

ENVIRONMENTAL POLICY

Allkem Limited's (**Allkem**) pillars of success are built on sustainability, cost leadership and product quality through our strong relations with our partners, customers and communities. As such, our commitment to conducting our activities in an environmentally responsible manner is paramount. From a starting point of compliance with all applicable legal and regulatory requirements, we will apply a management system to ensure high environmental standards for our products, services and processes. Caring for and protecting our environment is integral to the way in which we operate.

To fulfil the aims and objectives of this policy, we will aim to:

- At a minimum, operate in compliance with all applicable legal and regulatory requirements;
- Include environmental considerations in all planning decisions and our overall corporate strategy;
- Include environmental review as a specific section in the process of Management of Change (**MOC**);
- Assess all activities for potential environmental impacts from the initial design 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 and waste; and
 - minimisation of our carbon, water and biodiversity (flora and fauna) footprint;
- Prevent environmental incidents and have adequate contingency plans available for emergencies;
- Report environmental incidents and near misses (as appropriate);
- Keep a register of any significant environmental incidents and near misses in accordance with any applicable legal and regulatory requirements;
- Responsibly manage mineral waste and leverage (where possible), opportunities from the circular economy;
- Explore, trial and implement (where possible), environmentally friendly technology;
- Develop, measure and monitor environmental Key Performance Indicators (**KPIs**) and provide transparent reports of performance, including proactively self-reporting to the environmental authorities;
- Ensure that adequate resources and training are provided at all levels of the Allkem Group and that there is a proper understanding and implementation of this policy; and
- Engage local communities in a participative monitoring program.

We all have the responsibility to respect the environment and we will work to minimise the impact from our activities on the environment and the communities in which we operate.

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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