



September 2023

Inclusion, Diversity, & Equity Policy Statement

Sandfire Resources America Inc. is an equal opportunity employer committed to providing a workplace free from discrimination, harassment, and bullying. The Company is committed to providing a work environment in which all individuals are treated fairly and have equal access to opportunities.

The Company values diversity and recognizes the significance of the many differences in backgrounds, cultures, and demographic characteristics of all personnel. The Company recognizes that without inclusion, and a work environment where all individuals are treated respectfully with equal access to opportunities, a diverse environment cannot be achieved.

The Company's inclusion and diversity standards apply to all employees, directors, officers, and contractors and include our practices and policies on recruitment and hiring, compensation and benefits, development and training, work environment, promotions, and employee termination. The Company encourages and enforces:

- Respectful communication and interactions between employees.
- Collaboration and employee participation.
- Employee conduct that reflects inclusion during work, at work functions, and at all other Company sponsored events.
- Work/life balance to accommodate employees' varying needs.
- A workforce that is provided with skill development and career advancement opportunities.
- Employer and employee participation in the communities we serve to promote a greater understanding and respect for inclusion and diversity.

In order to achieve inclusivity and respect in our work environment, Sandfire Resources America Inc. is committed to ensuring that all employees are treated free from discrimination and harassment by:

- Maintaining a workplace where all employees, potential employees and contractors can perform their duties free from all forms of discrimination, harassment, including sexual harassment, and bullying.
- Ensuring employment practices, recruitment, selection and promotion procedures are based on the individual merit of applicants and the inherent requirements of the job.
- Providing relevant training and awareness programs for all employees.
- Complying with this policy and relevant laws and Company standards and processes.
- Participating and assisting in resolving any complaints.

All managers, supervisors, employees, and contractors are responsible for ensuring that individually they:

- Maintain a high level of professional conduct.
- Treat others with dignity, courtesy and respect
- Respect the rights of their colleagues.
- Promote and encourage the achievement of others.

Any employee or contractor who believes he or she has experienced a breach of this policy is encouraged to submit a complaint in accordance with the Company's Grievance Procedure.

Lincoln Greenidge
CEO