

20 25

MODERN SLAVERY STATEMENT



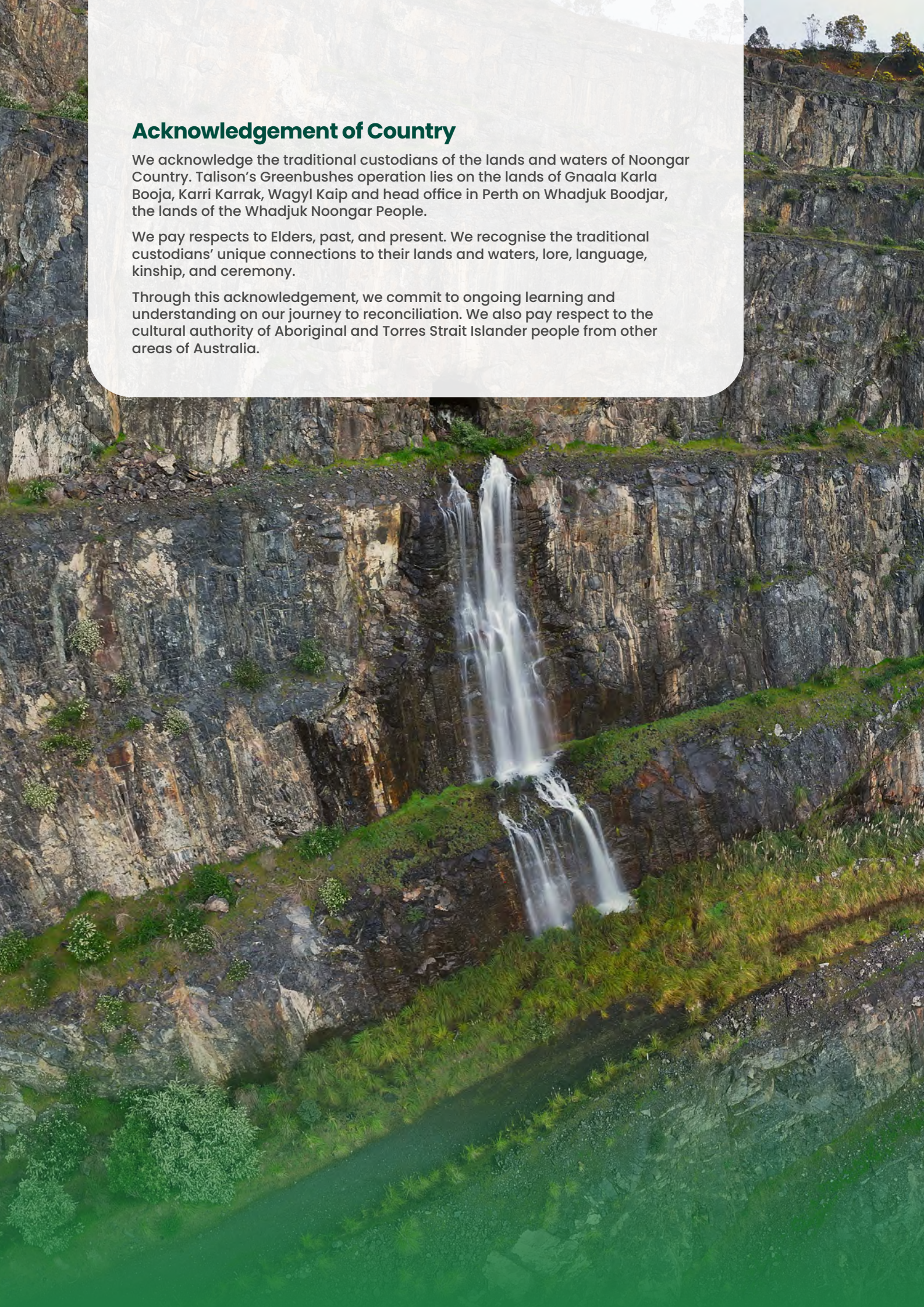
FOR A BETTER FUTURE

Acknowledgement of Country

We acknowledge the traditional custodians of the lands and waters of Noongar Country. Talison's Greenbushes operation lies on the lands of Gnaala Karla Booja, Karri Karrak, Wagyl Kaip and head office in Perth on Whadjuk Boodjar, the lands of the Whadjuk Noongar People.

We pay respects to Elders, past, and present. We recognise the traditional custodians' unique connections to their lands and waters, lore, language, kinship, and ceremony.

Through this acknowledgement, we commit to ongoing learning and understanding on our journey to reconciliation. We also pay respect to the cultural authority of Aboriginal and Torres Strait Islander people from other areas of Australia.



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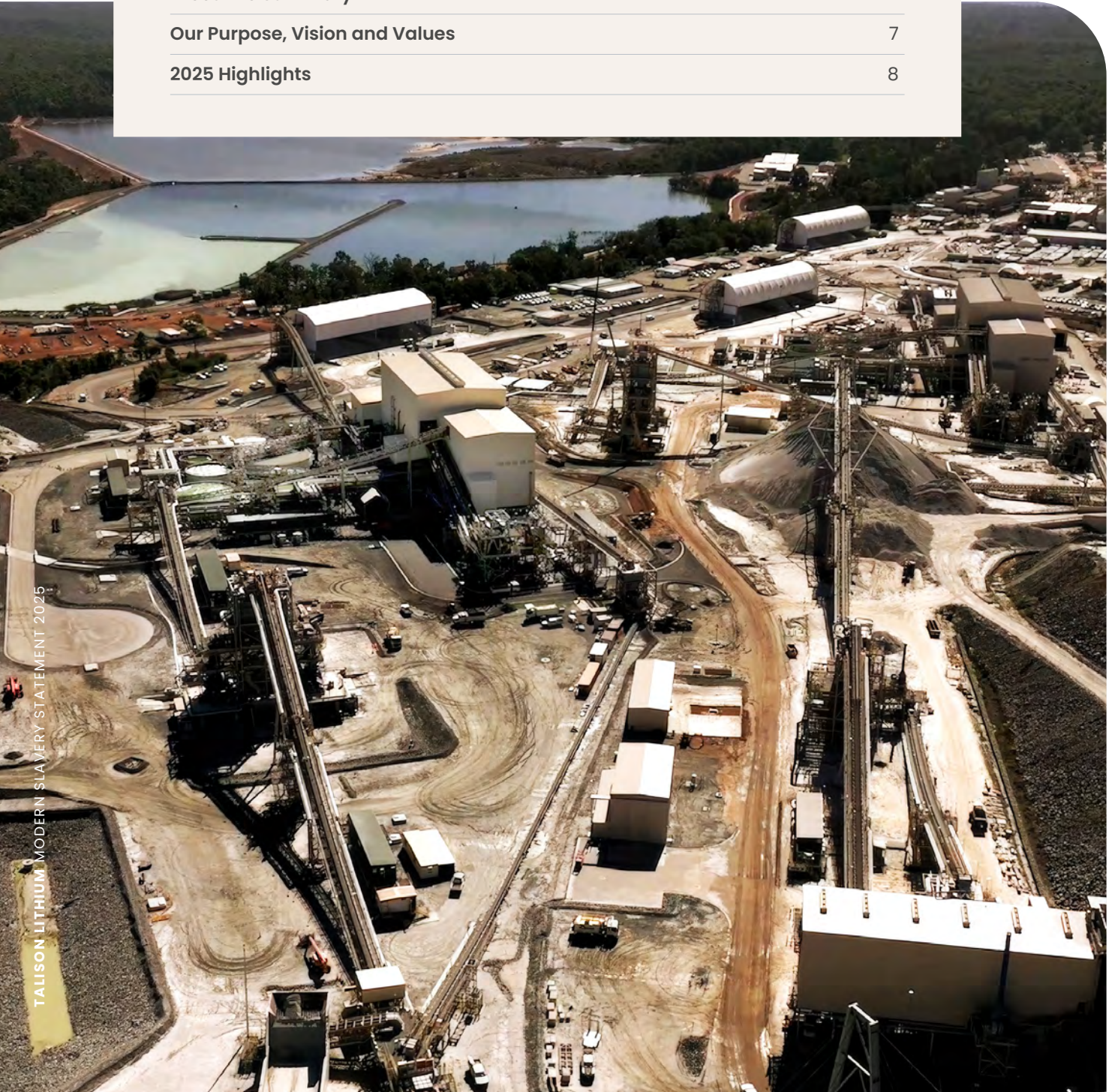
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CEO Message

At Talison we are committed to conducting our business ethically, responsibly, and with respect for human rights. Modern slavery remains a significant global issue, and we recognise the risks within our operations and supply chains, as well as our responsibility to identify and manage them. Addressing these risks is important and supports our purpose of working together for a better future.

2025 was a year of significant change for Talison. We introduced a new corporate structure and established a new Executive Leadership Team to support long-term growth and governance. These changes enabled greater focus on improving workplace safety and ethical practices, strengthening relationships with our local community, and enhancing our commercial capability, which has supported a stronger management of risks including modern slavery.

