

Allkem Limited's (**Allkem**) success is built on the pillars of sustainability, cost leadership and product quality developed through maintaining strong relationships with our partners, customers, and communities. As such, our commitment to conducting our activities in an environmentally responsible manner is paramount. From a starting point of compliance with all applicable legal and regulatory requirements, we will apply a management system to ensure high environmental standards for our products, services and processes. Caring for and protecting our environment is integral to the way in which we operate.

Allkem's Environmental Policy aligns with the Equator Principles, the IFC Performance Standards, the World Bank Environmental, Health and Safety Guidelines and applicable sectorial guidelines which set out Allkem's requirements for sustainable development.

To fulfil the aims and objectives of this policy, we will aim to:

- Operate in compliance with all applicable legal and regulatory requirements and in line with the mitigation hierarchy of avoidance, minimisation, rehabilitation, and offsets;
- Include environmental and social considerations in all planning decisions and our overall corporate strategy to design projects that avoid or minimise displacement (physical or economic), environmental and social risks and impacts;
- Include environmental review as a specific section in the process of Management of Change (**MOC**);
- Identify and assess all project activities for potential environmental and social impacts at different stages of development and define the corresponding controls and mitigations;
- Identify priority biodiversity values and ecosystem services or resources that are relevant for local and indigenous communities that could be affected by Allkem's activities and define mitigation measures, including offsets, as appropriate;
- Develop and maintain a management system that describes programs, plans, measures, and actions to manage and mitigate environmental, social and health and safety risks and impacts aligned with the principles and objectives of ISO14001 standards and continuous improvement;
- Establish a monitoring system to evaluate compliance with, and the efficacy of the management system, defining preventive and corrective actions. This will include internal and external audits to evaluate performance;
- Develop and operate facilities at all project phases in a way that promotes:
 - efficient use of energy, water, land and materials;
 - reduced emissions (including greenhouse gasses, and other significant air emissions), effluent and waste; and
 - minimisation of our carbon, air, water and biodiversity (flora and fauna) footprint;
- Prevent environmental incidents and develop and maintain an emergency preparedness and response system with the collaboration of relevant third parties, to respond in an appropriate manner to any accidents and environmental emergencies associated with our operations or projects;
- Report environmental incidents and near misses; identify preventive and corrective actions to avoid recurrence of incidents, learn from the events that have occurred and continuously improve procedures and the related environmental performance of the Company;
- Responsibly manage mineral waste and leverage (where possible), opportunities from the circular economy;
- Explore, trial and implement environmentally friendly technology;
- Develop, measure and monitor environmental Key Performance Indicators (**KPIs**) and provide transparent reports of performance, including proactively self-reporting to the relevant environmental authorities;
- Ensure that adequate training is provided at all levels of the Allkem Group and that there is a proper understanding and implementation of this policy;
- Develop an Informed Consultation and Participation process (**ICP**) for any identified affected communities; and
- Engage local communities in participative monitoring programs to discuss our business operations in relation to affected communities and the environment.

This policy applies to:

- Allkem and each wholly owned subsidiary in the Allkem Group of companies; and
- All employees 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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