

HUMAN RIGHTS POLICY

Allkem Limited (**Allkem**) is a participant in the *UN Global Compact* and, as such, takes proactive steps to contribute to the achievement of the *Sustainable Development Goals (SDGs)*. It also adheres to the *UN Guiding Principles on Business and Human Rights*.

We support and respect the protection of human rights across our operations and associated activities, in accordance with the *International Bill of Rights*¹, the International Labour Organisation (**ILO**)'s eight fundamental *Conventions*², the *ILO Convention for Indigenous and Tribal Peoples* and the United Nations *Declaration on the Rights of Indigenous Peoples*.

As an ASX listed Company, and in accordance with the *Modern Slavery Act 2018 (Cth)*, we place particular emphasis on the evaluation of labour rights and labour conditions in our operations and our supply chain, and report on these annually in our Modern Slavery Statement to the Australian Government.

Consequently, and in accordance with this policy, at Allkem we work to ensure that these principles and rights are respected for our employees and the people who work in our value chain and/or are impacted by our operations.

We strive to achieve this through:

- Respecting the rights of our employees as required by the laws of the jurisdictions in which we operate, and the rights of employees to a physically and psychologically safe workplace;
- Integration of human rights considerations into our governance and management practices;
- Identification, management and remediation of human rights risks and impacts;
- Appropriate risk-based human rights due diligence across our supply chains and each stage in the project life cycle;
- Grievance mechanisms for stakeholder groups to enable identification and remediation;
- Impact monitoring to safeguard and promote the wellbeing of our stakeholders;
- Human rights training and awareness for management, employees and contractors;
- Transparent reporting of our human rights management, risks and impacts, including through our annual Communication on Progress in accordance with the UN Global Compact;
- Participation in programs to promote broader protection of human rights; and
- Specific focus on the rights of indigenous peoples, as set out in our Community and Social Performance and Sustainable Development Policies.

This policy applies to:

- Allkem and each wholly owned subsidiary in the Allkem Group of companies;
- All employees and contractors within the Allkem Group who are based at locations where we have management control; and
- Our suppliers and service providers who, through the obligations in their supply arrangements, are committed to meeting the standards and performance expectations defined by this policy and associated documentation.

Allkem is also committed to working with our joint venture partners to explore opportunities to adopt the commitments in this policy at non-operated joint venture operations.

The Board of Directors of Allkem Limited commits to ensuring the availability of resources (as necessary) for implementing this policy. This policy has been approved by the Board of Directors of Allkem Limited.



Martin Perez de Solay
Managing Director / Chief Executive Officer
Allkem Limited
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¹ *Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights*

² *These conventions address freedom of association, collective bargaining, forced labour, minimum age, worst forms of child labour, equal remuneration and discrimination (employment and occupation).*