This Modern Slavery Statement outlines the steps we have taken during the Reporting Period to identify, assess, and address the risks of modern slavery within our operations and supply chains as our business continues to evolve. Key highlights included:

- Improved approach to supplier oversight and contractor management;
- Strengthened our auditing practices for on-site and off-site suppliers;
- Tier 2 audit capacity building;
- Advanced Governance training and awareness;
- Continued collaboration and engagement with industry peers.

Modern slavery risk is complex and evolving, and we are focused on continuing to improve through stronger governance, supplier engagement, and increased awareness across our business.

While there is more work to be done,

I am proud of the progress we have made and thank our people, partners, and stakeholders for their ongoing support as we continue to work together to strengthen our approach to modern slavery risk at Talison.

Rob Telford
Chief Executive Officer





Executive Summary

This is Talison Lithium's sixth Modern Slavery Statement, prepared in accordance with the *Modern Slavery Act 2018 (Cth)*, and has been developed in consultation with the Board of Directors of Windfield Holdings Pty Ltd. The Board reviewed and provided input into the content of this Statement prior to its approval.

This statement reflects Talison Lithium's continued commitment to transparency, accountability and continuous improvement and the progress we have made as our organisation evolves. Our efforts reflect not only our legal and ethical obligations but truly represents the core value of "We Care".

Reporting Entity

Windfield Holdings Pty Ltd (**Windfield Holdings**) is an Australian private company, owned by joint venture partners Tianqi Lithium Energy Australia (51%, a joint venture between Tianqi Lithium Corporation and IGO Lithium Holdings) and Albemarle Corporation (49%) (Windfield). The Company is registered at Level 17, 216 St Georges Terrace, Perth WA, 6000. Windfield is the holding entity for the Talison Lithium business.

This statement is made by Windfield Holdings and has been prepared in accordance with section 13 of the *Modern Slavery Act 2018 (Cth)* for the year ending 31 December 2025 (**Reporting Period**).

This Statement is a consolidated joint statement made on behalf of Windfield Holdings, an Australian Modern Slavery

Act reporting entity, as well as each of the subsidiary entities in the corporate group set out in Table 1.

Windfield Holdings and its subsidiaries have a common Board of Directors. The Board oversees our strategies to manage social, organisational, and environmental risks, including Talison Lithium's human rights approach. While the Board has overarching accountability for Talison Lithium's human rights approach, everyone in the business plays a role in meeting these commitments, including identifying and reporting concerns. Refer to Figure 1: Windfield Holdings Pty Ltd Corporate Structure.

For the purposes of this statement, the Windfield Holdings corporate group will be referred to as Talison Lithium.

This Statement was approved by the Board of Directors of Windfield Holdings Pty Ltd on 18 June 2026.

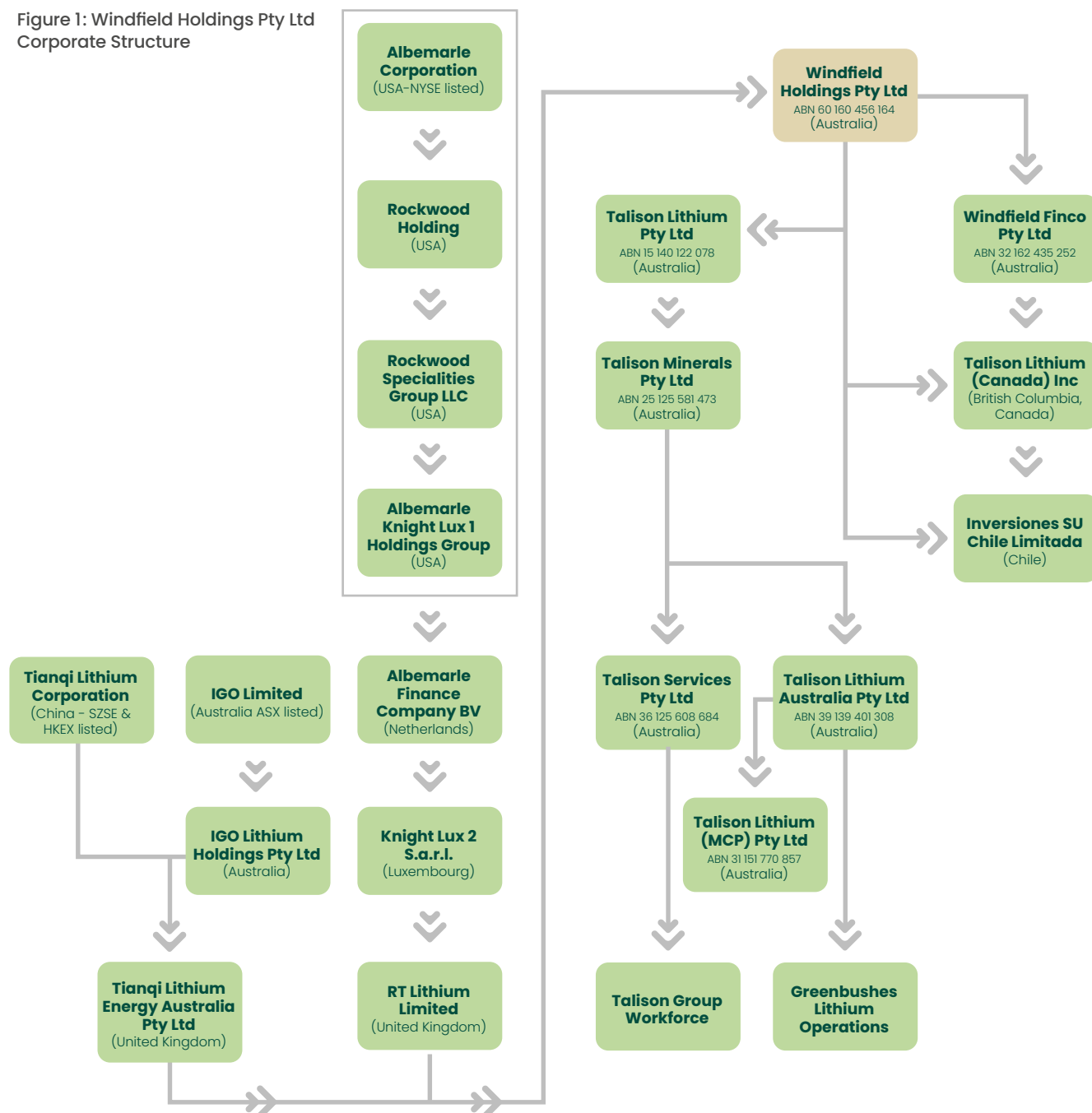
William Zhang
Chairman of the Windfield Board of Directors



Table 1: An overview of the functions of each subsidiary is set out below:

Talison Lithium Pty Ltd	Engages with suppliers and performs a corporate function. It does not have employees
Talison Minerals Pty Ltd	Investment entity. It does not perform any day-to-day functions
Talison Lithium Australia Pty Ltd	Owns and operates the Greenbushes Lithium Operation
Talison Services Pty Ltd	Employs the workforce
Talison Lithium (MCP) Pty Ltd	Dormant entity
Windfield Finco Pty Ltd	Dormant entity

Figure 1: Windfield Holdings Pty Ltd Corporate Structure



Our Progress

Since 2020, our journey has been marked by significant growth and learning. We recognise that the next step is to build on what we have in place and ensure it is delivered effectively.

2020

- First Human Rights Policy Statement.
- Commenced high level supply chain risk assessment of direct suppliers.

2021

- Modern Slavery contract clauses for template agreements.
- Roll out of Modern Slavery Questionnaires.
- Employee training on Modern Slavery.

2022

- Development of Human Rights Standard and Modern Slavery remediation framework.
- Continue to conduct Modern Slavery Questionnaires on existing and new suppliers.

