

OCCUPATIONAL HEALTH AND SAFETY POLICY

Zinnwald Lithium is committed to protecting the health and safety of its employees and through all stages of the project life cycle from exploration to closure. 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.
- Safety is our first consideration and we provide a place of work that is safe for everyone.
- We identify the hazards associated with our activities and ensure that they are effectively managed.
- We investigate all occupational health and safety incidents and provide corrective and preventative actions.
- We provide all employees with health and safety training and require employees of contractors to have undergone such training.
- We procure and maintain suitable work equipment to protect employees from all associated risks for the tasks they are performing.
- We develop, maintain and test effective emergency response procedures in collaboration with potentially affected parties.
- We require contractors to conduct their activities in a manner consistent with this policy.
- We conduct routine inspections and audits of health and safety practices and set and review targets for our performance within a framework of continuous improvement.
- We monitor our occupational health and safety 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