-risk countries	<0.1%	<0.1%
Due diligence		
Suppliers screened by third-party screening platform	1,829	-
High-risk suppliers screened through an enhanced due diligence process	1	0
Confirmed instances of modern slavery identified in Sandfire's supply chain	0	0
Third party audits undertaken	0	0
Workers identified as experiencing labour exploitation, forced labour or modern slavery to whom remedy was provided	0	0
Complaints and grievances		
New grievances	3	-
New grievances that impact Indigenous People's Rights ⁽⁸⁾	1	0
Internal complaints	28	-
Community complaints ⁽⁹⁾	25	33
Governance		
Risk and Sustainability Committee meetings with modern slavery oversight ⁽¹⁰⁾	4	1
Training		
Employees trained in Sandfire's Code of Conduct	84%	51%
Employees trained in human rights ⁽¹¹⁾	69%	0
Contractor numbers are based on actual headcount or the average number of non-employees sourced from external companies as per monthly exposure hour Australia the number of contractors is representative of work undertaken in care and maintenance and our corporate head office.	s reported by each	operating asset.
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]. The increase in turn DeGrussa Operations moving to care and maintenance, along with the cessation of our Australian exploration activities.	nover figures is larg	ely due to our
Some suppliers are used by each of our Assets and may be captured multiple times in the reported data. Excludes USA procurement spend.		

DeGrussa applies a tiered approach to local procurement. Tier 1 (local suppliers) were in the remote Midwest economic region of the DeGrussa Mine.

⁶ Botswana reports national suppliers

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

⁸ Artefact scatter at DeGrussa, see page 13. Reported as significant disputes relating to land use, customary rights of Indigenous Peoples and grievance mechanisms in the FY23 Sustainability Report.

⁹ Complaints and grievances reported as 'community grievances' in the FY23 Sustainability Report.

¹⁰ Senior management and the Board discussed human rights issues, including the FY23 MSS and FY24 action plan, the new Human Rights Policy, and updates on due diligence obligations for environmental and human rights impacts. The Board also received education on ISSB standards, reviewed salient human rights issues, and endorsed Sandfire's approach to managing modern slavery

11 69% of employees in key roles. Key roles are those within the health and safety, procurement, community relations, sustainability, and people teams.

APPENDIX C – 2024 Reporting entities

Report entity	Description
Sandfire Resources Limited (ABN 55 105 154 185	Australian ASX Listed ultimate paren
Sandfire Resources Botswana Pty Ltd (ABN 78 003 103 544)	Holding company of Metal Capital Lt
Sandfire Spain Holdings Pty Ltd (ABN 19 652 903 181)	Australian holding company for Euro

APPENDIX D – Glossary of terms

Term	Definition
Contractors	An employee of a company contrac respect to location, work practices a
Cause	Where a company's actions or omiss pollutes local waterways, impacting
Contribute	Where a company's actions or omis demands placed on a third-party). E community members without adequ
Directly Linked	Where a company's operations, proo through the activities of a third party, ship broker, who then contracts a sh
Employees	All people directly employed by Sar
Executive Leadership Team (ELT)	Chief Executive Officer, Chief Finan People Officer, Chief Development
Grievance	A grievance is a type of community has risen to a degree of concern tha registered by Sandfire.
Human rights	Human rights are universal and inal race, sex, nationality, ethnicity, lang value of each person, based on prir all internationally recognised humar the Universal Declaration of Human International Covenant on Economic Declaration on Fundamental Princip
Local employees	Local in Spain refers to towns locate respectively. Local in Botswana refe Australia refers to employees living refers to employees living and work
Local procurement	We consider local procurement in te
Modern Slavery	Modern slavery includes serious hu marriage, forced labour, debt bonda or services.
Severe	Most severe is defined in the UN Guimpacts that would be greatest in te
	a) Their scale: the gravity of the im
	b) Their scope: the number of indi-
	c) Their remediability: the ease with of right(s).
United Nations Guiding Principles on Business and Human Rights (UNGPs)	The authoritative global standard se
Workforce	All employees and contractors work

nt company

Ltd, Metal Capital Exploration Ltd and MOD Resources (Botswana) Pty Ltd

ropean investments

cted by the employer to do work on its behalf and under its control with and application of health and safety standards.

sions directly result in the impact occurring. Example: a mining company g on the health and livelihood of the local community.

ssions facilitate or incentivise the impact occurring (often through the Example: a mining company supports their JV partner in plans to resettle uate consultation.

oducts or services are directly linked to an adverse human rights impact , such as a supplier or customer. Example: a mining company uses a ship operator whose vessel operates under exploitative conditions.

andfire.

ncial Officer, Chief Operations Officer, Chief Sustainability Officer, Chief Officer, and Chief Legal and Compliance Officer.

issue involving interaction between the community and Sandfire that nat it becomes a source of resentment and / or one that is more formally

alienable rights and freedoms that every person is entitled to regardless of guage, religion or any other status. Human rights recognise the inherent inciples of dignity, equality and respect. We are committed to respecting an rights as set out in the International Bill of Human Rights (comprising n Rights, the International Covenant on Civil and Political Rights and the ic, Social and Cultural Rights) and the International Labour Organisation ples and Rights at Work.

ed in concentric circles 1 and 2, 30 and 52 km from operational assets ers to the nearby towns of Ghanzi, Kuke and D'Kar. Local to the region in at time of hire in Perth, Western Australia. Local to the region in the USA king in Montana, USA.

terms of both in-country spend as well as regionally local to the operation.

uman exploitation such as human trafficking, slavery, servitude, forced lage, the worst forms of child labour, and deceptive recruiting for labour

Buiding Principles on Business and Human Rights (UNGPs) as those erms of:

npact on the human right(s).

ividuals that are or could be affected.

vith which those impacted could be restored to their prior enjoyment

setting out business' responsibility to respect human rights.

All employees and contractors working on any Sandfire Asset in the world.





sandfire.com.au