2023

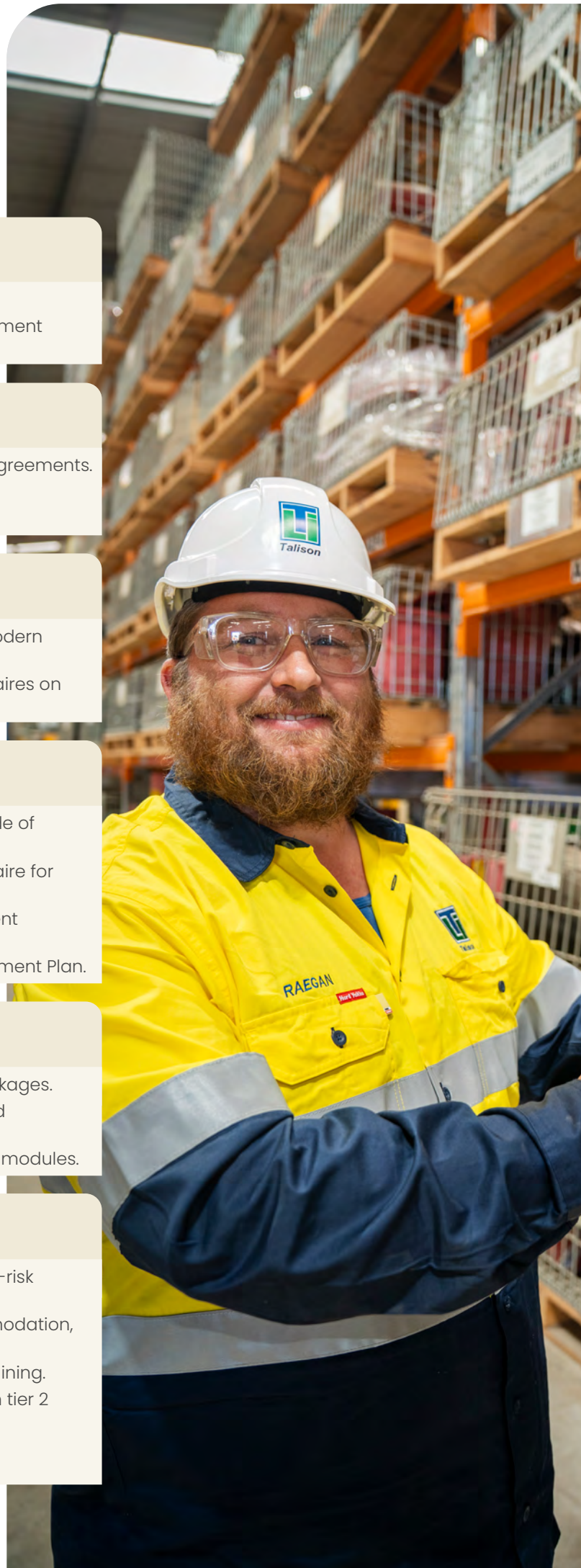
- Updated documentation, including Supplier Code of Business Conduct & Ethics.
- Roll out of short form Modern Slavery Questionnaire for low-risk suppliers.
- Targeted Modern Slavery training for procurement and specialists.
- Human Rights Impact Assessment and Management Plan.

2024

- Developed supplier Modern Slavery training packages.
- Human Rights Management Plan developed and monitoring.
- Upgraded the on-site induction for Governance modules.

2025

- Rolled out online training and resources for high-risk suppliers.
- Participated in quality audits, targeting accommodation, security and labour hire provider.
- Revised and delivered targeted Procurement training.
- Commenced further supply chain mapping with tier 2 suppliers in manufacturing.
- Completed the UNGC Business & Human Rights Accelerator Programme.





Our Purpose, Vision and Values

Our Purpose

Together, we deliver a better future.

Our Vision

To harness the potential of the world-class Greenbushes resource, with the support of our people, shareholders and communities, for a cleaner energy future.

Our Values

Driven by our purpose of delivering a better future together, our values guide us towards our vision.



WE CARE ABOUT EACH OTHER

- We look after the people around us.
- We respect each other and work as a team.
- We communicate openly and honestly to build a culture of safety and trust where everyone's voice matters.



WE CARE ABOUT DOING THE RIGHT THING

- We take responsibility for our actions, work with integrity, and do what we say we'll do.
- We are accountable for how our decisions and behaviour affect others, including our community.
- We prioritise safety and look after our environment.



WE CARE ABOUT A BETTER FUTURE

- We strive to make each day better than the one before.
- We focus on excellence, sustainability, and improvement.
- We know our choices can make a big difference, as we work together to create a better future.



2025 Highlights

In 2025 Talison Lithium's focus has been to continue to build on its governance foundations and enhance our supplier due diligence processes. We did not identify any instances of modern slavery in our operations or supply chains during this Reporting Period.

During the Reporting Period we welcomed a new Executive Team and established a new organisational structure. This has strengthened our focus on corporate governance and ethical business developments by creating dedicated functions with leaders who bring strong governance and risk management experience. We also achieved several key milestones including:



United Nations Global Compact Business & Human Rights Accelerator Programme

Completed by key personnel.



Initiated enhanced supply chain due diligence

For three high-risk suppliers, focusing on manufacturing and ethically sensitive materials.



Conducted Quality and Social Audits

On accommodation, security services, and a labour hire shutdown service provider.



Redesigned and launched Talison Lithium's in-house training modules

On Modern Slavery, Anti-Bribery & Corruption, and Whistleblower Protection, tailored to our workforce.



Conducted an Effectiveness Review of Grievance Mechanisms

Including community channels, workplace relations, and the anonymous reporting platform Safe2Say.



Increased engagement in human rights industry forums

Including United Nations Global Compact Modern Slavery Community of Practice, Human Rights Resources and Energy Collaborative, and with shareholders and business partners.



Hosted a Human Rights Resources and Energy Collaborative meeting

At our Perth head office.



2025 Goals

Launch our supplier training program on modern slavery for high-risk suppliers.

Target labour hire providers with enhanced due diligence and training, as an industry identified high-risk area.

Implement enhanced supply chain mapping and due diligence into high-risk sectors within our supply chains (i.e labour hire and remote operations).

Integrate modern slavery considerations into procurement policies and practices.

Outcomes

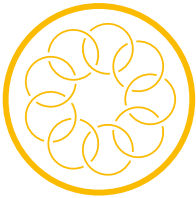
Achieved: Supplier training and sample policies sent to suppliers who presented as high risk at the onboarding stage.

In Progress: Enhanced our on-site labour hire providers auditing to include quality and social questions.

Training for selected on-site labour providers deferred to 2026, to ensure our own staff and Board have completed as a priority.

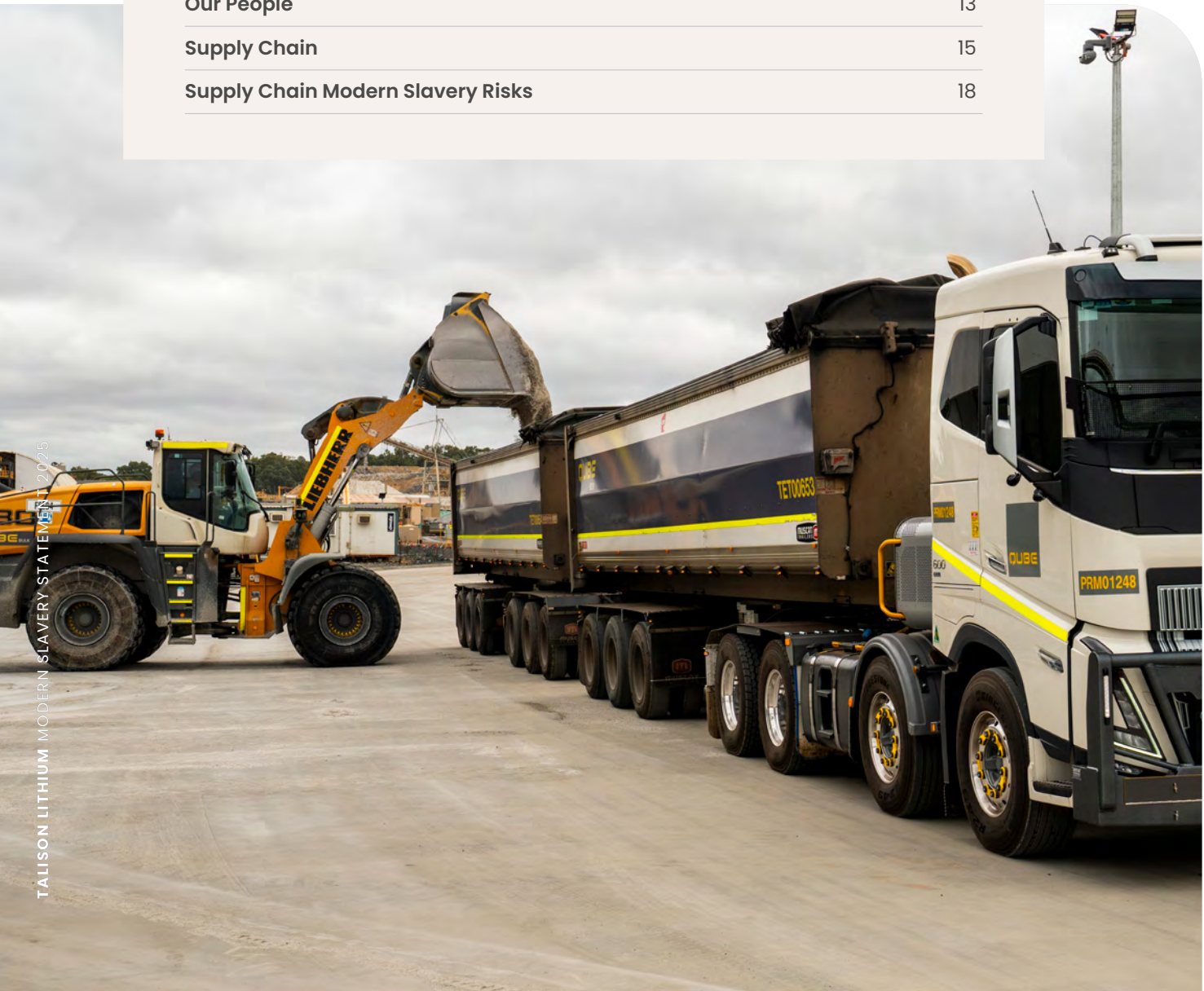
In Progress: Began work on tier 2 audits and supply chain mapping. Limited success with supplier commitment and responses. Improvements to be introduced with the support of the newly structured Commercial Team's expertise.

