

HUMAN RIGHTS

Policy

Orocobre Limited is signatory to the UN Global Compact and 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 Rights¹, the International Labour Organisation's eight fundamental Conventions² and the Convention for Indigenous and Tribal Peoples.

As an ASX listed Company, and in accordance with the Modern Slavery Act 2018, 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.

We acknowledge that our responsibility to respect human rights extends beyond the direct impacts of our business activities and includes the prevention or mitigation of indirect impacts associated with our activities.

We achieve this through:

- Integration of human rights considerations into our governance and management practices
- Identification, management and remediation of human rights risks and impacts
- Human Rights due diligence across the value chain 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
- Transparent reporting of our human rights management, risks and impacts
- Participation in programs to promote broader protection of human rights
- Specific 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.

This policy applies to:

- All our employees and contractors, for those operations where we have management control, who accept personal responsibility for the protection and promotion of human rights and understand their role in avoiding and mitigating human rights risks and impacts
- Our suppliers and service providers, who through obligations in their supply arrangements commit to upholding the standards and expectations defined by this policy and associated procedures.

We also commit to endeavour to extend these commitments to our JV partners and to JV operations where we do not have control.

The policy has been approved by the Executive and Board of Directors.



MARTÍN PÉREZ DE SOLAY
Managing Director & Chief Executive Officer

Adopted: 28 September 2018

Revised: 31 July 2020

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).