



SheffieldResources
LIMITED

SUSTAINABILITY POLICY

PREAMBLE

The Board of Sheffield Resources Limited ("Sheffield" or "the Company") and all its related bodies corporate embrace business strategies and activities that meet the current needs of the organisation and its stakeholders whilst protecting and enhancing ethical corporate growth.

VISION & OBJECTIVES

Sheffield aims to:

- Create a high performance culture that seeks out sustainable business practices across the lifecycle of our assets;
- Create lasting benefits for all stakeholders through an integrated approach to health, safety, wellbeing, social and economic aspects of its business;
- Educate its workforce to recognise and embrace the benefits of sustainable work practices;
- Install a strong safety culture to ensure the health, safety and wellbeing of its employees and contractors;
- Encourage Aboriginal participation in our activities through training, employment and business opportunities, and collaborate with Aboriginal people to promote cultural awareness and understanding;
- Act responsibly to protect the environment in which we operate to protect the biodiversity;
- Encourage a diverse workplace that values employee development and contribution;
- Treat all employees, contractors and our community with respect and dignity;
- comply with all safety and health legislation and regulations, and report on our sustainable business practices

AMENDMENT OF THIS POLICY

This policy has been adopted by the Board. Any amendment to this policy can only be approved by the Board.

REVIEW OF THIS POLICY

The Company Secretary will periodically conduct a review of this policy and the effectiveness of Sheffield's standards of conduct with respect to the objects of this policy to ensure compliance with the law and determine the extent to which the ASX Corporate Governance Council's Principles and Recommendations ("ASX Principles") have been met. The Company Secretary will report to the Board with his or her recommendations for consideration by the Board.

DISCLOSURE

A copy of this policy should be made available on Sheffield's website and is to be made available to shareholders of Sheffield upon request.