Achieved: Embedded human rights and modern slavery expectations into supplier prequalification, purchase order terms and contractual conditions.



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Our Operations

Exploration and Development

Evaluation of geological, geophysical and geochemical data will indicate the possibility of a deposit in a target area. Drilling enables the evaluation of the type and grade of minerals in the ground, samples are then laboratory tested identifying the concentration of elements including lithium within them.

Geological modelling is then undertaken of the orebody to create a model of what the resource may look like.

Development and design can then be undertaken, where mine engineers determine mining methods, optimum mine size and schedule, and equipment requirements that will maximise the safety and efficiency of production.

Mining and Crushing

When operating the mine, we use stringent controls to prevent and manage environmental impacts.

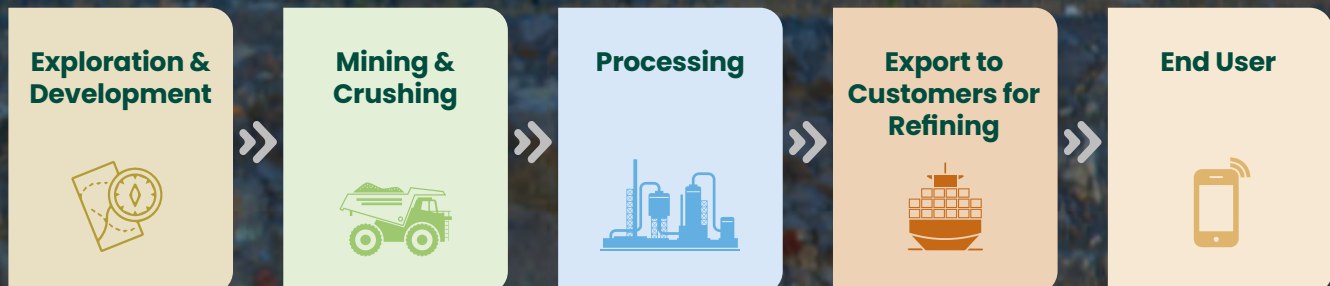
Detailed mine planning is undertaken to ensure the ore body is mined in an efficient and responsible manner.

Haul trucks transport the ore from open pits to processing operations. Some ore may be stockpiled for later processing. Material not economical to process is stored in waste rock landforms.

Ore is deposited directly on a run of mine stockpile and fed through a crushing plant to reduce the size of the particles to be used as feed to the processing facility.

The lithium orebody has produced and exported lithium minerals from site for more than three decades. Our production process from mine to market is outlined in Figure 2.

Figure 2: Mine to Market Operations



Processing

Ore is processed according to grade and concentration of elements.

The process plants utilise grinding, heavy media separation or flotation processes to extract spodumene ore from other minerals, upgrading to a range of lithium concentrates for bulk and bagged shipments.

After the ore has been processed and spodumene concentrate produced, the leftover waste material, called tailings, are stored in tailings facilities.

All tailings storage facilities adhere to the Australian National Committee on Large Dams (ANCOLD) standards.



Export to Customers

After processing, ore samples undergo on-site laboratory analysis. Samples are meticulously tested to ensure the spodumene concentrate meets the chemical and physical characteristics required by our customers.

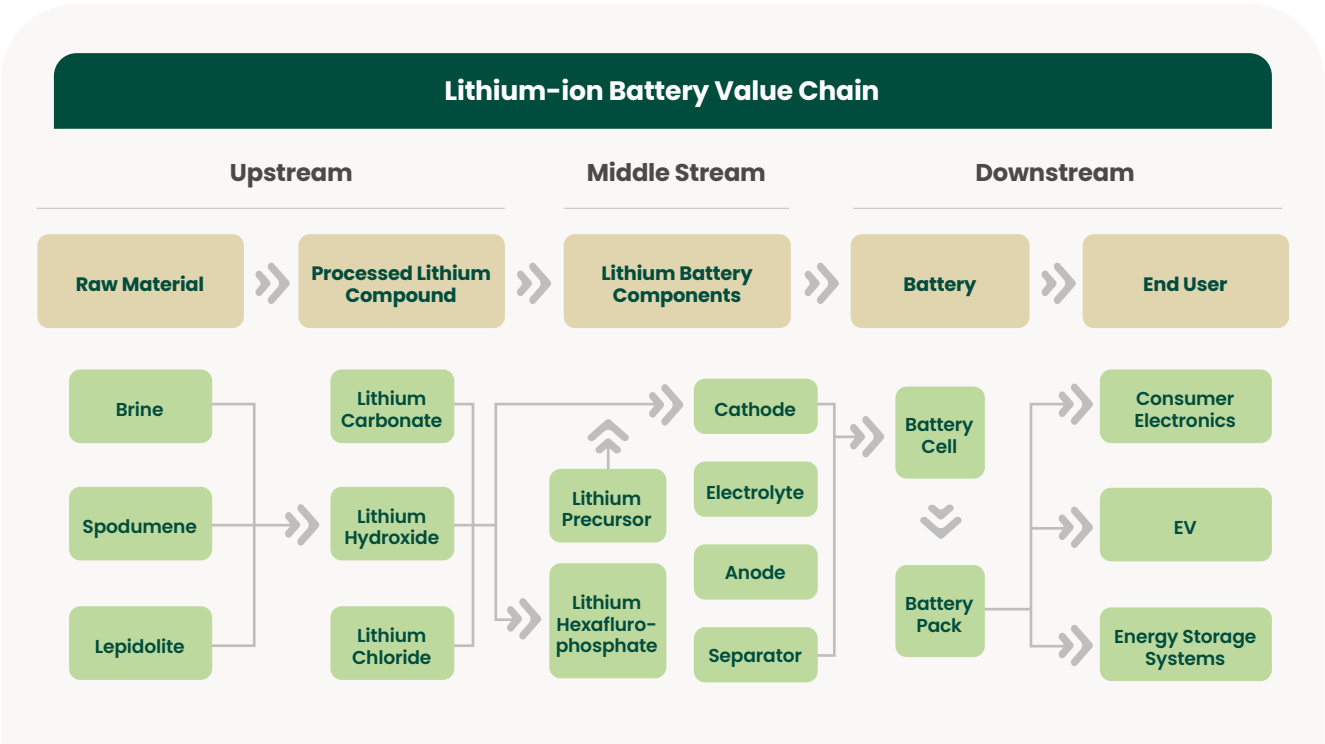
Once quality is confirmed, the concentrate is transported via bulk road haulage to designated storage facilities. These facilities are strategically located near the mine, as well as close to and at the port of Bunbury.

From these storage locations, the spodumene concentrate embarks on its final leg. Depending on customer requirements, spodumene concentrate is transported via bulk road haulage to processing facilities at Kwinana or Kemerton¹, or transported by ship overseas. We utilise two primary shipping methods:

- Bagged container shipments: These are ideal for smaller quantities and offer flexibility for diverse destinations. They depart from the port of Fremantle.
- Bulk shipments: Larger volumes are efficiently transported via bulk shipments departing from Bunbury Port.

Our mineral products are integral to the global supply chain, primarily destined for refining facilities in Asia. Our joint owners are our exclusive customers of spodumene concentrate, ensuring a secure and reliable supply for their lithium chemical production at Kemerton, Kwinana and Asian facilities.

To understand our role in the broader industry, the table below outlines the lithium-ion battery value chain, specifically indicating the placement of spodumene within that chain:



¹ Albemarle announced in February 2026 it will idle the remaining operating train, Train 1, at its Kemerton lithium hydroxide processing plant in Western Australia and place it into care and maintenance.



Our People



2025 Employees



868

Greenbushes employees*



74

Perth employees



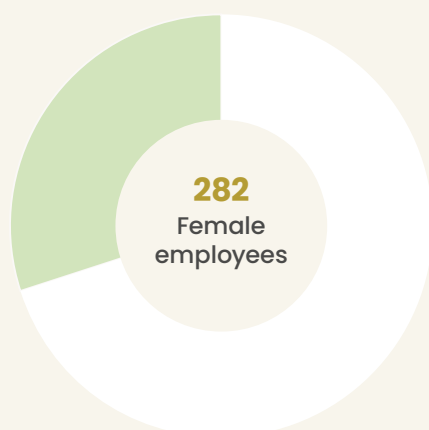
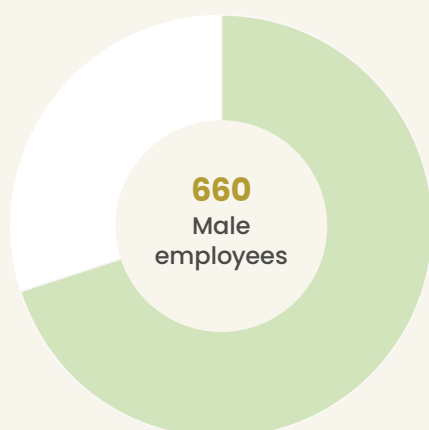
1,951

Total operating workforce (including mining and operation contractors)



2,467

Total operating workforce (including contractors and construction)

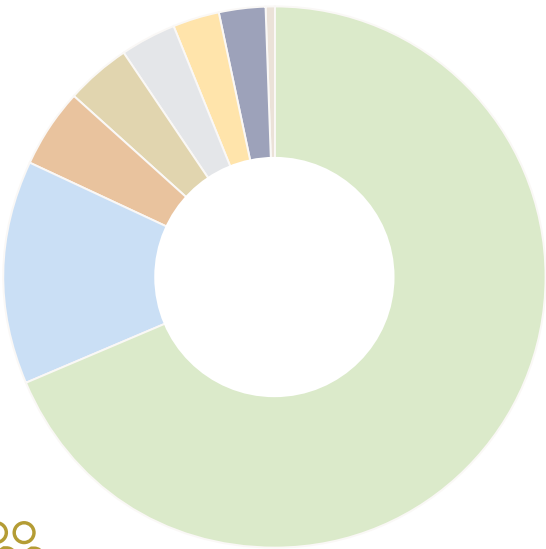


* Excludes casual employees.

