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Dear Interested Party,

REQUEST FOR EXPRESSION OF INTEREST (EOI): SUPPLY OF LOCAL LABOUR HIRE SUPPORT AT CARRAPATEENA

OZ Minerals Carrapateena Pty Ltd is pleased to invite your organisation to submit information around the supply of labor hire at Carrapateena.

1. CARRAPATEENA MINE OVERVIEW

Carrapateena is a copper-gold deposit located in South Australia's Gawler Craton approximately 160 km North of Port Augusta. The Carrapateena Tenements were purchased by OZ Minerals in 2011 and we have been progressively developing the mine, processing plant and supporting infrastructure since 2016.

As Carrapateena has now entered its operational phase, with the fixed plant in place, we are seeking to work with a panel of labor hire businesses to support our team at Carrapateena.

2. LOCATION

Carrapateena site is located in South Australia, north of the regional centre of Port Augusta, and South-East of the OZ Minerals copper-gold mine at Prominent Hill (as shown in Figure 1). Carrapateena is located outside the Woomera Prohibited Area.

Carrapateena is currently accessed via a turn-off from the Stuart Highway located 75 km from Port Augusta. The access road is graded and unsealed, and runs ~80 km from the Stuart Highway turn-off to site.

A new site access road is currently in construction running ~55 km south-west from the site to the Stuart Highway, parallel to the new high voltage transmission line connection to the state electricity network near Mt Gunson.

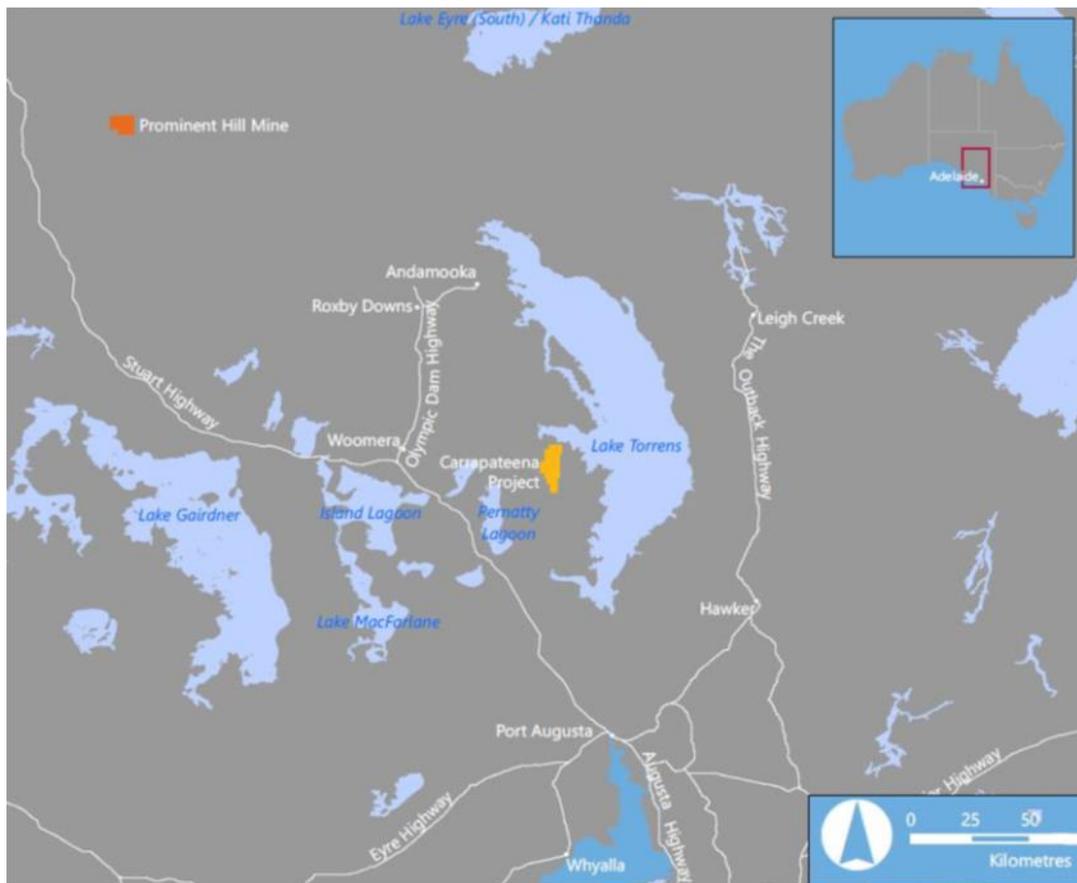


Figure 1 – Carrapateena Location

3. REQUIREMENTS FOR INFORMATION AND PRICING SUBMISSION

OZ Minerals continues to place contracted labour into roles on a temporary basis to supplement operational demands and requirements. The proposed labour hire panel is required to enable OZ Minerals Carrapateena to source mining professionals, support services professionals, experienced blue-collar trades and entry level positions.

OZ Minerals requires labour hire providers specialised in each of the key labor requirements of the business:

- Experienced blue-collar trades and entry level positions
- Experienced white collar mining professionals
- Experienced white collar support services professionals

At Carrapateena, we have a variation of rosters such as 4days on 3days off, 8days on 6days off, 8days on 6 days off and 7 nights on 7days off, and Mon - Friday regular weeks. Each roster is primarily based off a 48-hour working week, with some roles site-based and others considered as remote workers.

