



February 2019

EEO, Anti-Discrimination, Harassment and Bullying Policy Statement

Sandfire Resources America Inc. is an equal opportunity employer committed to providing a workplace free from discrimination, harassment and bullying and upholding relevant laws. The Company will not tolerate any form of discrimination, harassment or bullying in the workplace, at work related functions, while travelling on Company business, on social media or anywhere work related.

We value cultural diversity and recognize the significance of the many differences in backgrounds, cultures and demographic characteristics of all personnel.

We recognize that a successful business must foster a fair and equitable working environment whereby all personnel are treated with dignity and respect. The Company is committed to:

- Creating a workplace that promotes equal opportunity.
- Maintaining a workplace where all employees, potential employees and contractors can perform their duties free from all forms of discrimination, 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.

Responsibilities:

All managers, supervisors, employees and contractors are responsible for ensuring that 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 equal opportunity.
- Comply with this policy and relevant laws and Company standards and processes.
- Participate and assist in resolving any complaints.

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.

Rob Scargill
CEO