



**TALISON
LITHIUM**

Windfield Holdings Pty Ltd

2024

Modern Slavery Statement





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01.
Overview

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Acknowledgement
of Country

We acknowledge the traditional custodians of the lands and waters of Noongar Country. 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.

Chief Executive Officer's message

At Talison, our values guide everything we do. We care; about each other, about doing the right thing, and about creating a better future. These principles shape how we operate within our business, in the communities surrounding our operations, and across our supply chains. Everyone has a fundamental human right to life, freedom, safety, respect, and dignity.

This is Talison's fifth Modern Slavery Statement, prepared in accordance with Australia's *Modern Slavery Act 2018* (Cth) and approved by the Windfield Holdings Pty Ltd Board of Directors. It outlines our ongoing efforts to identify, assess, and address modern slavery risks within our operations and supply chains.

While we have made progress over the past five years, we acknowledge that there is still work to be done to reach a standard that reflects our goals in this area. There is significant opportunity to further

strengthen our business processes, governance and risk management, particularly in relation to those deeper tiers within our supply chains with vulnerable populations like labour hire and operations in remote locations. As the world's premier hard rock lithium miners, we recognise the inherent risks within our supply chains and our responsibility to uphold ethical and transparent practices.

In CY24, we focused on strengthening our governance frameworks to proactively identify and mitigate modern slavery and ethical sourcing risks. This was done through the development and implementation of a Talison Human Rights Management Plan, modern slavery training packages for suppliers and the introduction of induction training modules to address the identification and mitigation of these risks within our business.

Our commitment to respecting and upholding human rights is unwavering – not just because it is a legal obligation, but because it is the right thing to do. I am proud of Talison and its stakeholders including our workforce, partners, suppliers, and communities for their unwavering support of one another in reinforcing our commitment to ethical and transparent supply chains. Together, we are shaping a better future while actively working to eliminate the risks of modern slavery from our operations and supply chains.

This statement was approved by Windfield's Board of Directors.



Rob Telford
Chief Executive Officer



Reporting Criteria

Legislation	Reporting criteria	Page No.
Modern Slavery Act 2018 (Cth)	Section 16.1 (a) Identify the reporting entity.	08
	Section 16.1 (b) Describe the reporting entity's structure, operations, and supply chains.	08-14
	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.	14-18
	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.	21-25
	Section 16.1 (e) Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	26
	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.	04
	Section 16.1 (g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	27

Our Values

Our purpose, vision and values capture what is most important to our employees and drive the behaviour of every person in our organisation.

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 community, for a cleaner energy future.

OUR VALUES



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.

2024 Highlights

In 2024, we achieved several key milestones:

Refined our modern slavery questionnaires by adding a brief supply survey to target the low risk and low spend suppliers.

This streamlined approach allows us to assess compliance efficiently while focusing on critical areas of concern.

Updates to our Modern Slavery Questionnaire (version 4)

provided a deeper understanding of the types of risks associated with our suppliers.

Designed and initiated supplier modern slavery compliance training and human rights auditing programs

with key business partners.

Incorporated comprehensive training on modern slavery risks,

alongside other key governance matters, into our standard on-site induction processes to improve awareness and understanding of these topics.

As part of our commitment to workforce welfare,

we successfully launched our operational accommodation camp, ensuring it adheres to rigorous ethical standards and provides safe and respectful living conditions, minimising potential risks associated with modern slavery.

Conducted mandatory, site-wide training on whistleblower protection and anti-bribery and corruption,

ensuring all personnel, including Board Members, are equipped to identify and report unethical practices, which can be indicators of modern slavery.

Participation in industry networking events,

such as Human Rights Resources and Energy Collaborative (HRREC) and direct business partner meetings, allows us to strengthen our due diligence processes and improve our awareness of potential modern slavery risks within our supply chain.

As part of a wider review of our employee welfare policies,

we have rolled out a new parental leave guideline. This policy reinforces our commitment to fair labour practices and employee well-being, which are important factors in creating a workplace resistant to exploitation.

02.

Operations and Supply Chains

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Statement on the reporting entity

Windfield Holdings Pty Ltd (**Windfield, Company, we, us, our**) 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%). The Company is registered at Level 17, 216 St Georges Terrace, Perth WA, 6000. This statement has been prepared in accordance with the *Modern Slavery Act 2018* (Cth) (**MSA, Act**) for the year ending 31 December 2024 (**Reporting Period**). This Statement is made on behalf of Windfield Holdings, an Australian Modern Slavery Act reporting entity, as well as the subsidiary entities set out in Table 1. Windfield Holdings and its subsidiaries has a common Board of Directors. The Board oversees our strategies to manage social, organisational, and environmental risks, including our human rights approach. While our Board has overarching accountability for our human rights approach, everyone in the business plays a role in meeting these commitments, including identifying and reporting concerns.