Direct Workforce

Our direct workforce included a diverse range of roles located at our Greenbushes operational site and Perth corporate office, as shown below:

Operations	68.7%
Commercial	13.5%
Projects	4.8%
People & Culture	3.8%
Health & Safety	3.2%
Finance	2.9%
External Affairs	2.8%
Other	0.3%
Including Executive, Legal	



917

Full time



25

Part time



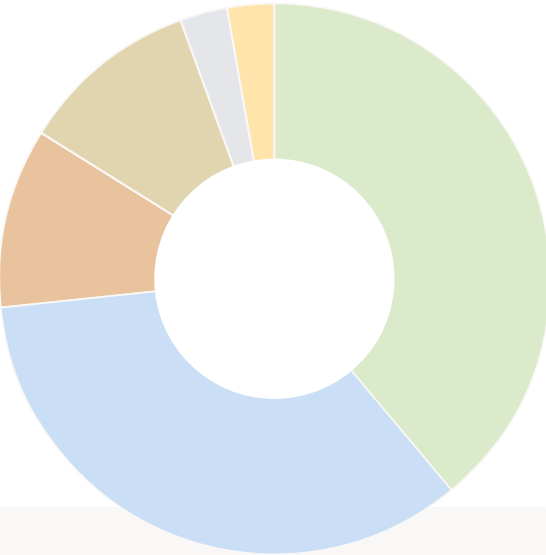
942

Total direct workforce

Indirect Workforce

Our operations rely on the valuable contributions of our contractor workforce, who perform essential roles in key areas across our business. The following graphic provides a clear breakdown of the percentage of total contractor hours dedicated to each area in 2025:

Construction	39.0%
Mining	34.6%
Maintenance	10.5%
Infrastructure	10.4%
Business Services - Facilities Management	2.8%
Other	2.7%
Including Production, WHS - Safety, Projects, Shipping, Freight - Warehouse, People & Culture, Sustainability	

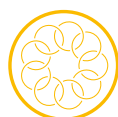


Perth corporate office

These roles are primarily based at our Perth corporate office, with flexible work arrangements that support collaboration across locations, including time spent at our Greenbushes operations:

- Executive Leadership Team: Chief Executive Officer, Chief Financial Officer, Chief Operations Officer, Commercial Director, General Counsel, Head of External Affairs

- Legal Counsel
- External Affairs and Approvals
- Quality and Risk Management
- Shipping and Logistics
- Information and Operational Technologies
- Human Resources, including Payroll



Supply Chain

In 2025, the majority of our spend was within Australia, and with Australian-based suppliers.

A total of 221 suppliers were onboarded or requalified in 2025, which requires suppliers to undertake a modern slavery due diligence process. This figure also includes low-risk vendors, such as those receiving community sponsorships, government departments or one-off payments for training courses. Of the suppliers assessed, 152 completed either the Modern Slavery Questionnaire (MSQ) or the low-risk supplier survey.

Figures 3 and 4 provide an overview of our total annual spend, and the location of our suppliers.

Figure 3: Snapshot of 2025 Total Annual Spend

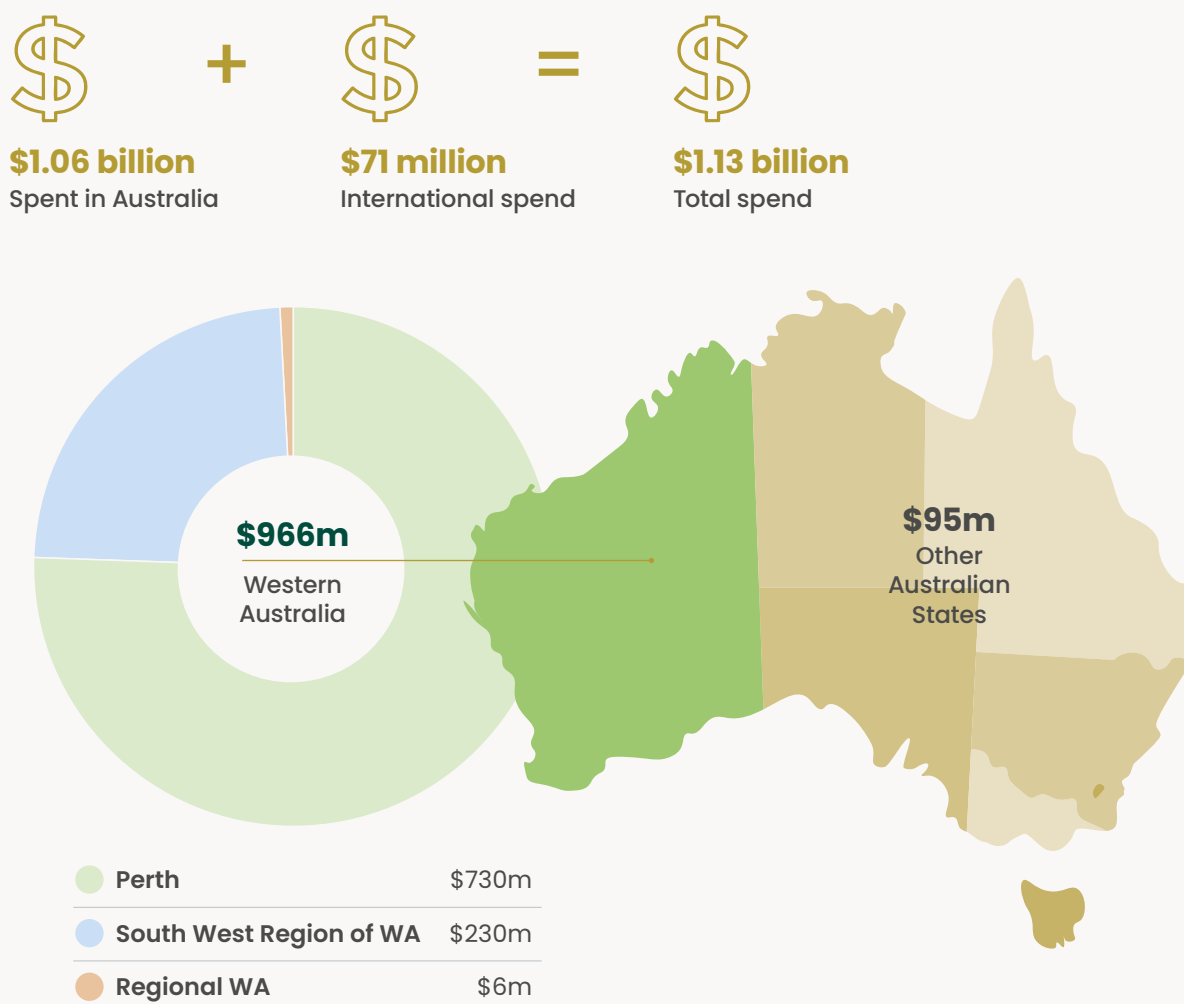
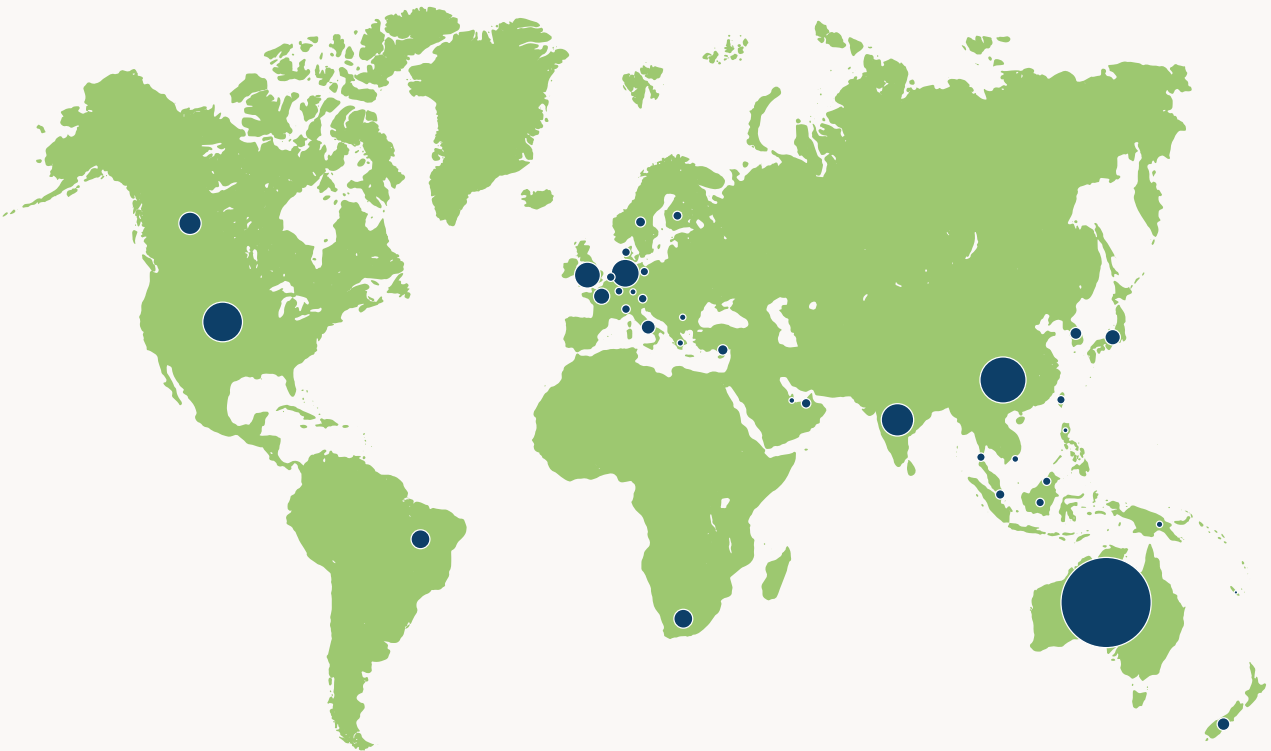




