

## COMMUNITY AND SOCIAL PERFORMANCE POLICY

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.

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 in which 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 them to promote a mutual understanding;
- Undertake early, collaborative, transparent and culturally appropriate engagement;
- Where appropriate and reasonably practicable, gauge their views on operational and project risks, impacts and control measures;
- 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 Labour Organization's *Indigenous and Tribal Peoples Convention*;
- Maintain mechanisms to address and (if required) respond to their concerns;
- Support them 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;
- 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.

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; and
- Our suppliers and service providers who, through the obligations in their supply arrangements, are committed to meeting the standards and performance expectations defined by this policy and associated documentation.

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.

The Board of Directors of Allkem Limited commits to ensuring the availability of resources (as necessary) for implementing this policy. This policy has been approved by the Board of Directors of Allkem Limited.



Martin Perez de Solay  
**Managing Director / Chief Executive Officer**  
**Allkem Limited**  
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