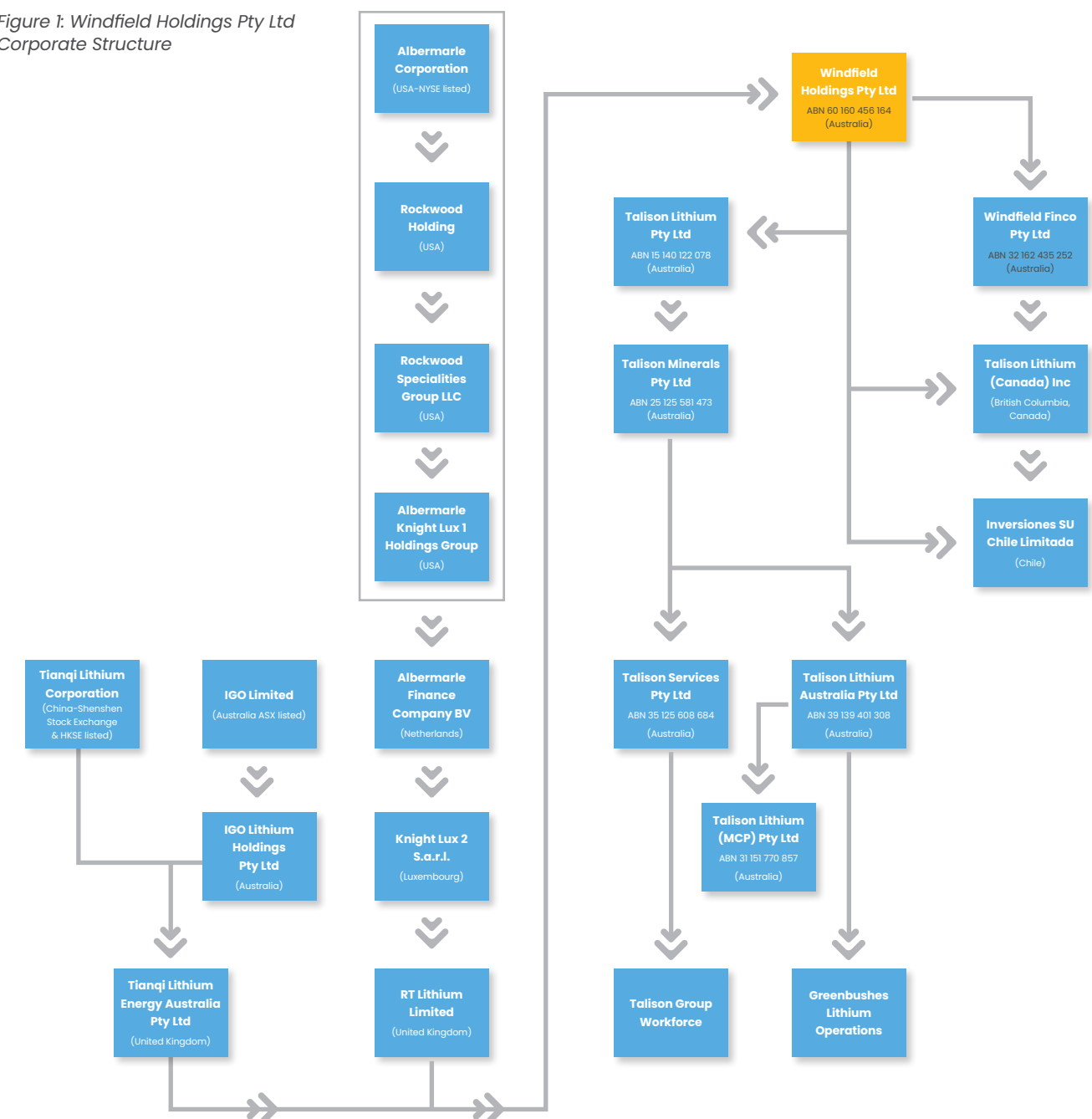
Refer to Figure 1: Windfield Holdings Pty Ltd Corporate Structure.



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 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 any environmental impacts.

