

HEALTH & SAFETY POLICY

Allkem Limited's (**Allkem**) pillars of success are built on sustainability, cost leadership and product quality through our strong relations with our people, partners, customers and communities. Together, we are all committed to protecting the integrity of our facilities and the health, safety and well-being (**Health and Safety**) of our employees and those other people who may be directly or indirectly involved with our operations.

We believe that to achieve a “zero incident-zero harm” culture, we must provide the leadership, systems, training and suitable assets to achieve this.

In line with our commitment to Health and Safety and to achieve the aims and objectives of this policy, we will aim to:

- Promote a culture that has Health and Safety as a core value, in all aspects of our work – including within the local communities in which we operate;
- Undertake appropriate consultation with our people on matters of Health and Safety and provide them with information, tools and training to work safely;
- Provide and maintain an effective management system that is integrated into our business systems and processes, to identify, minimise and manage Health and Safety risks at each work site under Allkem’s control;
- Provide the necessary resources to achieve a safe and healthy work environment;
- Include Health and Safety review as a specific section in the Management of Change (**MOC**) process;
- Comply with all applicable laws in each of the jurisdictions in which we operate;
- Deploy systems which identify hazards, assess risks and implement controls and strive for excellence in the execution of these processes;
- Measure, evaluate and review our performance - with clearly defined metrics and support programs to promote accountability and recognise achievements;
- Report accidents, incidents and near misses, as appropriate; and
- Keep a register of any significant accidents, incidents and near misses in accordance with any applicable legal and regulatory requirements.

This policy applies to:

- Allkem and each wholly owned subsidiary in the Allkem Group of companies;
- All employees and contractors 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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