

Sustainability department

Community Relations and Social Performance Policy

Policy Owner:

Sites Directors

Policy Approver:

Countries General Managers

Issue Date:

September 2024

A. Purpose

At Arcadium Lithium plc (“the Company”), we are committed to maintaining the highest standards of responsibility principles and guidelines in the industry.

The purpose of this policy is to set guidelines to develop positive working relationships with communities and other stakeholders near our operations and projects. The intention is to promote transparency, mutual respect, and collaboration while creating sustainable opportunities.

B. Scope

This policy applies to:

- The Company and its majority controlled and managed subsidiaries (all, “Arcadium Group”).
- All employees, officers, directors and contractors of these entities (to the extent applicable to their work for the Arcadium Group).

The Company is also committed to working with our joint venture partners (or those that are not majority controlled by the Arcadium group) to promote the adoption and implementation of the principles of this policy.

C. Guiding Principles

We acknowledge, value and respect the cultures and traditions of the local communities in which we operate and are developing projects. We strive to build meaningful, long-term working relationships that are mutually respectful, and that create sustainable benefits in the communities in which we work.

We are committed to contributing to local communities where:

- Cultural heritage and livelihoods are respected and protected.
- Engagement and required consultation with stakeholders is encouraged and expected.
- Community projects and programs are promoted and proudly supported.
- Sustainable economic opportunities are created jointly.

- 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 to promote mutual respect and understanding.
- Undertake early, collaborative, transparent and culturally appropriate engagement.
- Maintain mechanisms to address and respond to their concerns.
- Consult local communities and other stakeholders in any decision-making processes meaningfully affecting their lives and environments, as required.
- Support and promote the sustainable economic development of communities and stakeholders through capacity building initiatives, employee volunteering and even direct financial support when appropriate.
- Encourage and facilitate direct and indirect involvement in our activities.
- Measure, monitor and review the impacts of our community programs, contributions and initiatives.
- Report to communities and other stakeholders on our social performance, and other relevant topics at least once a year in the Company's Sustainability Report.

The above-mentioned commitments and goals are influenced by: [The United Nations Global Compact Principles](#); the [United Nations Sustainable Development Goals \(SDGs\)](#); the [United Nations Declaration on the Rights of Indigenous Peoples](#) and [The United Nations Declaration on the Rights of Indigenous Peoples](#).

D. Implementation, Communications and Training

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

Revisions to this policy will be promptly communicated to potentially affected persons.

E. Policy Review

This policy will be reviewed and updated as necessary, at a minimum every three (3) years.

History of modifications and changes to this document are reflected in the table below. All changes, updates, revisions or comments should be documented and reflected in this table.

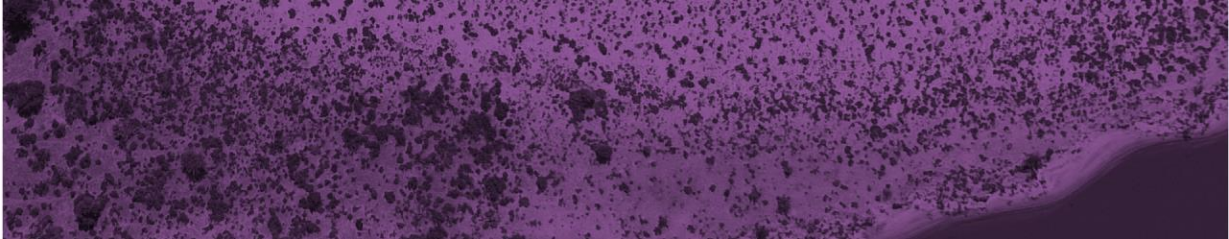
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