

## **LITHIUM IBERIA ETHICS, HUMAN RIGHTS AND HEALTH & SAFETY POLICY**

Lithium Iberia, as a producer of essential supplies for industries critical to human development, including clean energy, sustainable mobility, and technology, maintains an unwavering commitment to excellence, safety, integrity, and sustainability throughout all operations. These principles are ingrained in our policies, codes, and protocols, extending to all members of the Lithium Iberia community. Our robust risk management system ensures strict adherence to the highest international standards and all relevant regulations, reflecting our dedication to human rights, and health and safety policy.

In alignment with the International Council on Mining and Metals (ICMM), the Mining Principles, the United Nations' Sustainable Development Goals (SDGs), and the integration of the IFC Standards and the Equator Principles into our practices, we are dedicated to fortifying corporate responsibility, upholding ethical standards, and fostering an unwavering commitment to human rights. Playing a pivotal role in supporting the European Union's ambitious 2050 Energy Transition Plan and the 2030 UN Sustainable Development Goals, we strive to solidify our ethical and legal commitments, creating a culture of sustainable growth.

This policy is evidence of our unwavering dedication to safeguarding and advocating for the fundamental rights of all individuals associated with our operations, including employees, stakeholders, and the community. We anticipate that our suppliers, service providers, contractors, consultants, business partners, and other associated third parties will also embrace and adhere to these principles, encouraging them to adopt similar policies within their operational frameworks.

### **Ethics and Corporate Governance**

We are dedicated to cultivating a culture of integrity, upholding the standards outlined in our code of ethics, and ensuring strict adherence to all relevant legal regulations. In pursuit of this commitment, we have established an Ethics and Compliance Program encompassing various processes, policies, and procedures. This program is designed to facilitate effective communication and awareness, assess and manage risks, implement and monitor preventive measures, and establish support and grievance channels. The following codes and policies further reinforce the framework governing our work practices and business decisions:

- Code of Ethics and Regulatory Compliance
- Whistleblower Protocol
- Code of Conduct for Customers, Suppliers, and Collaborators
- Compliance Committee Protocol
- Internet Access and Download Limitation Protocol
- Protocol for the Use of Computer Equipment and Office Supplies
- Document Digitization Protocol
- Handling Communications with Public Bodies
- Accounting Processes
- Third-Party Negotiation Protocol
- Ethics Code for Professionals with Financial Responsibility

- Anti-Money Laundering Protocol
- Environmental policy and best practices protocol
- Management Committee Protocol
- Code of Conduct

### **Human and Labor Rights**

The Lithium Iberia Board oversees our comprehensive approach to human and labor rights, ensuring equitable treatment and promoting human rights standards throughout our production chain.

Guided by the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the IFC Standards, our policies, standards, and processes prioritize the protection and upholding of human rights.

We are committed to fostering a culture of integrity, upholding the principles established in our code of ethics, and ensuring strict compliance with all relevant legal regulations governing working conditions, wages, fair pay, working hours, workplace safety, the right of association, and the prohibition of child labor and forced labor, among other considerations. Our commitment is dedicated to preserving and protecting the labor rights of our employees.

To ensure effective implementation of these commitments, we have established the following key strategies:

- Formulation of Internal Regulations, disseminated and understood by all employees, outlining the obligations and prohibitions governing their conduct, tenure, and presence within our company premises.
- Enforcement of fair employment practices, including equal pay, unbiased recruitment, and transparent employment decisions based solely on an individual's qualifications for the role.
- Evaluation of candidates based on their competencies and job-specific requirements, without any form of discrimination.
- Implementation of targeted training and development initiatives tailored to specific groups requiring additional support or preparation.
- Provision and maintenance of an anonymous, confidential, and non-retaliatory reporting system, accessible to all employees and managed by an independent specialized entity.
- Design and execution of educational and awareness programs throughout the organization to prevent and eliminate any acts or cultures of harassment.

### **Workplace Health and Safety Approach**

In pursuit of our objective to achieve a zero-accident rate across our operations, we have established a comprehensive occupational safety and health management system that applies to our entire workforce and all contractors.

We adhere to stringent and transparent guidelines and protocols to ensure the safety of all individuals involved in our operations. Our company takes full responsibility for providing continuous and comprehensive training to our employees, enabling them to carry out their assigned tasks and handle associated equipment and materials securely and responsibly. This includes the effective identification of associated risks, implementation of necessary control measures, and timely monitoring.

