

## LANDHOLDER ENGAGEMENT POLICY

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The International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability (*Performance Standard 5: Land Acquisition and Involuntary Resettlement*) set out guidelines to support compliance with the World Bank Group's policy on Involuntary Resettlement. Allkem has adopted these guidelines as the basis for dealing with landholders affected by its operations.

Land that is traditionally used by local communities for grazing and/or livelihood activities may be affected by our activities, particularly as we expand our footprint in the region. Allkem will always aim to avoid any physical resettlement and relocation of local communities through extensive engagement and liaison prior to progressing with any development activities.

In the context of our operations, agreements will be reached with the traditional owners of the land on which we intend to operate before we undertake development. The proposed operational areas will be defined and agreed with the affected community prior to development, based on land availability, accessibility and traditional land use.

We will work closely with the local community to ensure that any impacts on livelihoods are identified, understood and minimised. We will support the community and affected families to reach a mutual agreement on suitable compensation and viable options and alternatives for livelihood restoration.

In all cases of livelihood relocation and/or restoration, we will monitor the impacts of any changes to ensure the quality of life of affected families is tracked and prioritised in the process.

We are committed to:

- (a) Minimising the acquisition of land that would require physical or economic displacement;
- (b) Disclosing displacement eligibility and entitlements as early as possible in project planning;
- (c) Ensuring the fair determination of compensation for land use, occupation and/or acquisition;
- (d) Developing Livelihood Restoration Plans in cases where family livelihoods are impacted;
- (e) Developing Resettlement Action Plans should physical displacement be required;
- (f) Establishing grievance mechanisms for affected families; and
- (g) Undertaking periodic assessments of Resettlement and/or Livelihood Restoration Plans to monitor progress and impacts on defined quality of life indicators.

This policy applies to all those operations where we have management control.

The policy has been approved by the Board of Directors and Executives of Allkem Limited.

This policy may be amended from time to time at Allkem's sole discretion.