

**Core Lithium Ltd : Modern Slavery Statement**

For the year ended 30 June 2024

## Our Operations

Core Lithium Ltd and its wholly owned subsidiaries (together, **Core**, **us**, or **we**) is an Australian hard-rock lithium mining company. Core is publicly listed on the Australian Stock Exchange (ASX: CXO) and owns and operates the Finniss Lithium Operation on the Cox Peninsula, south-west and 88km by sealed road from the Darwin Port, Northern Territory.

We acquired our first landholding in the Bynoe pegmatite field in 2016 and made the first discovery shortly after at the Grant's deposit.

In less than six-years since the maiden resource, we have advanced Finniss through a restart planning, established long-term offtake arrangements with lithium industry participants, grown the mineral resource at Finniss to 48.2Mt @1.26% Li<sub>2</sub>O at 30 June 2024, commenced mining at the Grants deposit, completed construction of the operations plant and commenced production and export of spodumene concentrate.

We are also actively exploring across our leases focusing on extending and defining existing near-mine resources in the northern area of the Finniss tenements.

Further afield, activity will be undertaken to identify and test new targets via a combination of geochemistry, geophysics and drilling.

We currently employ a lean team focused on restart readiness across our corporate, exploration and operational functions.

This Modern Slavery Statement has been prepared for the financial year ended 30 June 2024.

## Grants

Grants commenced as an open cut mine, and the starter operation at Finniss. Grants had a mineral resource of 2.3Mt @ 1.45% Li<sub>2</sub>O at 30 June 2024<sup>1</sup>, with operations paused since June 2024.

Following commissioning of the crushing plant in October 2022, Core prepared a maiden cargo of Direct Shipping Ore cargo (DSO) in December 2022. The DSO sale was our first revenue event and gave us the opportunity to commission all logistics to the Port of Darwin ahead of maiden concentrate production.

We completed construction of the Dense Media Separation (DMS) plant in February 2023 – representing the final step in Finniss' construction.

Grants was operated utilising embedded contracting partners who supply the expertise, operational and maintenance skills to deliver mining, processing and crushing services.

## BP33 Underground Project

BP33 is the second proposed mine and the potential cornerstone asset of the business, located 6km from the Grants open pit, crusher and DMS plant.

At 30 June 2024 the BP33 mineral resource was 10.5Mt @ 1.53% Li<sub>2</sub>O<sup>1</sup>.

## Offtake

During the reporting period, Core had established long-term offtake arrangements with lithium industry participants.

## Our Supply Chain

We typically source products and services from suppliers who are broadly active in the mining, exploration, processing and logistics supply chain. This includes transportation (land, air, rail and maritime), contract labour (maintenance, construction and drilling services), mining equipment and processing, spare parts, consumables, and fuel for our onsite operations.

---

<sup>1</sup> Refer to CXO Annual Report 2024 as released on ASX on 27 September 2024.

The term 'supplier' is used to refer to any entity in our supply chain including consultants, subcontractors or other product or service providers. During the reporting period we spent more than A\$276 million purchasing products and services from over 500 direct suppliers.

Our top 20 suppliers are predominately located in Australia. Of our top 50 suppliers, approximately 96% of our expenditure was with Australian suppliers, with the balance relating to Singapore, UK, USA, Germany and Denmark.



We aim to create economic opportunities in the region where we operate through the sustainable procurement of local products and services. With several suppliers located in the Northern Territory.

Our top 5 supplier spend categories include:

1. Contracted labour and plant such as drilling, civil, construction, mining, processing, crushing, excavation and earthworks, water management, mechanical services, logistics, security, cleaning, and surveyors
2. Fuel and energy
3. Transport logistics including trucking, shipping, freight and port access
4. Professional services such as mining engineers, structural engineers, laboratory analysis and other mining related services
5. Suppliers for operational consumables including processing additives, engineering products, quarry products, pumps and general mechanical items

### **Identifying Our Risks**

While Core assesses the overall risk of modern slavery in our operations and first-tier supply chain to be low due to our Australian-based operations and suppliers, we acknowledge elevated risks may exist in indirect tiers. These include electronics and garments sourced by our Australian suppliers, potentially from high-risk jurisdictions. Future assessments will map risks using tools such as the Global Slavery Index and supplier self-assessments.

Due to the robust regulatory environment in Australia, the overall risk of modern slavery in our operations and immediate supply chain is deemed to be low.

Core maintain a Whistleblower hotline for the reporting of conduct such as modern slavery, which includes option for the reporting party to remain anonymous.

### **Geographic risks**

All of our employees are based in Australia, with our head office in Western Australia and our site operations in the Northern Territory. In addition, as noted in the previous section, approximately 96% of our direct spend in the reporting year was with suppliers based in Australia.

We recognise however that while many of our suppliers are based in Australia, it is possible they may source goods and services from countries who have a higher risk of modern slavery.

### **Products risks**

We are aware there are specific products which are known to have an increased risk of modern slavery within their production. This risk is increased if the product has been sourced from a geographic region known to have increased risk within their labour practices.