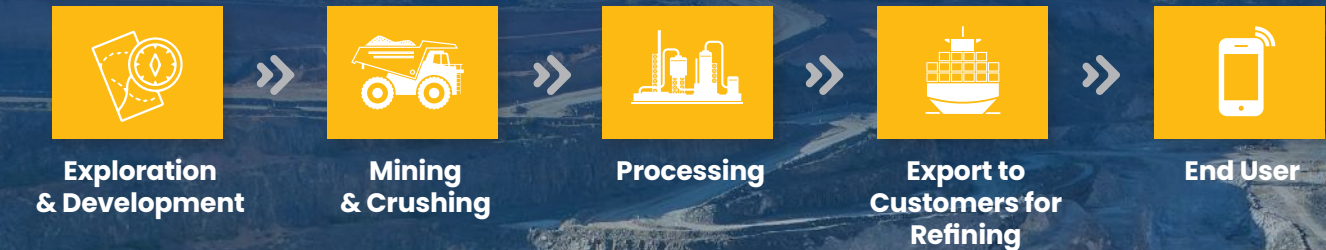
Detailed mine planning is undertaken to ensure the ore body is mined in an efficient and responsible manner.

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



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.

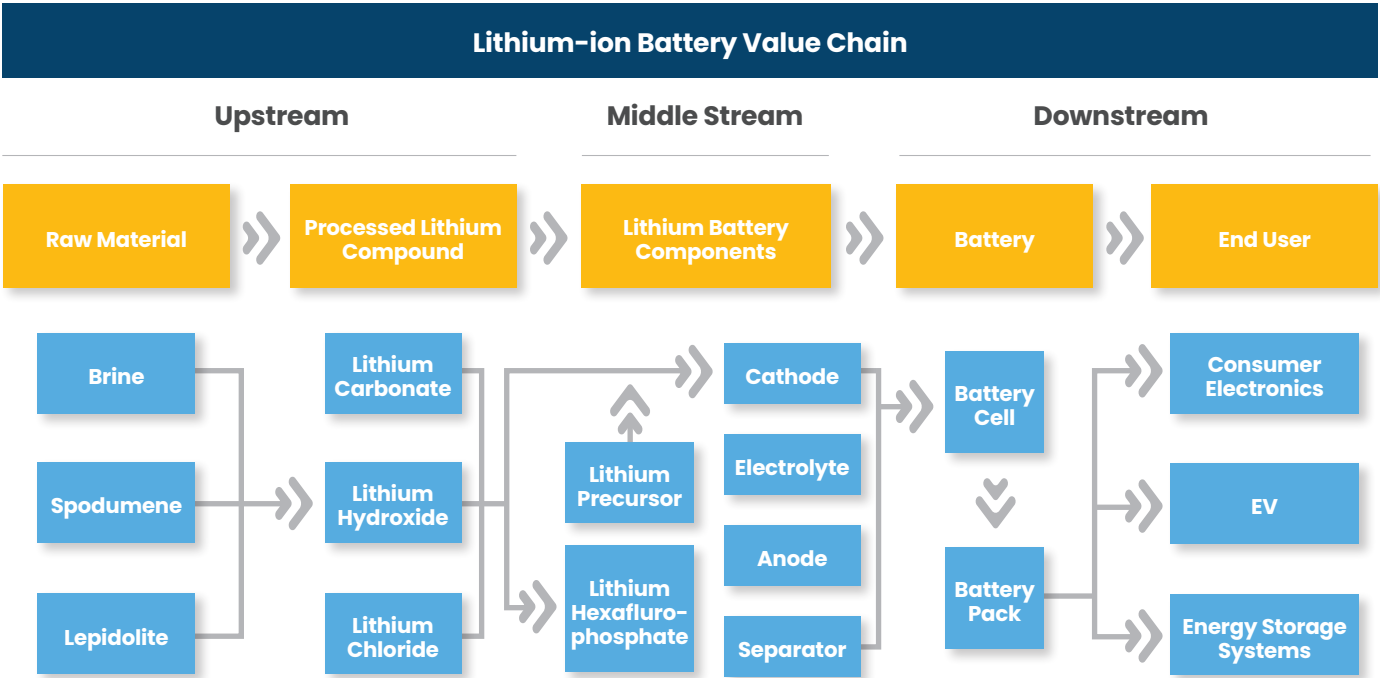
Once quality is confirmed, the concentrate is transported via bulk road haulage to designated storage facilities. These facilities are strategically located near the mine, as well as close to and at the port of Bunbury.

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 Kemerton, 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:



Our People

788

Greenbushes employees



70

Perth employees



1,686

Total operating workforce

(including contractors)

2,719

Total operating workforce

(including contractors and construction)

