

Global Environmental, Health and Safety

## Environmental, Health and Safety Policy

**Policy Owner:**

Paul McGowan

**Policy Approver:**

Barbara Fochtman

**Issue Date:**

12/16/2024

### A. Purpose

At Arcadium Lithium plc (the Company) sustainability is an integral part of everything we do. We are committed to deliver products in an environmentally sustainable manner, as well as to protecting the integrity of our facilities and the health, safety and well-being of our employees, their families, our customers, our communities and those other people who may be directly or indirectly involved with our operations or products.

The purpose of this EHS policy is to set forth the criteria to ensure high environmental standards for our products, services and processes and the criteria to achieve a “zero incident-zero harm” culture worldwide.

### B. Scope

This policy applies to:

- The Company, its subsidiaries and all other entities that in each case are directly or indirectly controlled or managed by the Company.
- All employees, officers, directors and contractors of these entities (to the extent applicable to their work for the Company).

Responsibilities arising from this policy also apply to service providers who, through the obligations in their supply arrangements and our Code of Ethics and Business Conduct, are committed to meeting the standards and performance expectations defined by this policy and associated documentation.

The Company is also committed to working with our joint venture partners to promote the adoption and implementation of the principles of this policy.

### C. Guiding Principles

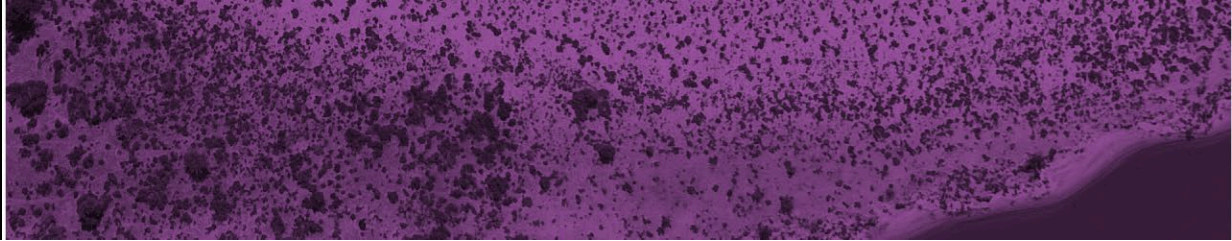
We are committed to minimize our environmental impact by conserving water and other natural resources; reducing or preventing pollution, waste, and emissions; protecting the biodiversity in the regions we operate; reusing and recycling materials; and responsibly managing energy use.

We are also committed to creating a safe, secure and healthy work environment and continuously strive to remove hazards and risks, with an objective of an accident and injury-free workplace, as well as protecting the public and the community.

We will educate our customers and the public on the safe and responsible handling and use of our products.

In line with our commitment to EHS and to achieve the goals and objectives of this policy, we will aim to:

- Promote a culture that has EHS as a core value, in all aspects of our work – including within the local communities in which we operate by:
  - ✓ Conducting all our activities in a way that protects the environment and the safety and health integrity of our employees, contractors, and others.
  - ✓ Focusing on identifying health and safety hazards and deploying a hierarchical approach to risk via elimination, substitution, engineering and administrative controls, and the use of personal protective equipment.
  - ✓ Training our staff in emergency preparedness and response; first aid and management of Health and Safety at work.
- Provide and maintain effective management systems that are integrated into our business systems and processes, to identify, minimize and manage EHS at each work site under the Company’s control.
- Provide the necessary resources to achieve a safe and healthy work environment.
- At minimum comply with all applicable laws and regulatory requirements in each of the jurisdictions in which we operate and align management systems with industry international best practices, and in line with the mitigation hierarchy.
- Prevent EHS incidents and have adequate contingency plans available for emergencies.
- Measure, evaluate and review our EHS performance - with clearly defined metrics and support programs to promote accountability and recognise achievements.
- Report EHS incidents and near misses as appropriate. Identify preventive and corrective actions to avoid recurrence of incidents, learn from the events that have occurred and continuously improve procedures and the related environmental performance of the Company
- Keep a register of any significant accidents, incidents and near misses in accordance with any applicable legal and regulatory requirements.
- Include environmental considerations in all planning decisions and our overall corporate strategy. As we grow, we will integrate a life cycle perspective into how we plan for new products, facilities and processes.
- Assess all projects for potential environmental impacts from the design and construction stage through to the operation and closure stages.
- Develop and operate facilities in such a manner that promotes:
  - efficient use of energy, water and land.
  - reduced emissions (including greenhouse gases) and waste.
  - minimization of our carbon, water and biodiversity (including flora and fauna) footprints.
- Responsibly manage waste and leverage where possible, opportunities to promote a circular economy.
- Explore, trial and implement where possible, environmentally friendly technology.
- Engage local communities to maintain a collaborative culture.



It is the responsibility of each Company employee to demonstrate our commitment to this EHS policy.

#### **D. Implementation, Communication and Training**

We will ensure that adequate resources and training are provided at all levels of the Company, and that there is a proper understanding and implementation of this policy.

We will foster openness and dialogue with our employees, suppliers, customers, neighbors and other stakeholders, to manage EHS issues and continuously improve.

Revisions of this Policy shall be promptly communicated to those affected by it after it is approved in accordance with this Policy.

#### **E. Policy Review**

This policy shall be reviewed and updated as necessary, at minimum every two (2) years.

<b>Number:</b>	<b>Details:</b>	<b>Date:</b>	<b>Approval:</b>
0	Initial Issuance	12/16/2024	Barbara Fochtman