Recruitment of the contracted labor will be a mix of labour sourced by labour hire providers or recruitment completed by OZ Minerals.

In your submission please nominate the specialised key labor requirements your organisation proposes to cover:

- Experienced blue-collar trades and entry level positions
- Experienced white collar mining professionals
- Experienced white collar support services professionals

Experienced blue-collar trades and entry level positions recruitment provider submission

Role Examples - Electrical Technicians, Mechanical Technicians, Process Technicians, Geology Technicians, Office Administrators

- a) Summary of experience and services for supporting Carrapateena in a remote location within the Upper Spencer Gulf and Far North of South Australia
- b) Summary of experience working with associated awards and legislative employment requirements
- c) Provide an outline summary of potential items that effect onboarding costs for site-based personnel and office-based/remote personnel:

Site Based:

Personal & Protective Equipment - boots
Personal & Protective Equipment - shirts
Personal & Protective Equipment - pants
Personal & Protective Equipment - jacket
Personal & Protective Equipment - Hard Hat
Personal & Protective Equipment - Safety Glasses
Pre-employment medical
Drug & alcohol check
National Police Check

Office Based:

Pre-employment medical
Drug & alcohol check
National Police Check

- d) A summary of feedback, touch points and interaction with managers will occur from commencement of labor hire to close out
- e) A summary of how timesheets are tracked, approved, and monitored

Experienced white collar mining professional recruitment provider submission

Role examples - Geologists, Geotechnical Engineers, Mining Engineers, Surveyors, Metallurgists

- a) Summary of experience and services for supporting Carrapateena in a remote location within the Upper Spencer Gulf and Far North of South Australia
- b) Summary of experience working with associated awards and legislative employment requirements
- c) Provide an outline summary of potential items that effect costs for site-based personnel and Adelaide office-based/remote personnel:

Site Based:

Personal & Protective Equipment - boots
Personal & Protective Equipment - shirts
Personal & Protective Equipment - pants
Personal & Protective Equipment - jacket
Personal & Protective Equipment - Hard Hat
Personal & Protective Equipment - Safety Glasses
Pre-employment medical
Drug & alcohol check
National Police Check

Office Based:

Pre-employment medical
Drug & alcohol check
National Police Check

- d) A summary of feedback, touch points and interaction with managers will occur from commencement of labor hire to close out
- e) A summary of how timesheets are tracked, approved, and monitored

Experienced white collar support services professional recruitment provider submission

Position Examples - Commercial professionals, Human Resource professionals, Health and Safety professionals, Information Technology professionals, Environment and Community professionals

- a) Summary of experience and services for supporting Carrapateena in a remote location within the Upper Spencer Gulf and Far North of South Australia
- b) Summary of experience working with associated awards and legislative employment requirements
- c) Provide an outline summary of potential items that effect onboarding costs for site-based personnel and Adelaide office-based/remote personnel:

Site Based:

Personal & Protective Equipment - boots
Personal & Protective Equipment - shirts
Personal & Protective Equipment - pants
Personal & Protective Equipment - jacket
Personal & Protective Equipment - Hard Hat
Personal & Protective Equipment - Safety Glasses
Pre-employment medical
Drug & alcohol check

National Police Check

Office Based:

Pre-employment medical

Drug & alcohol check

National Police Check

- d) A summary of feedback, touch points and interaction with managers will occur from commencement of labor hire to close out
- e) A summary of how timesheets are tracked, approved, and monitored

4. STAKEHOLDER VALUE CREATION

Value Creation for our stakeholders is at the centre of our strategy and we have developed a set of Value Creation Metrics to measure the success of our strategy. We measure our success across 5 stakeholder pillars of value:

- Shareholders
- Government
- Community
- Employees
- Suppliers

Our expectation is that our current and future Suppliers will work with us to generate value across these 5 stakeholder pillars, where relevant to the nature and materiality of the work. You should consider this in your response.

5. LOCAL STAKEHOLDERS

We are committed to go beyond what is possible to make lives better. This includes a commitment to creating generational value for our Local Stakeholders directly involved in the lands on which we operate including Pastoralists and Kokatha Traditional Owners.

Our commitment is reflected in our Project Level agreements such as the Native Title Mining Agreement, and our Pastoral Agreements.

We proactively look for opportunities within our supply chain for Local Stakeholder Value in delivery of the services and over the duration of our operations.

Responders are encouraged to consider and articulate opportunities and initiatives that will bring Value to our Local Stakeholders in connection with the services and over the duration of our operations in the places we mine.

As our Local Stakeholders work in partnership with OZ Minerals and are often involved in our Tender and evaluation processes:

- Responders must not make contact with Local Stakeholders in connection with this EOI; and
- Responders must not attempt to enter into any Joint Venture, MOU or other exclusive relationship, undertaking or understanding with Local Stakeholders in connection with this EOI.

OZ Minerals may facilitate discussions and exploration of any Local Stakeholder initiatives with shortlisted or preferred responders only.

6. DUE DATE & FURTHER INFORMATION

Please submit your Expression of Interest (EOI) submission by COB 21 January 2022

Any questions regarding this Request for Information must be directed in writing to Nicole Wood
Nicole.wood@ozminerals.com

Next Steps: Feedback will be provided within 2 -4 weeks of the closure date.