



SheffieldResources
LIMITED

PEOPLE 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:

- Recruit and engage a high calibre team who uphold our values;
- Employ and develop leaders who foster a strong sense of team work and who embrace diversity;
- Develop the capability of our teams where all our people have the opportunity to perform to their full potential whilst delivering excellent business performance;
- Challenge people to discover, embrace and apply their talents to challenge the technical boundaries associated with their role to maximise opportunities and outcomes;
- Demonstrate genuine care for each other, through high standards of health and safety and a community approach to each person's wellbeing.
- Encourage Aboriginal participation in our activities through training, employment and business opportunities, and collaborate with Aboriginal people to promote cultural awareness and understanding;
- Encourage a diverse workplace that values employee development and contribution.

RESPONSIBILITIES

The policy applies to all Employees (including employees, contractors and visitors as applicable) of Sheffield who are expected to comply with its content and contribute towards a great working environment.

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.