

September 2023

### **Health and Wellbeing Policy Statement**

At Sandfire Resources America Inc. we believe health and safety is fundamental to our business and our people. Our commitment is to provide a safe and healthy work environment where all individuals must be fit for work. The wellbeing of employees, contractors and visitors is a foundation for everything we do.

Paramount to achieving this commitment is to ensure that all employees, contractors and visitors can work in an environment that is not made hazardous by the presence of alcohol, drugs or other substances, nor are they threatened by the adverse physical or mental conditions of others in the workplace. As a minimum this means that all employees, contractors and visitors are not fatigued or adversely affected by substances, drugs or alcohol. In addition, all employees, including management, are strictly prohibited from possessing, manufacturing, distributing, storing, consuming, buying, selling, dispensing, or otherwise using alcohol and illegal drugs, as defined by state and federal laws, whenever employees are working, operating Sandfire vehicles, and/or present at the Sandfire's premises and worksites.


To achieve this, Sandfire will:

- Identify, assess and manage our wellbeing and fitness for work risks.
- Build and maintain a workplace environment and culture that supports wellbeing and mental health and prevents discrimination.
- Utilize practices, including pre-employment physicals that aim to ensure employees and contractors are capable to undertake their assigned roles.
- Ensure everyone understands the requirement to present to work in a condition whereby they are physically and mentally capable of safely carrying out their duties.
- Ensure all employees and contractors are informed regarding potential health, wellbeing and fitness for work impacts and strategies to manage their concerns.
- Provide information to all employees and contractors on how to recognize the signs and symptoms of poor physical and mental health, stress and fatigue.
- Implement appropriate alcohol, substance and drug testing programs for employees, contractors and visitors on a regular basis, where we expect zero blood alcohol content, and no usage of substances or drugs that adversely impact a person's fitness in the workplace. (Please refer to SFR Alcohol and Drugs Procedure)
- Regularly review and seek feedback on health and wellbeing procedures and practices.
- Provide confidential counselling and other support as appropriate for employees via our Employee Assistance Program.

Each person in the workplace will:

- Take responsibility for presenting to work Fit-for-Work every shift.
- Take care to ensure their own safety, health, and wellbeing.
- Avoid adversely affecting the safety, health or wellbeing of any other person.
- Report to their supervisor, if they are taking any medications or have a medical condition that may adversely affect their ability to undertake work safely.
- Inform their supervisor of any changes in their personal circumstances that may affect their health or wellbeing and that may impact their fitness for work.

All issues pertaining to these matters shall be kept strictly confidential as required by law.

  
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Lincoln Greenidge  
CEO