

EMPLOYMENT AND HUMAN RIGHTS POLICY

Zinnwald Lithium is committed to treating its employees and services providers fairly, equally and without prejudice. This policy applies to all Zinnwald Lithium employees and our contractors and other public and private sector business partners in what they do on our behalf.

As part of our policy:

- We comply with the applicable laws and regulations of the countries in which we operate. Where these prove insufficient, we apply standards based on good international industry practice.
- We promote the fair treatment, non-discrimination, and equal opportunity of workers.
- We ensure fair remuneration and work conditions for all employees and do not use forced, compulsory or underage labour.
- We ensure that all employees and contractors work in safe conditions where suitable procedures are provided and maintained as per the requirements of our Occupational Health and Safety Policy.
- We make sure that any accommodation provided to workers meets the requirements of good international industry practice.
- We provide for the constructive engagement of employees on matters of mutual concern.
- We monitor our employment performance and report it externally to our stakeholders in a timely and transparent manner.

Senior management will monitor and review this policy on a regular basis to ensure that it continues to support and encourage a high standard of performance on our projects. The Board will make formal review of this policy every two years and update accordingly.

Approved – October 2020