



**This Diversity and Inclusion Guideline (Guideline) describes:**

- the administration that refers to the traits and characteristics that make people unique while inclusion refers to the behaviours and social norms that ensure people feel welcome.

**This Guideline is used by:**

- all Talison Lithium Australia Pty Ltd, Talison Lithium Pty Ltd and Talison Services Pty Ltd (together **Talison, Company**) employees (**Employees**).

Issue No	Issue Date	Document Author	Issue Amendments
1	02/21	Julie Clarke	New Document
2	03/22	Julie Clarke	Review
3	03/24	Aleesha Harris	Addition of Consultation

Reviewed By Lucy Moss Date 28/03/2024  
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Authorised By Lorry Mignacca Date 28/03/2024  
 Chief Executive Officer



## 1 PURPOSE

This Guideline provides the framework by which Talison actively manages and encourages diversity and inclusion. Talison's goal is to create a culture that is diverse, inclusive and that respects and celebrates our differences.

Talison appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors, including but not limited to, origin, age, gender, race, religion, cultural heritage, lifestyle, education, physical ability, appearance, and language. Talison values the differences between people and the contribution these differences make to its business.

Talison will seek to actively manage diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist. This means that Talison will:

- actively and flexibly seek to accommodate the unique needs of many different Employees;
- commit to ensuring that all Employees are treated with respect, dignity, and openness; and
- seek to ensure that its business practices, policies, and procedures do not prevent people from diverse backgrounds having equality of opportunity within the Company.

Talison recognises that the diversity and talent of its people will ultimately determine its business' success. Talison is therefore committed to developing and retaining a diverse and talented workforce to ensure business growth and performance.

In parallel with this, having a sound, fair and equitable diversity approach benefits individual Employees, the Company, as well as the communities, regulators, and third-party contractors in the jurisdictions in which Talison operates.

Talison encourages diversity on its Board of Directors (**Board**), within its management team and in its workforce generally as Talison believes that the wide array of perspectives that results from such diversity promotes innovation and business success.

Talison believes in treating all people with respect and dignity. Talison strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Company, regardless of their differences.

## DEFINITIONS

**Diversity** refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership. It also refers to diverse ways of thinking and ways of working.

**Inclusion** refers to ensuring that current, future and potential Employees have equality of opportunity with Talison without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.



**Equal employment opportunity (EEO)** is the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

## 2 DIVERSITY PRINCIPLES

Talison's diversity and inclusion processes and initiatives focus on four (4) diversity and inclusion principles:

1. decisions regarding recruitment, selection, training, development, and promotion are based on merit, performance, and capabilities;
2. Talison embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment, or victimisation;
3. diversity, inclusion and EEO initiatives are based on sound business objectives; and
4. diversity, inclusion and EEO is everyone's business – it is part of how the Company works.

## 3 EQUAL OPPORTUNITY IN EMPLOYMENT

Talison will provide equal opportunity in respect to employment and employment conditions.

### 3.1 Recruitment and Selection

Talison believes that employees from diverse backgrounds provide it with valuable knowledge, insight and understanding in the different environments, communities, and areas in which it operates. It is therefore imperative that Talison ensures that appropriate selection criteria, based on diverse skills, experience and perspectives, are used when recruiting employees.

Talison is committed to the concept of EEO and does not unfairly discriminate in the terms, conditions, or privileges of employment on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth.

Harassment or intimidation of any Employee, or third-party contractor on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth is specifically prohibited.

Talison is committed to maintaining a workplace that is free of any such harassment or unfair discrimination.

### 3.2 Equality, Non-Discrimination, and Harassment

Talison recognises that there are distinct demographic groups in the various jurisdictions in which it operates that have long been discriminated against. Talison also recognises the existence of systemic inequalities and unfair discrimination that remain deeply embedded in social structures, practices, and attitudes in society as a whole.

Talison supports the eradication of systemic inequalities and unfair discrimination both within and outside the Company. Talison strives to uphold the values of human dignity, equality, freedom, and social justice in a united, non-racial, and non-sexist society. In addition, Talison wishes to promote equality and prohibit unfair discrimination.

Talison believes everyone is equal before the law and has the right to equal protection and benefit of the law.



It is Talison's policy not to unfairly discriminate, directly or indirectly, against anyone on the grounds of race, gender, sex, pregnancy, parental responsibilities, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, or birth.

### 3.3 Training and development

All managers should be trained on the effective implementation and operation of this Guideline and in managing diversity to ensure that Employees are treated fairly and evaluated objectively. Managers who have an involvement in the recruitment and selection process will receive specialist training.