Our approach to achieving this goal includes the following key initiatives:

- Implementation of an occupational health and operational risk prevention management system aligned with international standards.
- Take all necessary measures for the elimination or reduction of risks arising from work, information, consultation, balanced participation, and training of workers in preventive matters.
- Proactive Collaboration of all members of the company. Prevention is everyone's responsibility.
  - Avoid risks by addressing them at their source and assess those that are unavoidable.
  - Adapt work to the individual.
  - Plan preventive activities.
  - Replace hazardous with what involves little or no risk, prioritizing collective safety measures over individual safety measures.
- Enforcing uniform occupational health and risk prevention standards across all contracted companies.
- Deployment of health surveillance systems to identify any adverse health impacts on employees.
- Offering support to any injured employees, ensuring they receive the necessary care and assistance.

### **Professional Career, Diversity, and Inclusion**

Lithium Iberia is dedicated to fostering an environment where every employee has the opportunity to develop their capabilities and potential in an atmosphere of warmth and respect. The company actively manages diversity and inclusion, recognizing the value that differences bring to the organization and promoting a culture of inclusion and respect.

We aim to create an environment of cordiality, equality, respect, and openness, supported by the following initiatives:

- Creation of competitive career advancement paths and internal mobility opportunities.
- Implementation of training programs designed to enhance employees' skills and abilities in their respective roles.
- Ongoing assessment of employee performance to ensure continued development.
- Promotion of a diverse culture with a firm commitment to non-discrimination.

- Advocation for equity of opportunities, with an emphasis on valuing and evaluating individuals based on their merits, performance, and contributions to the organization.
- Adaptation of working conditions and roles, as necessary, to facilitate the gradual integration of individuals with disabilities.
- Expansion of female participation across every organizational level and within all departments, along with an emphasis on increasing local employment.

## **Community**

Our project is dedicated to generating shared social value with the community residing in the area where our operations are established. We recognize the significance of our presence for the communities in regions associated with our production operations and facilities. Consequently, a fundamental pillar of our operations is maintaining positive community relations tailored to the specific needs and characteristics of the area, thereby fostering meaningful improvements in the lives of the people around us.

Lithium Iberia aims to foster practices that encourage participation and a close dialogue with each group involved. These initiatives are designed to establish relationships built on trust and transparency, facilitating co-creation and assessment of programs through working groups or discussion forums focused on creating social value. Our company also encourages the active participation of employees as agents of community benefit in various initiatives.

Our community relations are accompanied by a robust shared social value program and best practices in various areas, including human rights, environment, labor, and supply chain. We promote sustainable local development and respect the autonomy of the communities through continuous participation and dialogue, seeking mutually beneficial agreements and implementing community benefit plans and programs in priority areas such as education, social inclusion, preservation of cultural heritage, and sustainable development.

As part of our commitment to engage in collaborative assessments with communities regarding the potential impacts of our projects, regularly reported information, as we actively promote participation and consultation processes. All our community programs undergo periodic and continuous evaluation to assess their performance and acceptance by the community through impact indicators and qualitative studies.

Key initiatives under our community program include:

- Promoting citizen participation and ensuring transparent and timely information dissemination regarding our projects.
- Supporting the sustainable economic development of the communities and fostering shared value projects between our operations and the community.
- Heritage and culture: Supporting and implementing cultural initiatives for the community's benefit, as well as initiatives aimed at preserving the community's tangible and intangible cultural heritage.
- Sports and healthy living: Developing initiatives to promote sports and encourage healthy living.

## Value Chain

At Lithium Iberia, we take responsibility for delivering high-quality products that strictly adhere to committed standards and relevant regulations. Furthermore, we are committed to ensuring that human rights, fair treatment, and environmental protection are upheld throughout the supply chain.

To promote sustainable and responsible sourcing practices within our supply chain, we utilize commercial and contractual measures to encourage our suppliers to prioritize the health and safety of their workers, uphold their working rights, safeguard human rights, and protect the environment. To this end, we have progressively integrated the evaluation of fair working conditions, sustainability criteria, and our Code of Ethics into the risk assessment of our suppliers, as well as into our procurement decisions.

Maintaining open lines of communication with our customers and clients is a priority for us, ensuring transparency and collaboration to guarantee the responsible supply of our products. We remain dedicated to researching and assessing safer alternatives to any hazardous substances that may be required in our operations, actively promoting their substitution.

Key initiatives included in our supply chain and sustainability practices are:

- Promoting and encouraging sustainable and responsible sourcing.
- Respecting and advocating for the human rights, including labor rights, of workers within our supply chain, encompassing consultants, contractors, distributors, independent contractors, subcontractors, and wholesalers.
- Implementing a Responsible Supply Policy and ensuring effective communication with the supply chain.
- Assessing our suppliers and service providers based on sustainability criteria.
- Fostering and developing local suppliers and service providers.
- Maintaining an easily accessible channel for complaints, inquiries, and requirements.
- Providing updated information to our customers regarding the sustainability of our products and any potential health and safety implications.
- Establishing continuous channels of communication with customers to understand and address their needs.
- Developing R&D programs that cater to the requirements of our customers.