

Allkem Limited (**Allkem**) recognises the importance of strong social performance, fostering local community involvement and active participation in creating long-term shared value. As a participant in the UN Global Compact, we take proactive steps to contribute to the achievement of the Sustainable Development Goals described in the UN Global Compact, through our Shared Value Program with indigenous communities. We are also guided by the United Nations Declaration on the Rights of Indigenous Peoples in our interaction with indigenous peoples.

Allkem's Community and Social Performance Policy aligns with the Equator Principles, the IFC Performance Standards, the World Bank Environmental, Health and Safety guidelines and applicable sectorial guidelines which set out Allkem's requirements for sustainable development.

Our shared value philosophy extends beyond philanthropy and social responsibility, and seeks to deliver sustained, long-term value for our operations and the local communities in which we operate.

We acknowledge, value and respect the culture and traditions of the local communities where we operate. We demonstrate this through seeking to establish and maintain relationships of trust with these local communities.

We strive to contribute to a flourishing local community where:

- Engagement with stakeholders is fostered;
- Cultural heritage and livelihoods are respected and protected;
- Community projects and programs are promoted and proudly supported;
- Economic opportunities are created; and
- Representation and participation in engagement is encouraged.

As part of our commitment to these local communities, we will aim to:

- Engage regularly, openly and honestly with communities to promote mutual understanding;
- Undertake early, collaborative, transparent and culturally appropriate engagement that involves Indigenous Peoples' representative bodies and organisations as well as members of the communities, and provides adequate time for Indigenous Peoples' decision-making processes, as well as considering legally required approval times.
- Gauge community views on operational and project risks, impacts and control measures with the goal of minimising potential negative impacts;
- Focus on the rights of indigenous peoples including socio-economic development; representation and participation in engagement and dialogue; land rights; free prior and informed consent; and protection of cultural heritage - as guided by the United Nations Declaration on the Rights of Indigenous Peoples and the International Labor Organization's Indigenous and Tribal Peoples Convention;
- Maintain easily accessible mechanisms to address and (if required) respond to community concerns;
- Support communities through capacity building initiatives, and participatory donations;
- Invest strategically to promote and support the sustainable development of these local communities;
- Encourage and facilitate their direct and indirect involvement in our activities, including through employment;
- Measure, monitor and review the impacts of our community programs, contributions and initiatives; and
- Report to stakeholders on the results of our social performance, and any issues of interest to them.

Allkem's operations place a high priority on the prevention of negative impacts and the safety of communities and community members.

# COMMUNITY AND SOCIAL PERFORMANCE POLICY



This policy applies to:

- Allkem and each wholly owned subsidiary in the Allkem Group of companies;
  - All employees within the Allkem Group who are based at locations where we have management control.
- Responsibilities arising from this policy also apply to our contractors, suppliers and service providers. Allkem is committed to working with them to reinforce the commitments in this policy.

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.

This policy has been approved by the Board of Directors of Allkem Limited.

A handwritten signature in black ink, appearing to read "MS", enclosed within a rectangular box.

Martín Pérez de Solay  
Managing Director/ Chief Executive Officer  
Allkem Limited  
September 2023