Figure 4: Location of Supplier Operations



Our procurement categories include the following services and products:

1 Processing



Labour hire, grinding media and reagents.

2 Mining



Explosives, open cut and drill and blast mining contractors and earthmoving contractors.

3 Transportation



Shipping, haulage, port, and stevedoring services.

4 Exploration



Drilling contractors, drilling equipment and consumables.

5 Projects



Engineering, construction and earthmoving contractors, and plant and equipment.

6 Operational Support Services

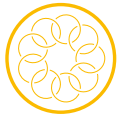


Power supply, information technology equipment, accommodation management services, inbound freight services, fuel supply, PPE, equipment and services.

7 Administration Support Services



Telecommunications, ICT hardware and software, office cleaning and maintenance, catering, legal and accounting services, insurance, utilities, waste collection services, corporate merchandise, printing.



Supply Chain Modern Slavery Risks

Australia's strong workplace laws and regulatory frameworks provide effective protections against forced labour and exploitation, reducing the risk of modern slavery within our direct operations. As our operations and workforce are based in Australia, and the majority of our expenditure occurs domestically, our inherent risk of modern slavery is considered low.

Like most companies operating within the resources sector in Australia, the most significant modern slavery risks are likely to exist in our supply chain. In applying the United Nations Guiding Principles on Business and Human Rights (UNGPs), Talison Lithium remain of the view that our main exposure to modern slavery is via our relationship with third parties, rather than any direct causal impacts or contributory actions of our business. While we have not identified instances of modern slavery directly linked to our operations, we recognise that some suppliers may have an elevated risk profile due to their industry or the raw materials they utilise.

To better understand and manage potential risks in our supply chain, we require suppliers to complete Modern Slavery Questionnaires to obtain more specific information about the supplier and their operations and supply chains. Analysis of these responses shows that less than 3% of our suppliers are considered high risk. These suppliers are primarily importers or manufacturers of goods containing high-risk materials. Elevated risk is often linked to limited internal controls, as these businesses are typically small to medium enterprises without sufficient resources for training or comprehensive supply chain mapping.

While our overall modern slavery risk profile is low, we recognise that the potential for modern slavery exists across all industries, not only within the mining sector. We acknowledge that certain areas present inherent vulnerabilities including:

- **importation of manufactured goods**, which may originate from high-risk jurisdictions¹;
- **shipping and logistics**, utilised to ship spodumene concentrate which involves complex global supply chains;
- **accommodation and security services**, where labour practices can vary;
- **agriculture**, particularly in relation to food supply for our workforce;
- situations where we or our contractors employ **young workers**, which requires careful oversight to ensure compliance with labour standards;
- **downstream supply risks** linked to our spodumene concentrate material (particularly production companies operating in higher-risk sectors like lithium-ion battery manufacturing² in countries with a higher prevalence of modern slavery).

We remain committed to monitoring these areas closely and working collaboratively with suppliers and industry partners to strengthen controls and reduce risk across our operations and supply chain.

¹ High-risk jurisdictions are countries assessed by Walk Free's Global Slavery Index as having high modern slavery prevalence and/or high vulnerability due to systemic governance, economic, or social risk factors. ² Spodumene concentrate, the source material for lithium, is used globally in various products, including lithium-ion batteries that power electric vehicles, electronics, and other technologies.



ISON
HIUM



Our Actions

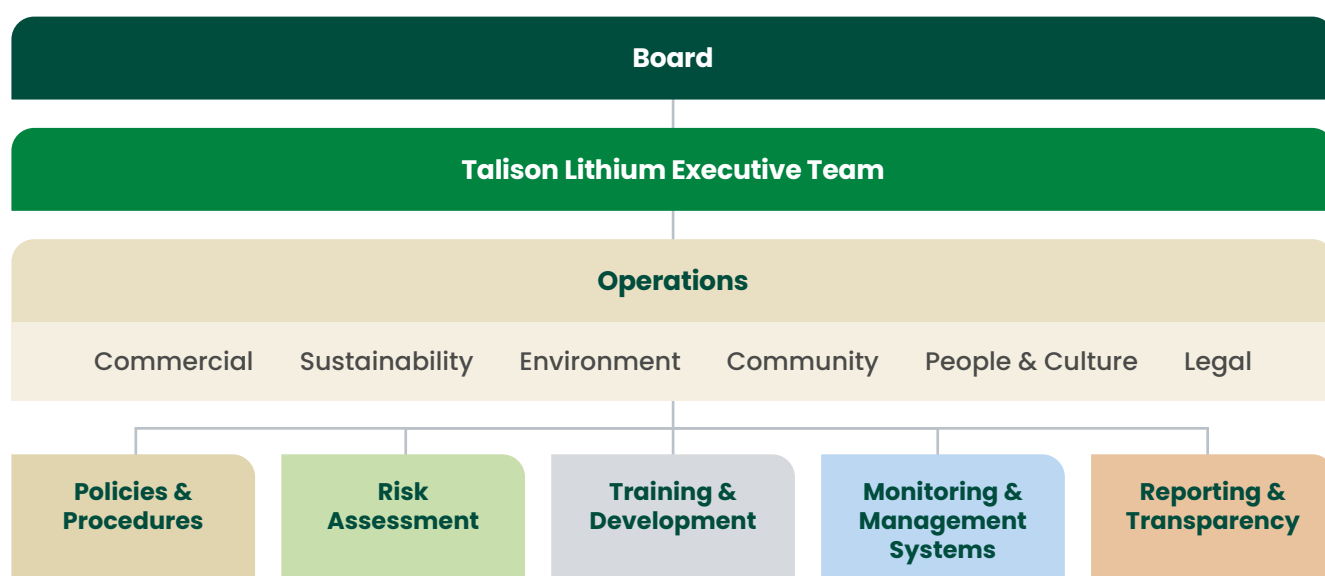
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Modern Slavery and Human Rights Governance Framework

Our Modern Slavery and Human Rights Governance Framework is designed to embed respect for human rights across all aspects of our business and manage modern slavery risks. Oversight is provided by our Board and Executive Team, ensuring governance at the highest level. Our Board is accountable for overall guidance and decision making as well as overseeing risk management, which is supported by the Executive Team. In undertaking this role, the Board consults with our entities (as listed on page 5 of this statement) to ensure a coordinated and informed approach across the Group. Implementation of our framework is driven by our Operations teams, including Commercial, Sustainability, Community, Environment, People & Culture and Legal, who work collaboratively to integrate human rights considerations into day-to-day activities.



Five key pillars

Our Modern Slavery and Human Rights Governance is built on five key pillars:

Policies & Procedures

Clear policies and standards, including our Human Rights Policy, and Whistleblowing and Anti-Bribery & Corruption Standards, set expectations for ethical conduct.

Training & Development

Governance training and targeted modules on Modern Slavery, Anti-Bribery & Corruption, and Whistleblower Protection ensure our workforce and contractors understand their responsibilities.

Risk Assessment

Supplier prequalification, Modern Slavery Questionnaires, and contractual clauses help identify and manage risks in our supply chain.

Monitoring & Management Systems

Audits, inspections, and grievance mechanisms, including Safe2Say, provide oversight and accountability.

Reporting & Transparency

Public reporting through our Modern Slavery Statement and Sustainability Report, supported by internal human rights metrics, reinforces our commitment to transparency.

The Framework assists compliance with modern slavery obligations while embedding human rights due diligence into our operations, reflecting our “We Care” values.



Actions Taken to Mitigate Risk

We have embedded human rights and modern slavery expectations into our core processes through supplier prequalification, purchase order terms and contractual conditions. These measures ensure that suppliers are aware of and committed to meeting our standards.

