



Our commitment

Sandfire Resources Limited (**Sandfire**) is proud of our culture and our values of Honesty, Respect, Performance, Accountability and Collaboration guide every decision we make.

Sandfire is committed to providing a safe and inclusive working environment that reflects our values, and we are all equally responsible for reinforcing our culture and upholding our values. Our Don't Walk Past philosophy is a core part of our culture and forms part of our Code of Conduct which is available to everyone **here**.

The standard that you walk past is the standard you accept and so if you see something that is not in line with our Code of Conduct or our values - Don't Walk Past! You do not need to be directly affected by an issue to raise a concern about it. We all have a responsibility to voice our concerns about conduct we believe is unsafe, unlawful, unethical or otherwise not aligned to Sandfire's values.

Sandfire is committed to ensuring everyone feels comfortable, confident and supported to raise their concerns and the following sections explain how you can raise a concern and what happens from there.

Who can raise a concern?

Anyone who has a concern about misconduct, or any behaviour that is unlawful, unethical, disrespectful or otherwise not aligned to Sandfire's values can raise their concern under our Speak Up Policy. This includes (but is not limited to) Sandfire employees and contractors and their families, members of the community, suppliers, customers and shareholders.

Sandfire encourages you to raise your concern as soon as possible so that Sandfire can swiftly take action and protect our culture of compliance, ethical behaviour and good corporate governance.

How do I raise a concern?

You are encouraged to raise your concern with your line manager, a member of Sandfire's People team or another Sandfire leader. We understand that in some circumstances you may feel uncomfortable doing this and if so, you can safely and confidentially raise your concern via Sandfire's EthicsLine service accessible through:

- sandfire.integrityline.com
- Calling and leaving a message on one of the following mailboxes (use Company Code 4347 when prompted):
 - Australia:** +61 251 142 052
 - Botswana:** +269 8 007 861 099 (you must use a landline or bmobile service)
 - Portugal:** +35 1 304 502 651
 - Spain:** +34 910 477 636
 - United Kingdom:** +44 2 038 850 064
- Mail to:
 - EthicsLine
 - PO Box 1495
 - West Perth WA 6872
 - AUSTRALIA

You are requested to provide as much information as you can to enable your concern to be properly assessed, and where appropriate, investigated.

You must not raise a concern that you know is not true. Doing so is against Sandfire's values and may lead to disciplinary action.

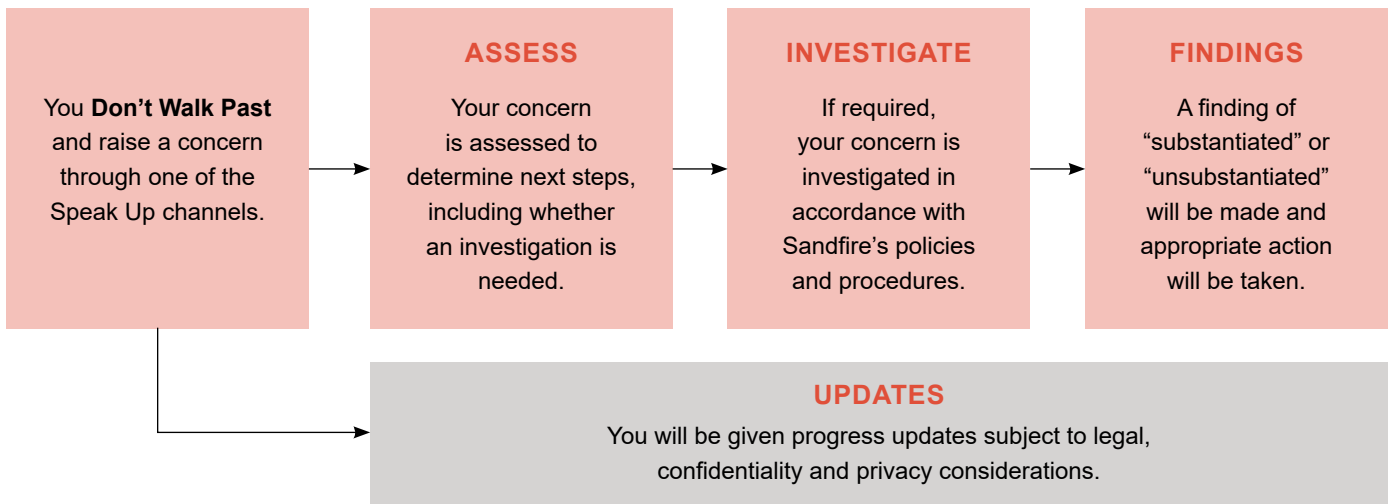
SPEAK UP POLICY

Do I have to give my name?

No, you can report your concern anonymously and remain anonymous if you do not feel comfortable disclosing your identity. However, providing your name and contact details often helps in assessing your concern and we will put measures in place to protect your identity.

What happens when I raise a concern?

The chart below shows the process that we will follow when you Speak Up and raise your concern.



Some concerns will be able to be resolved through the provision of advice, support or guidance. Where an investigation is necessary we will investigate. Sandfire takes a human-centric approach to investigations, which will be conducted fairly, impartially and in accordance with Sandfire's applicable Standards and Procedures. Anyone who is mentioned in your concern will also be treated fairly, and anyone who is involved in an investigation is required to keep the information confidential.

If you share your contact details with us we will provide you with progress updates subject to legal, confidentiality and privacy considerations.

Will I be protected?

We will not disclose details that could identify you unless you have given us your consent or it is reasonably necessary to investigate your concern. In every case we will take all reasonable steps to maintain confidentiality and protect your identity.

Sandfire does not tolerate any form of retaliation against anyone who voices a concern, who participates in an investigation under this Policy, or who refuses to act in a way that breaches our Code of Conduct or the law. Retaliation includes threats, harassment, intimidation, causing damage, humiliation, bullying, discrimination, causing harm, a change in duties, demotion and dismissal.

If you Speak Up and voice your concern you should not experience retaliation. Any retaliation should be reported so that Sandfire can respond. Retaliation is a breach of the Speak Up policy, our Code of Conduct, our values and may result in disciplinary action including termination.

Additional protections may be available to you under local Whistleblower laws. The **Addendum** sets out the additional protections that are available to an eligible whistleblower under Australian law.

Responsibility and accountability

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

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

Approved by the Sandfire Resources Limited Board on 28 May 2024.