



COMPANY POLICY

Modern Slavery Statement

Approved by:	Board of Directors
Date:	27 February 2024

1. STATEMENT

This statement discloses the actions taken by Lithium Australia to address modern slavery risks related to our business and to implement, maintain and review associated processes during the year ending 31 December 2023. This statement is intended to comply with the requirements of the Australian Government's *Modern Slavery Act 2018* (Cth) (**the Act**).

This statement shall also be applied in conjunction with the following policies:

- 1) 1) LIT-POL-015 – Supplier Code of Conduct; and
- 2) 2) LIT-POL-014 – Responsible Sourcing.

2. GROUP'S ACTIVITIES

Lithium Australia Limited ('Lithium Australia' or 'the Company') aims to lead and enable the global transition to sustainable lithium production. The Company is aiming to achieve this through the development of patented lithium extraction technologies, creating leading-edge processing technology to produce lithium ferro phosphate ('LFP'), and the operation of Australia's market leading lithium-ion battery recycler. Lithium Australia is well-placed, via its patented technologies and revenue-generating recycling business, to capitalise on favourable market dynamics including the continued global demand growth of lithium-ion batteries and growing diversification and adoption of alternatives within global lithium supply chains.

3. CONSULTATION WITH GROUP'S ENTITIES

This Statement is given on behalf of Lithium Australia Ltd and our subsidiaries including Envirostream Australia Pty Ltd and VSPC Pty Ltd. The parent company and subsidiaries share the same policies and processes to manage modern slavery risks. Furthermore, the entities share the same board of directors and MD/CEO, which allowed the entities to develop this Statement with all of the Group's operations in mind.

4. OUR STRUCTURE, OPERATIONS & SUPPLY CHAINS

Our three integrated business divisions have the technological platforms to positively impact global carbon emission targets as follows:

- Our Battery Recycling division seeks to underpin a circular economy for lithium-ion batteries, allowing the metals to be re purposed, increasing the overall electrification output and then lowering the requirement for metals to be sourced from the extractive industries.
- Our Battery Materials division is at forefront of our mission to make a significant contribution to minimising our carbon footprint. Developing cathode powders for the development of lithium-ion batteries, assisting in the electrification of things which, coupled with clean sources of energy, will underpin lower carbon footprints.
- Lastly, our Lithium Chemicals division is developing novel technologies to improve the recovery of lithium from hard rock mining. With the potential to convert low- grade and waste spodumene into lithium chemicals, the reduction in the carbon consumption by the mining community could be significant.

5. OUR APPROACH

Lithium Australia values inclusive sustainability and believes that together we achieve more. We form honest and fair relationships with all our stakeholders, encourage collaborative and lateral thinking in our people, and strive for zero-harm in the workplace.

The Group does not use or condone, child or forced labour in any of its operations or premises and works to ensure these practices are not present in its workforce or supply chain. The Group does not tolerate any form

of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude.

The Group's management has sought to understand its business operations to identify, prevent, mitigate, and account for how Lithium Australia can address the potential risks of modern slavery practices across our operations and supply chains.

This process assisted us to identify risk areas that could be exposed to modern slavery practices, including areas such as: Lithium Australia's employees and management employees, the supply of products and materials from overseas (where there may be a greater risk of exposure to modern slavery practices and reduced human rights regulation), etc.

The Group acknowledges the potential social, environmental, and ethical risks associated with sourcing materials globally and is dedicated to minimising these risks.

The Group will not engage in or support sourcing practices that involve:

- a) Exploitative labour conditions, including child labour or forced labour.
- b) Violations of human rights, including discrimination or unsafe working conditions.
- c) Unlawful or unethical business practices, such as corruption or bribery.
- d) Activities which may be misaligned to the Group's ethical practices or have a negative reputation impact for the Group.

6. ACTIONS TAKEN TO ADDRESS RISKS

During CY23 we placed a concerted effort into enhancing our safety culture, systems and processes. We acknowledge the importance of continuously striving to improve Health, Safety & Environment (HSE) standards, meet and where possible exceed legislative obligations, prevent injury and ill-health, and demonstrate HSE leadership. We have launched an expanded policy that includes Health, Safety, Environment and Community and the assessment of risks in the provision of services including preventing modern slavery in our operations. We have also trained our employees on the Board approved Whistleblowers Policy that provides for special protections for whistleblowers.

We will widen the scope of our approval process for suppliers and subcontractors to include their compliance in relation to the Modern Slavery Act 2018 in CY24. This will include the expectation that all employees, subcontractors and suppliers operate in compliance with the Act in line with the Lithium Australia Responsible Sourcing Policy (as appropriate).

7. KNOWN OFFENCES AND RESPONSE

We are unaware of any of our suppliers engaging in modern slavery activities. However, if we become aware of such activities, we will immediately report the activity to the authorities and initiate an immediate proportional response with the offending party.

8. CONTINUOUS IMPROVEMENT

Lithium Australia will continue to analyse any risks to the exposure of modern slavery caused or contributed to by our business operations and supply chains. We will focus on training of employees as part of the next reporting period to identify and manage modern slavery risks.