

## SUSTAINABLE DEVELOPMENT POLICY

Allkem Limited's (**Allkem**) pillars of success are built on sustainability, cost leadership and product quality through strong relations with our employees, partners, customers and communities. Our shared value philosophy seeks to deliver sustained long-term value for both the local communities in which we operate and our operations. We believe that we have an obligation to support and contribute to communities (both socially and economically) in the regions in which we operate – with the aim to minimise adverse impacts and enhance positive impacts from our products and business operations. This policy should be read in conjunction with our Human Rights Policy and our Community and Social Performance Policy.

Allkem is committed to creating value for our stakeholders in a manner that encourages high standards of empathy, respect, transparency, and ethics in everything we do. This commitment to sustainable development is embedded in our Corporate Code of Conduct. As a participant in the *UN Global Compact*, we take proactive steps to support the achievement of the *Sustainable Development Goals (SDGs)* (as described in the *UN Global Compact*) in particular, through our Shared Value Program and our responsible operations.

To achieve these global goals, we will aim to:

- Honour and recognise Indigenous peoples' cultural heritage, customs and traditions, and relationship with the environment;
- Support and respect the livelihoods and socio-economic aspirations of the communities in which we operate;
- Prioritise the health and wellbeing of our employees and, where reasonably possible, the communities in which we operate;
- Encourage diversity and inclusivity, and promote respect for human rights, especially the rights of women and the vulnerable, both in the workplace and in the communities in which we operate;
- Protect biodiversity (including flora and fauna and local ecosystems), promote positive environmental and social behaviours, and mitigate negative impacts by restoring and offsetting when needed;
- Apply concepts of stewardship in our resource extraction;
- Encourage the development of strong partnerships, and the creation and formation of social value;
- Implement and support emissions reduction strategies, adaptive capacity, and resilience to climate-related events;
- Procure goods and services taking into account sustainable values in the procurement process including environmental and human rights risk, product life cycle and consideration of the principles of the circular economy; and
- Promote a culture of sustainability to influence and encourage our entire value chain and other stakeholders.

We acknowledge the role we must play in promoting the achievement of the SDGs and we are committed to regularly reporting on our programs and our progress, including through our annual Communication on Progress in accordance with the *UN Global Compact*.

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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