



TALISON LITHIUM PTY LTD

ABN 15 140 122 078

HUMAN RIGHTS POLICY STATEMENT

Talison is committed to an organisational culture that supports ethical and fair business dealings, respects the rights of all people, and denounces human rights abuses of any kind.

All employees, directors, and representatives will lead by example and Talison respects human rights and will reflect that respect through its operations and governance processes.

Talison's commitment is to conduct its business in such a way as to:

- value diversity and not discriminate against employees or any other person by reason of gender, ethnicity, religion, sexual orientation, marital status, pregnancy or childbirth, ethical belief, colour, race, disability, age, employment status, political opinion, or family status;
- respect the culture, identity, traditions and customs of Indigenous peoples;
- avoid causing or contributing directly to adverse human rights outcomes, and engage appropriately with stakeholders and communities so they can be involved in any solutions to issues that affect them;
- purchase goods and services whilst requiring the human rights and modern slavery compliance of the supplying entity and considering the extent to which the entity contributes to the realisation of human rights through its own practices; and
- regularly examine and report on measures to support the operational implementation of this policy statement and actively encourage other entities to adopt and implement a human rights policy.

Consideration and assessment of human rights are integrated into our management processes and systems, which are subject to ongoing review. Talison's implementation of this Statement will be consistent with Commonwealth Government policy.

Responsibility for the application of this policy rests with all employees, directors, contractors, suppliers and all who represent Talison.

Lorry Mignacca
Chief Executive Officer

September 2022