Our quality audits include targeted questions on human rights and modern slavery, enabling us to verify compliance and identify areas for improvement. We work closely with our accommodation and security providers to maintain high standards of worker welfare and safety, and we actively engage with suppliers both on-site and off-site to share expectations regarding the employment of young workers.

Through these actions, we aim to strengthen transparency and accountability across our supply chain. We will continue to build supplier capability by sharing resources, providing guidance, and promoting best practices to reduce modern slavery risks.

Policies and Procedures

During the Reporting Period we developed, reviewed and published the following documents to support our framework:

- Human Rights Impact Assessment Framework Guideline (new)
- Human Rights Policy (revised)
- Modern Slavery Questionnaire Procedure (revised)
- Modern Slavery Statement Procedure (revised)
- Purchase Order Terms & Conditions (revised)
- Whistleblower Standard (revised)
- Human Rights Management Plan (revised)
- Minimum Working Age Standard (revised)
- Supervision of Work Experience Students (new)
- Annualised Salaries Under the Clerks Award 2020 (new)

Our **Minimum Working Age Standard** assists us to protect the well-being of young individuals.

- Defines the minimum working age for all employees, contractors, trainees, and apprentices on our sites consistent with Australian legal obligations (i.e Regulation 634.(1) Work Health and Safety (Mines) Regulations 2022).
- Prohibits anyone under the age of 16 years working on our premises.
- Incorporates International Labour Organisation (ILO) criteria on hazardous work, as set out in the Minimum Age Convention (1973) and the Worst Forms of Child Labour Convention (1999).¹

The **Supplier Code of Business Conduct and Ethics** outlines our minimum standards and expectations.

- Upholding human rights: Suppliers must uphold fundamental human rights throughout their operations and supply chains.
- Combating modern slavery: Suppliers are required to have adequate procedures in place to identify, prevent, mitigate, and account for modern slavery risks within their businesses.
- Our Purchase Order Terms & Conditions contain Modern Slavery clauses, including an obligation to “use reasonable endeavours to obtain and exercise audit rights with respect to its suppliers and subcontractors.”

1. An Introduction to Legally Prohibiting Hazardous Work for Children.

Supply Chain Due Diligence

As part of our supplier onboarding processes, a Modern Slavery Questionnaire (**MSQ**), or a short supply chain survey for those already deemed low risk, is issued.

The MSQ asks a range of questions covering Modern Slavery, Business Operations, Indigenous People, Services/Goods to Provide, Workforce, Controls & Policies, Health & Safety, Human Rights Impacts and Training, as well as a declaration to abide by the Supplier Code of Business Conduct and Ethics. Suppliers complete the MSQ via an online portal managed by our third-party provider, which assesses risk profiles and screens international sanctions and warrant databases.

A supplier will complete the short supply chain survey if their annual spend is under \$50,000 and they are not in one of the following high-risk industries¹:

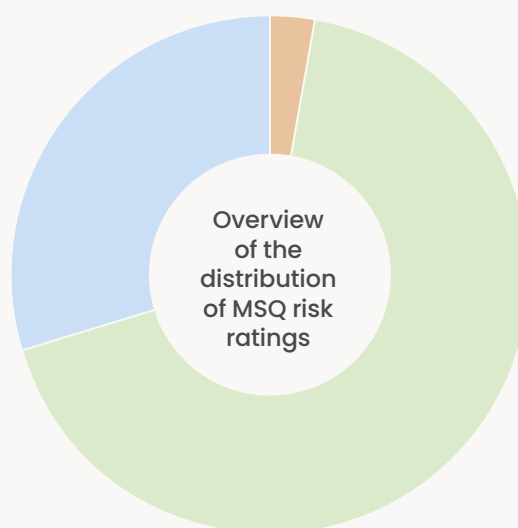
- manufacturing or supply of manufactured goods;
- logistics including shipping, and other forms of transportation;
- vehicles and heavy machinery manufacturing and sales;
- electrical equipment manufacturing, including IT and telecommunications hardware;
- construction materials and services; and
- labour hire for base-skilled roles.

As at the end of the Reporting Period, a total of 1175 suppliers completed the MSQ or a low-risk survey² with 152 being conducted in 2025³. The resulting average modern slavery risk rating for completed MSQs remains low.

- The majority of the suppliers rated **low** risk in the MSQ stated that they have operations solely in Australia, did not use any category of vulnerable workers and had policies, procedures and processes in place.
- The suppliers with a **medium** risk rating tend to be suppliers with operations in higher risk locations and/or operating in higher risk sectors for modern slavery risks. The risks may, however, be mitigated by the presence of policies and procedures.
- A total of 33 suppliers received **high** risk ratings due to the sourcing of high-risk products from high-risk countries and the utilisation of potentially vulnerable categories of workers. These factors, combined with the absence of some procedures, resulted in the high ratings. These suppliers are further assessed for additional controls and may be required to complete modern slavery training or update their existing policies. Once approved, no further corrective actions were required, however these high-risk suppliers will be prioritised for potential tier 2 reviews.

MSQ data is collected through an external third-party provider platform and then resulting risk scores assessed by the Senior Assurance and Governance Advisor to determine whether further due diligence is required. This may include issuing requests for further information, or consideration for future audits.

● Low	795
● Moderate	347
● High	33



1. These high-risk industries have been selected as determined by Walk Free, and relevant to our business profile. 2. This is a cumulative figure from October 2021 to December 2025. 3. 221 suppliers in total onboarded or requalified as per page 15 commentary, regarding Supply Chain.



Case Studies

Quality Audits

We updated quality lead auditor training and qualifications for members of the Governance and Quality teams to strengthen collaboration across departments. We actively support the Quality Management System audit programme by participating in both internal and external audits, incorporating targeted human rights questions into the process. These questions focus on grievance reporting, the employment of young workers, and overall worker well-being.

External contractor audits highlighted our need to continuously promote and re-educate on our grievance mechanisms, as well as improve access to our document management system. Our internal audits have proven to be an opportunity to collaborate across teams and provide guidance on continuous improvement, including updating management plans and communicating change.



Accommodation and Security

We maintain strong partnerships with our accommodation and security providers, conducting annual quality and social audits to ensure compliance and high standards. Daily inspections of the accommodation village reinforce our commitment to safe, comfortable living conditions and building collaborative relationships. This engagement also enabled us to work with the accommodation provider's food purchasing team to review supply chain practices, advancing our tier 2 supplier assessments. As well as learning more about our village supply chain, this collaboration provided an opportunity to share knowledge and plan for tier 2 reviews across other suppliers.

Additionally, a comprehensive risk assessment of the village is currently underway, which will address safety, environmental factors, and worker well-being.

Supplier Engagement

We recognise that effective supplier engagement is critical to reducing modern slavery risks and promoting human rights across our supply chain. In 2025, we focused on building awareness and capability among our suppliers through a range of initiatives. These included sharing online training presentations on modern slavery, outlining its relevance to our operations and our shared responsibility to prevent exploitation.

We provided our internal procurement policy documents as a reference and starting point for high-risk suppliers lacking formal documentation, supporting them in strengthening their governance and compliance practices. We also distributed a survey focused on young workers, assessing suppliers' understanding of the International Labour Organisation (ILO) standards and compliance with Work Health and Safety (WHS) Act requirements. This approach helps us identify gaps, share best practices, and encourage continuous improvement.

Through these actions, we aim to promote transparency, build trust, and ensure that our suppliers are equipped to meet the expectations set out in our Supplier Code of Business Conduct and Ethics.



Training and Building Awareness

In 2025, we strengthened our approach to Modern Slavery education and awareness by revising and developing new in-house Talison Lithium specific training modules on Modern Slavery, Anti-Bribery & Corruption, and Whistleblower Protection. The new modules have been tailored to reflect Talison Lithium-specific risks and scenarios, ensuring they are accessible and relevant for all levels of our workforce. The updated training has been rolled out site-wide for completion in 2026 (including our Board and Executive Team), reinforcing our commitment to embedding ethical practices across operations.

To complement online learning modules, we deliver face-to-face induction sessions for new site personnel. These sessions provide practical context on how modern slavery and human rights principles apply to individual roles and teams.

Specialist training was provided to our Procurement team, with two dedicated sessions focused on enhancing skills to detect and prevent modern slavery risks within supply chains. This targeted approach equips our procurement professionals with the tools to identify red flags and implement best practices.

Further, some of our employees who play key roles in the Human Rights space participated in the United Nations Global Compact Business & Human Rights Accelerator Programme, gaining valuable insights into conducting Human Rights Impact Assessments. This global learning initiative strengthens our capability to integrate human rights due diligence into decision-making and operational processes.



Networking and Collaborations

We recognise that addressing modern slavery and human rights risks cannot be achieved in isolation. Collaboration is essential to driving meaningful change. Throughout the year, we continued to participate in key industry and stakeholder forums, including the Human Rights Resources and Energy Collaborative (HRREC) and the United Nations Global Compact (UNGC) Modern Slavery Community of Practice (MSCoP). These platforms enable us to share insights, learn from peers and industry experts, and contribute to collective efforts to strengthen human rights governance across the business community.