### 3.4 Gender Equality

Talison promotes gender equality in the workplace in all the jurisdictions in which it operates and aims to have fair and equitable representation at all levels of the business, which is enabled through the following:

- provide both women and men access to equal opportunities and outcomes, including equal remuneration for work of equal or comparable value;
- remove barriers to the full and equal participation of woman in the workplace;
- provide full and genuine access to all occupations, including leadership roles for women and men;
- drive a culture where rewards are directly linked to the Employee's contributions and performance; and
- eliminate discrimination based on gender particularly in relation to family and caring responsibilities for both women and men.

### 3.5 Rights of People with Disabilities

Talison attaches particular importance to the needs of people with disabilities. Under the terms of this Guideline, management is required to:

- make reasonable adjustment to maintain the services of an Employee who becomes disabled (e.g. training, provision of special equipment, reduced working hours). Managers are expected to seek advice and guidance from external agencies when required to assist in maintaining disabled people in employment;
- include people with disabilities in training/development programmes; and
- give full and proper consideration to people with disabilities who apply for jobs, having regard to making reasonable adjustments for their aptitudes and abilities to allow them to be able to do the job.

### 3.6 Monitoring

A monitoring system will be introduced to measure the effectiveness of this Guideline.

The monitoring will involve the routine lawful collection and analysis of information relating to Employees by gender, marital status, ethnic origin, religion/beliefs, and length of service. Information regarding the number of Employees who declare themselves as disabled will also be maintained. There will also be regular assessments to measure the extent to which recruitment to first appointment, internal promotion and access to training/development opportunities afford equal opportunities for all groups.



Where appropriate, equality impact assessments will be carried out on the results of monitoring to ascertain the effectiveness of this Guideline. The information collected for monitoring purposes will be treated as strictly confidential and it will not be used for any other purpose.

#### 4 MEASURABLE OBJECTIVES

Talison will establish, on an annual basis, measurable objectives for the achievement of diversity and inclusion. These objectives may include:

- establishing goals for gender equity at all levels within the organisation;
- establishing goals for representation of under-represented groups within the organisation;
- implementing initiatives to address any identified pay equity gaps;
- implementing leadership programs that promote equal opportunity, diversity and inclusion practices and a diverse and inclusive organisational culture; and
- implementing training and development programs that promote and embed EEO, diversity and inclusion practices within the business.

The management team is responsible for the approval of initiatives to achieve measurable objectives relating to EEO, diversity and inclusion. Management is responsible for implementing approved initiatives.

#### 5 MONITORING AND REPORTING

The Human Resources (HR) function will regularly measure and report on the progress towards achieving diversity and inclusion objectives and will conduct an annual assessment of the measurable objectives.

Disclosure of diversity and inclusion reporting and outcomes will be made to key stakeholders on an annual basis. For example, via the Company's annual report and reporting to the Workplace Gender Equality Agency (Agency) Notice of Compliance.

#### 6 CONSULTATION

Talison recognises and values the importance of engaging with employees in meaningful discussions and consultation on diversity and inclusion in the workplace, to ensure we develop and deliver the policies, strategies and initiatives that reflect our employees' needs and priorities.

Through consultation, our aim is to bring our employees along our gender equality journey, ensuring everyone's perspectives are considered and valued, and to gather information about our employees' views on the workplace, what is working well and what could be improved—from junior employees through to our Executive Management Team.

Employee consultation at Talison can occur through various methods, such as employee surveys, workshops, or through the establishment of committees, of which employees will be notified accordingly. We encourage employees to actively participate, in shaping our workforce to be one that is inclusive and diverse where all employees have an opportunity to thrive.

#### 7 COMPLIANCE

HR will proactively monitor organisational performance in meeting the requirements of this Guideline.



HR in partnership with the management team will ensure that all Employees undertake regular compliance training in relation to Diversity and Inclusion, and legislative and other responsibilities relating to anti-discrimination, workplace bullying & harassment and EEO.

HR will also conduct regular reviews of the processes involved in recruitment, remuneration, performance management and training and development to assess the implementation of and compliance with this Guideline.

Managers have a responsibility to ensure the workplace is free from discrimination, harassment, or bullying, and that all employees comply with this Guideline.

## 8 RELATED GUIDELINES

Talison's approach to EEO, diversity and inclusion is supported by a range of documentation including:

- Bullying Prevention and Management;
- Code of Conduct;
- Flexible Work Arrangements Guideline;
- Learning and Development;
- Performance Management; and
- Recruitment and Selection.

## 9 CONCLUSION

Talison endeavours to always achieve standards of conduct in the workplace that are ethical, consistently high and in accordance with this Guideline and will ensure all its Employees, including third party contractors and their employees, are aware both of their obligations under this Guideline and their right to work in an environment that achieves the objectives of this Guideline.