



SANDFIRE RESOURCES AMERICA

17 E Main Street; PO Box 431
White Sulphur Springs, MT 59645
TSX.V:SFR | OTCQB:SRAFF

T: 406.547.3466
F: 406.547.3719
www.blackbuttecopper.com
info@sandfireamerica.com



JOB DESCRIPTION

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|-------------------------|---|
| Job Title: | Environmental Officer |
| Location: | White Sulphur Springs, Montana (USA) |
| Job Type: | Full-time |
| Work Schedule: | Monday – Friday 8-hour day shifts |
| Term: | Permanent |
| Reporting: | Reporting to OHSE Manager, Craig Perkins, of Black Butte Copper. |
| Purpose of Role: | To provide environmental expertise to the planning, permitting, construction and operations of the Black Butte Copper Project. |
| Overview: | <p>This position is centred around the Black Butte Copper Project, located 17 miles north of White Sulphur Springs, MT. Operations and development of the Project are owned by Sandfire Resources America, Inc. and are carried out by its wholly owned U.S. subsidiary, Tintina Montana, Inc.</p> <p>The Black Butte Copper Project will be a showcase underground copper mine utilizing state-of-the-art technology and best practise management principles to delivery positive returns for shareholders and set a new benchmark in outcomes for all stakeholders.</p> <p>This position is responsible for developing, implementation and coordinating fit-for-purpose environmental and water management systems, processes, training, and monitoring, to ensure the Black Butte Copper mine project meets or exceeds its obligations and commitments.</p> <p><i>For the purposes of this PD, water management includes both water quality and water quantity management as regulated by the DEQ and DNRC respectively. Water management includes monitoring input flows and discharges for compliance and recommending improvements.</i></p> |
| Job Description: | <p>Working with the OHSE Manager, develop a fit-for-purpose integrated environment and water management system using the Mine Operating Permit, MEPA and the Sandfire Resources-America system as a base. The system should include:</p> <ul style="list-style-type: none">• Standards and protocols• Induction programs and training |



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- Environmental and water management planning and monitoring
- Communication, consulting, and workforce/community engagement
- Procedure development processes
- Procedure training and competency standards
- Environment and water permitting processes.
- Risk management processes and tools
- Auditing and inspections
- Environmental emergency and crisis response plans
- Accident and incident reporting
- Monitoring and reporting
- QA/QC
- Mapping to MEPA

Responsibilities:

Position responsibilities will include:

- Provide Environmental and Water Management support to the Black Butte Copper project team, including induction training inputs and contractor environmental oversight.
- Coordinate, update and manage the project's Storm Water Pollution Prevention Plan.
- Coordinate, update and manage the environmental risk register.
- Prepare monthly reports on environmental and water management performance for the CEO and Board.
- Prepare requested documents and participate in Board OHS&E committee meetings.
- Support business activities related to environmental compliance.

Qualifications & Requirements:

The successful applicant will meet the minimum requirements which include:

- Passing a company required pre-employment drug and alcohol screening and background check.
- Agree to signing the Employee Handbook.
- Have a valid state issued driver's license and be insurable to operate company vehicles.

Additional requirements for this role:

- Bachelor's Degree in environmental science or a related degree.
- Significant relevant experience in environmental and water management related roles.
- Minimum of 3-5 years working in industry either prior to or post studies. Preference is for experience in industries or businesses with high performing environmental performance in a dynamic and



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moderate-high hazard work environment. Previous mining experience would be valuable but is not essential.

- Prior experience with supervising water management is essential.
- Experience in supervisory or management positions is desirable.
- A demonstrable understanding of the legal requirements for effective environmental and water management. Montana experience would be advantageous but not essential.
- Very good communicator verbally and in writing.
- Demonstrable delivery of positive environmental performance outcomes.
- Able to identify a desirable vision of high performing environmental and water management systems and support a team of operators towards that objective.

Company Property

For this position, the company will supply the following:

- Company laptop.
- Company monitor.
- PPE commensurate with any assigned task.
- Access via key or code to Company site, project and buildings