96% of our direct suppliers are based in Australia, yet we do not currently have visibility over their import activities. At this stage in our analysis, we do not have enough information to be able to determine the source country of a very small group of products within our supply chain when, as with the case of electronics, we have purchased from a retailer.

### **Sector risks**

Certain sectors and industries may have higher modern slavery risks because of their characteristics, products, and processes. Typically, if the sector or industry relies on informal and unregulated labour, it will likely be considered high risk.

We have a level of confidence that our immediate suppliers meet relevant requirements and will look to continue exploring sector risks in our broader supply chain.

We require new suppliers to complete a pre-qualification questionnaire assessing potential risks, including modern slavery indicators. Contract terms include obligations for our counterparties to comply with relevant laws, develop and implement policies and procedures to avoid modern slavery, and promptly report to Core any instances of known or suspected modern slavery. During the reporting period, no instances of modern slavery were identified, and no remediation actions were required.

## **Assessing and Addressing Our Risks**

Due to the nature of our business and our use of majority local suppliers, our initial assessment shows that we have a low risk profile for modern slavery in our operations and the first tier of our supply chain.

Even so, we recognise that through our third-party supplier and distribution chains, potential risks are still possible.

Our internal processes and controls must assist us in identifying and managing the risk of modern slavery within our third-party supply chains.

Our focus is on potential high-risk suppliers based on the type of goods and services provided, the value of these goods and services, and their country of operations.

The processes also assess the activities and potential risk level of any of their nominated subcontractors.

We use our new supplier information form and the supplier's acceptance of our standard terms and conditions to ascertain the relevant information from suppliers we are looking to engage.

We ask potential suppliers about the nature of their operations, their assessment of modern slavery risks in their business and their policies and processes to identify, investigate and remedy modern slavery risks within their operations or those of their suppliers.

During the tender process, we take into consideration the indicators of modern slavery and the sectors that may be at higher risk due to the nature of the product or services supplied or the source of the supply.

Our procurement function is centralised in Australia.

While we have not needed to take remedial action during the reporting period, our standard contracting terms allow us the ability to terminate contractual arrangements with counterparties who discover instances of modern slavery or who, in the opinion of the Company, have uncontrolled exposures to modern slavery risk and have not taken reasonable actions to control such risks.

## **Our Policies and Governance**

Core's board is responsible for establishing and maintaining appropriate corporate governance practices, including those relevant to modern slavery.

They are accountable for ensuring all business practices comply with the applicable laws and regulations, as well as our Code of Conduct and other applicable policies and procedures.

This includes those relevant to human rights, environment, responsible procurement, occupational health and safety, and prevention of harassment and discrimination at work.

The board must also ensure proper risk assessment systems are in place to mitigate the risk of modern slavery or human trafficking in our business activities and relationships.

The board and its committees meet at least biannually and are briefed on issues related to our policies.

The policies are reviewed regularly to ensure their ongoing relevance and alignment with our overall business strategies and changes to the internal and external operating context.

## **Supplier Due Diligence and Procurement Management**

For a supplier to work with us, they must first become approved via our internal process.

This involves having a supplier complete a new supplier request form, providing us with information about their organisation. If we identify that a potential supplier doesn't have sufficient policies and procedures addressing modern slavery, we ensure they agree to abide by the minimum standards of Core.

We also undertake reviews of our suppliers, where their performance is monitored and assessed to identify any opportunities for improvement or to acknowledge successes.

These processes and our relationships with suppliers will provide us with a significant ability to drive alignment and improvement in identifying and managing modern slavery risks in our supply chain.

We have identified further improvement opportunities to our onboarding processes to include key questions which would raise concerns in respect of modern slavery.

The standard contracts we use with our supply chain include a robust clause relating to modern slavery.

## **Communications and Other Activities**

### ***Our Code of Conduct***

The Code of Conduct is available to all employees as well as being publicly available on the Core Lithium website.

Employees are reminded of the Code and its contents regularly through internal communications.

### ***Responding to grievances***

Any issue, grievance, or whistleblower claim from employees or external parties is immediately escalated, investigated and addressed through appropriate action.

This may include:

- providing support and assistance to afflicted individuals to remedy the breach
- improving our processes to prevent recurrence

### ***Community feedback***

We continue to find ways to improve our community feedback mechanisms to strengthen our engagement with the community and broaden the channels for receiving feedback about our business activities.

Community members or any interested parties can communicate with the company via email, website links or via our hotlines (information and community).

All channels are monitored to respond and address concerns.

### **Assessing the Effectiveness of Our Actions**

During this reporting period, our focus was to gain a better understanding of our modern slavery risks and how such risks may be present across our business and supply chains. On the basis that there have been no reports or known instances of modern slavery within our supply chain, our initial framework has been effective at preventing instances of modern slavery. We have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks across our business and supply chains.

We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. To this end, it is important that we set ourselves future goals to reach so we can look back and assess the effectiveness of our approach and inform our path forward. Our future goals are described in the next section.

