



September 2023

Occupational Health and Safety Policy Statement

At Sandfire Resources America Inc. we believe that a safe workplace and the wellbeing of our employees, contractors and visitors is fundamental to the success of our business. Our commitment to achieving superior health and safety performance and investing in health and safety management is at the forefront of our business values and strategies.

In collaboration with our contractors and suppliers, we are committed to managing our activities and operations to provide healthy and safe workplaces and work conditions for all our personnel. We promote a culture in which everyone actively supports, acts and contributes to ensure the safety and wellbeing of themselves and others.

To achieve this Sandfire will:

- Manage health and safety the same as any other critical business activity.
- Promote a positive culture, which encourages employees to identify and report hazards.
- Develop and operate a health and safety management system to maintain a high standard and drive continual improvement in the Company's health and safety performance.
- Identify potential sources of hazards and manage or mitigate them to the lowest possible acceptable level of risk.
- Strive to prevent all incidents through visible and effective leadership.
- Apply safety management strategies and systems with the active participation of all stakeholders.
- Undertake training to ensure employees have the skills required to work safely.
- Promote good health practices and ensure a healthy working environment for employees and contractors.
- Incorporate health and safety assessments into all strategic decisions.
- Require our contractors to manage health and safety, consistent with this policy.
- Establish and communicate clear health and safety objectives and targets.
- Analyse and review performance, apply preventative measures as appropriate and share learnings with all personnel.

Each person in the workplace is expected to:

- Take personal responsibility and conduct their work in the safest possible manner to ensure they do not harm themselves or others.
- Make decisions that create a safe workplace, including stopping work to make a situation safe.
- Ensure that they identify potential sources of hazards, and act to manage those hazards at all times.
- Stop unsafe work and report it to their supervisor.

Lincoln Greenidge
CEO