

Allkem Limited's (**Allkem**) success is built on the pillars of sustainability, cost leadership and product quality developed through maintaining trust and respect with our people, partners, customers and communities. Together, we are all committed to protecting the integrity of our facilities and the health, safety and wellbeing (hereinafter **Health and Safety**) of our employees and others who may be directly or indirectly involved with our operations. We are also committed to respecting the human rights of our employees, contractors and stakeholders. The Company's Health & Safety Policy aligns with the Equator Principles, the IFC Performance Standards and Environmental, the World Bank Health and Safety guidelines and applicable sectorial guidelines which set out Allkem's requirements for sustainable development.

We believe that injury and occupational disease can be prevented and 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:

- 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 by:
  - Conducting all our activities in a way that protects the safety and health integrity of our employees, contractors, and others.
  - Focusing on identifying health and safety hazards and deploying a hierarchical approach to risk via elimination, substitution, engineering and administrative controls, and the use of personal protective equipment.
  - Avoiding or minimising the potential for community exposure to hazardous materials and substances or communicable diseases that may pose a risk to their health and safety.
  - Developing a communication strategy to inform employees, contractors and other stakeholders about potential exposure to impacts, risks and diseases; and efforts and measures to manage them.
  - Training our staff in emergency preparedness and response; first aid and management of Health and Safety at work.
- 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;
- 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, and align management systems with mining industry international best practice;
- Provide and maintain management systems aligned with the principles and objectives of international standards that identify hazards and risks and conduct a comprehensive assessment to guarantee a continuous improvement cycle (Plan-Do-Check-Act) 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 by:
  - regularly assessing our programs to maximise effectiveness of prevention efforts , and to identify opportunities for improvement.
  - evaluating and implementing actions to properly eliminate or minimise identified risks.
  - using statistics and key performance indicators to follow up on any items requiring improvement.
- Identify, prevent, investigate and report accidents, incidents, near misses and occupational illness;
- Provide and maintain an emergency response plan in line with international standards, including communication related requirements for employees and contractors, neighbour communities and other stakeholders, and;
- Deploy a system to capture learnings from significant accidents, incidents and near misses in accordance with applicable regulatory requirements as well as international guidelines, in a way that proper actions are completed, recurrence is avoided, and overall risk management is improved.

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.

Responsibilities arising from this policy also apply to our contractors, suppliers and service providers. Allkem is committed to working with them to reinforce the commitments in this policy.

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.

This policy has been approved by the Board of Directors of Allkem Limited.



Martín Pérez de Solay  
Managing Director/ Chief Executive Officer  
Allkem Limited  
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