### ***Future actions***

Core will regularly assess potential modern slavery risks in our operations and supply chains and work to improve and develop our modern slavery risk mitigation measures.

We recognise the following actions will drive addressing the risks identified:

- We will continue to encourage visibility of the supply chains of our direct and indirect suppliers. We will also recommend those suppliers educate their subcontractors regarding the risks of modern slavery in their supply chains.
- We will continue to connect with our suppliers on modern slavery.
- We will continue developing our policies and procedures to address key modern slavery risks and human rights. We will reinforce our expectations and requirements for suppliers and contractors on these issues.
- Our Code of Conduct will be refreshed as required.
- Through external interactions (including consultation with other businesses, peak bodies, and government) we will further develop our understanding of modern slavery and share our own insights. We will use these learnings to refine our actions and statement for the next reporting period.
- We will continue to develop and roll out training to key employees within Core to ensure our employees are equipped with the necessary skills to identify and report modern slavery risks.
- We will strengthen our remediation processes and responses where any deficiencies are identified.
- A hotline will be maintained which enables the anonymous reporting of employee concerns. This is available to workers, contracting partners and all visitors to our host locations.
- The Risk and Sustainability Committee will continue to review policies and procedures including any relevant to modern slavery risks.
- We will continue to consult with peers and with current industry practice regarding modern slavery policy and procedure.
- Subject to our future expansion as an operational organisation, establish a working committee for modern slavery.

### **Appendix 1: Criteria and Reporting Entity**

Modern Slavery Act Criteria	Location
Identifying the reporting entity	Page 2
Describe the entity's reporting structure, operations and supply chains	Page 2-3
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity it owns or controls	Page 3-4
Describe the actions taken by the reporting entity it owns or controls to assess and address those risks including due diligence and remediation processes	Page 4-5
Describe how the reporting entity assesses the effectiveness of these actions	Page 6
Describe the process of consultation with any entities that the reporting entity owns or controls	N/A
Other relevant information about this statement	N/A

### ***Reporting entity***

This Modern Slavery Statement covers Core Lithium Ltd (“Core”, “We”, “Our”, “Us” the “Parent” or the “Company”) and its subsidiaries, collectively referred to as **Core**.

Each entity within Core is a company limited by shares, incorporated and domiciled in Australia.

Its registered office and principal place of business is:

Core Lithium Ltd

Level 9, 2 Mill Street

Perth 6000 Western Australia

This statement covers Core Lithium Ltd and its wholly owned operations.

Entity	Controlled by Core Lithium Limited	Reporting date	Domiciled in
Lithium Developments (Grants NT) Pty Ltd	100% subsidiary	30 June	Australia
Lithium Developments Pty Ltd	100% subsidiary	30 June	Australia
DBL Blues Pty Ltd	100% subsidiary	30 June	Australia
Sturt Exploration Pty Ltd	100% subsidiary	30 June	Australia
Uranium Generation Pty Ltd	100% subsidiary	30 June	Australia
Bynoe Lithium Pty Ltd	100% subsidiary	30 June	Australia

No other entities were owned or controlled during the reporting period requiring consultation under the Act. As all corporate, governance, and procurement activities for the group are performed centrally, there was no specific requirement for a process of consultation in developing this report.

## Appendix 2: About This Statement

Core Lithium Ltd (ASX: CXO) has prepared this statement to meet the requirements of the Australian Modern Slavery Act 2018 (**Australian MSA**). The reporting period is from 1 July 2023 to 30 June 2024.

This 2024 Modern Slavery Statement is our first under the Australian MSA.

This Statement uses the Australian MSA definition of modern slavery, which includes slavery, servitude, forced labour, debt bondage, forced marriage, trafficking in persons, deceptive recruiting for labour or services and the worst forms of child labour.

The information in this statement applies to all reporting entities unless we are aware of a reporting entity having different policies or processes to those of Core Lithium Ltd used to identify and manage modern slavery risks. In those cases, we have provided additional information.

Core Lithium Ltd is a company limited by shares, incorporated and domiciled in Australia.

Its registered office and principal place of business is:

Core Lithium Ltd

Level 9, 2 Mill Street

Perth 6000 Western Australia

It is listed on the Australian Securities Exchange under ACN 146 287 809.

The words “we”, “us”, “our” and “ourselves” are used to refer to the companies of Core Lithium Ltd in general. These terms are used for convenience. They are not intended to convey how the Group is structured, managed or controlled from a legal perspective. Any reference to “our people” includes our directors, officers, employees and category 1 contractors (being a contractor who provides services under the direction of Core Lithium leaders).

The Australian MSA requires reporting on modern slavery risks in a reporting entity’s operations and supply chains. We use “business” in place of “operations” as for us, the term “operations” has a specific meaning to describe operating mines and concentrators and may not encompass all business activities.

The Core Lithium Ltd Board approved this statement on behalf of all reporting entities in the Group. The Statement has been signed by a director of Core.

A handwritten signature in black ink, appearing to read "English".

**Greg English**

*Non-Executive Chair*