

## SOCIAL PERFORMANCE POLICY

Zinnwald Lithium is committed providing economic and social benefits to affected communities 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.
- We inform and engage with key stakeholders regularly, with dialogue conducted in the spirit of transparency and good faith and ensure that appropriate systems are in place for ongoing interaction with affected parties.
- We assess the socio-economic, health, safety, security and human rights context of projects to identify potential impacts, risks and opportunities for Zinnwald Lithium and its external stakeholders, including potentially vulnerable groups, and we put in place appropriate measures to manage and monitor such issues.
- We respect the culture and heritage of local communities.
- We support and protect internationally recognised human rights and train our staff to uphold these rights.
- We work closely with local landowners prior to commencing project activities and compensate fairly for adverse effects on the community where they cannot be avoided.
- We hire locally, regionally and nationally and use goods and services locally wherever possible, without compromising our quality and efficiency standards.
- We work with our external stakeholders to identify community development projects where these will promote long-lasting livelihood improvements.
- We monitor our social 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