



TALISON LITHIUM PTY LTD

ABN 15 140 122 078

ETHICS POLICY STATEMENT

Talison is committed to ethical and fair business dealings and promotes a culture that is non-political and non-sectarian.

All employees, directors and representatives of Talison will act with integrity in all dealings with shareholders, employees, contractors, suppliers, customers, business partners and the community.

Talison's commitment is to conduct its business practice with

- Honesty and fairness always;
- Accountability and transparency in reflecting the interests of stakeholders of our business activity;
- Compliance with all relevant laws, regulations and international standards;
- Business partners who align themselves with Talison's business ethics and accept our disciplined and integrated approach to environmental, social and human rights responsibilities;
- Absence of bias, bribery, political agenda, fear of retribution, sectarian preference, conflict of interest, the giving or receiving of inducements aimed at influencing business decision making or use of privileged information in stock market trading;
- Freedom from personal or professional conflict of interest;
- Respect to different laws, culture, traditions, customs and employment practice in the application of our values and business conduct;
- Collaboration with our supply chain to ensure they commit to our Modern Slavery commitment;
- Consideration of community and indigenous perspectives to foster sound relationships, built on respect, trust, partnership and long-term commitment;
- Accurate, timely regulatory reporting and appropriate internal controls to ensure consistent, responsible governance of our operations and mitigation of risk; and
- Principles that reflect "sustainable value-add" to achieve our business objectives without causing harm or damage to people, or the environment.

Talison promotes a culture of ethical and fair business dealings which is a core value.

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

Lorry Mignacca
Chief Executive Officer

March 2022