Beyond industry forums, we prioritise community engagement as part of our broader social responsibility. This includes ongoing collaboration with the Mission to Seafarers such as participation in quarterly committee meetings, financial contributions, uniform and PPE donations and other forms of support. This year the Mission to Seafarers participated in our annual Community Open Day, by holding an information stall to share their message and promote their charitable work. These interactions help us understand and respond to the needs of vulnerable groups connected to our operations, reinforcing our commitment to ethical and responsible business practices.

Tier 2 Supplier Reviews

We advanced to the next stage of our due diligence journey by conducting research into our tier 2 suppliers. In 2025, we worked with three high-risk suppliers, each importing manufactured goods containing high-risk materials. Our experience highlighted varying degrees of success: ranging from strong participation and collaboration, unavailability and even refusal to provide information. To ensure we move towards universal participation and collaboration, we will continue to facilitate supplier engagement through training, reviews and embedding our due diligence processes.

A key enabler of this work was the accommodation village supplier review, which served as a collaborative starting point for tier 2 reviews. By connecting with the accommodation provider's food purchasing team, we gained valuable insights into their supply chain practices and established a guideline for conducting similar reviews across other suppliers.

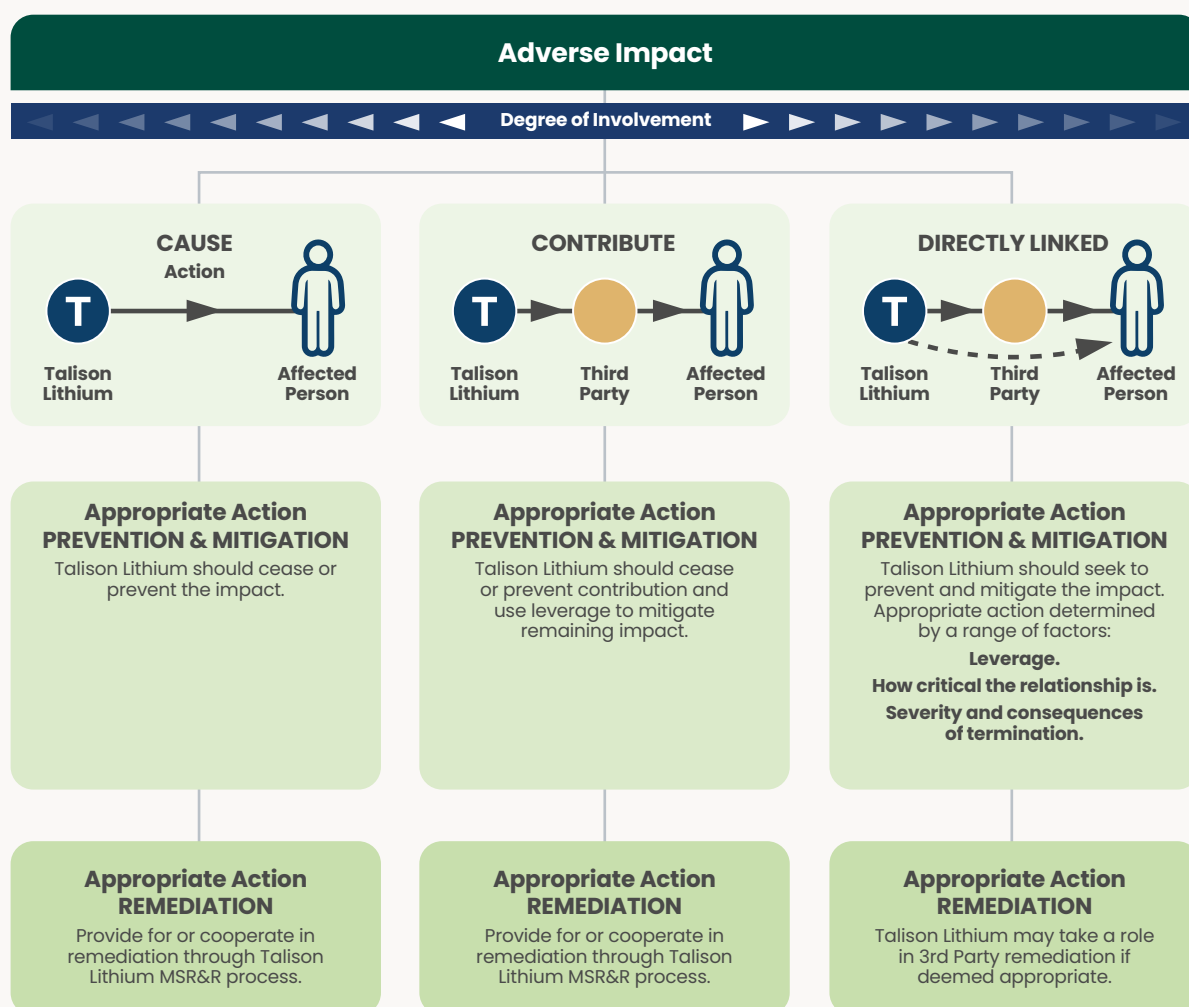
This initiative demonstrated the importance of partnership and knowledge-sharing in overcoming barriers and driving continuous improvement in human rights due diligence.



Remediation and Assessing Effectiveness

Remediation

Talison Lithium acknowledges its shared responsibility with suppliers to identify and support potential victims of modern slavery where our operations may have caused or contributed to adverse human rights impacts. Audits, supplier engagement, grievance mechanisms and external reports all assist in identifying whether an issue exists. The following chart outlines our response continuum once an adverse impact has been identified:



Our Modern Slavery Response and Remedy Framework (MSR&R) was developed having regard to resources including:

- United Nations Guiding Principles on Business and Human Rights (**UNGPs**).
- Organisation for Economic Co-operation and Development (**OECD**) Due Diligence Guidance for Responsible Business Conduct.
- International Labour Organisation (**ILO**) Conventions, Protocols, Recommendations and Instruments such as the Declaration on Fundamental Principles and Rights at Work.

Our confidential reporting system is accessible: <https://talison-lithium.safe2say.com.au/>

The landing page provides clear information about the reporting process and available support resources.



Assessing Effectiveness

Talison Lithium is committed to continuous improvement in identifying and mitigating modern slavery risks across our operations and supply chains. During the Reporting Period, we conducted Grievance Effectiveness Reviews on our three reporting channels: Community Relations, People & Culture – Workplace Relations, and Safe2Say. These mechanisms provide multiple avenues for stakeholders – including employees, suppliers, and members of the public – to raise concerns, lodge formal complaints, or submit anonymous reports.

These reviews found that our grievance mechanisms closely meet the criteria outlined in the United Nations Guiding Principles on Business and Human Rights (UNGPs) for effective non-judicial grievance processes. Areas for enhancement were identified in accessibility and continuous improvement, with plans in place to address these actions and advise on improvements in 2026 reporting.

These reviews form a critical component of our Modern Slavery and Human Rights Governance Framework. By strengthening grievance mechanisms, we reinforce our commitment to transparency, stakeholder trust, and the implementation of human rights principles throughout our operations.

In addition to the Grievance Effectiveness Reviews, we also monitored the outcomes of Modern Slavery Questionnaires (MSQs) and low-risk supplier surveys completed by our suppliers and considered whether higher-risk suppliers were subject to appropriate follow-up, including requests for further information, additional controls and training.

Talison Lithium also evaluated the effectiveness of its broader risk mitigation measures through findings from audits, including audits of accommodation, security and labour hire providers, which incorporate targeted human rights and modern slavery questions. We monitor completion and uptake of our revised modern slavery, whistleblower and anti-bribery training modules, including targeted procurement training, to assess whether relevant personnel are being equipped to identify and respond to modern slavery risks.



Other Information

IRMA

We commenced third party independent audit assessment of our performance against the Initiative for Responsible Mining Assurance (IRMA) during 2025 and have successfully completed Stage 1 (desktop review) of the audit assessment. IRMA is a rigorous standard for responsible mining that incorporates diverse stakeholder perspectives, including crucial elements related to human rights and labour practices, directly relevant to addressing modern slavery risks in our Australian operations.

Sustainability Report

In 2025, we published our third annual Sustainability Report that details our approach to sustainability across our organisation, our people, our community and our environment. The report can be found here: <https://www.talisonlithium.com/sustainability-overview>.



Mandatory Criteria

Legislation	Reporting criteria	Page numbers
Modern Slavery Act 2018 (Cth)	Section 16.1 (a) Identify the reporting entity.	Pages 4-5
	Section 16.1 (b) Describe the reporting entity's structure, operations, and supply chains.	Pages 11-17
	Section 16.1 (c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	Pages 18
	Section 16.1 (d) Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address the risks, including due diligence and remediation processes.	Pages 21-26
	Section 16.1 (e) Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	Page 28
	Section 16.1 (f) Describe the process of consultation with: (i) any entities that the reporting entity owns or controls (ii) in the case of a reporting entity covered by a statement under section 14 – the entity giving the statement.	Pages 3, 21
	Section 16.1 (g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Page 29



FOR A BETTER FUTURE

*We value feedback
from our stakeholders.*

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