70%

Male employees



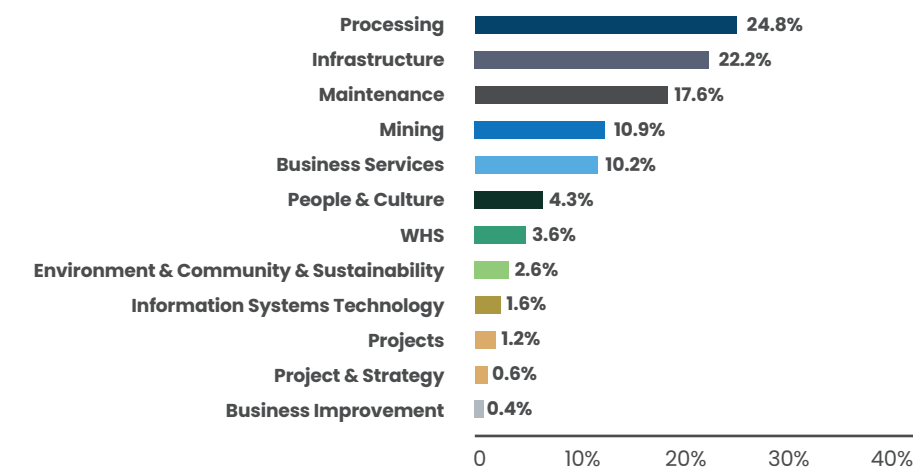
30%

Female employees



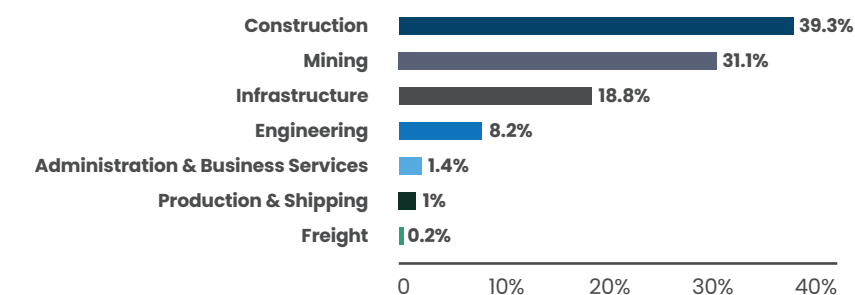
Direct Workforce

Our direct workforce comprises diverse roles, across a number of disciplines, as shown in the chart below:



Indirect Workforce

Our operations rely on the valuable contributions of our contractor workforce, who perform essential roles in key areas of our business. The following chart provides a clear breakdown of the percentage of total contractor hours dedicated to each key areas in 2024.





Perth Office

The following roles are performed out of our head office in Perth or in hybrid arrangements:

- Senior management team including the Chief Executive Officer, Chief Financial Officer and Chief Information Officer
 - Legal and Risk Management
- Approvals
 - Shipping and Logistics
 - Information and Operational Technologies
 - Finance, including Accounts and Payroll
 - Projects
 - Human Resources

Supply Chain

We have over 1600 approved suppliers, across multiple sector classifications. In the past 12 months, an additional 148 new suppliers were prequalified and 49 existing suppliers re-qualified. Over 60% of our procurement spend in 2024 was with Perth-based businesses, with the main areas of spend in camp facilities management, construction and structural steelwork, engineering, shipping, fuel, on-site surface mining operations, and bulk haulage.

\$1.33 billion total spend
\$76 million internationally
\$1.26 billion Australia

Total = \$1.33b

Australia Spend 94%

International 6%

Australia \$1.26b

WA 86%

Other 14%

WA \$1.09b

Perth 75%

South West 24%

Regional WA 0.42%



A supplier's country of domicile is insufficient to understand the complexities of their operations. Therefore, we employ our modern slavery questionnaire to gather detailed information. This data-driven approach allows us to create a precise geographic map of our suppliers' operational footprint, as illustrated below:

Figure 3: Geographic Footprint 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



Delivery

Shipping, haulage, port, and stevedoring services

4



Exploration

Drilling contractors, drilling equipment and consumables

5



Major Projects

Engineering, construction and earthmoving contractors, and plant and equipment

6



Site Support Services

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

7



Head Office Support Services

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



Modern Slavery Risks

Operations

Based on our comprehensive assessment, we maintain a low risk profile regarding modern slavery within our operations. However, we remain committed to continuous improvement and maintaining vigilant practices to address any potential concerns.

Modern slavery risks exist globally, with prevalence influenced by factors like inequality, weak governance and inadequate worker protections. While Australia generally poses a lower risk due to its robust legal framework, risk still exists and vigilance remains crucial.

We actively mitigate potential risks through various measures:

- **Industry Benchmarking:** We participate in annual salary surveys, ensuring our employee compensation aligns with industry standards. In 2024 we conducted an Employee Engagement Survey to further assess the satisfaction of our employees and seek feedback on issues that may affect their well-being.

- **Ethical Accommodation:** We offer diverse housing options, including community houses and camp facilities. All accommodations guarantee freedom of movement and meet regulatory requirements. Our new camp 'Caladenia Village' opened in February 2024, initially at 100 rooms and now up to 750 rooms.
- **Preventing Child Labour:** Operating in a low-risk jurisdiction, we strictly adhere to industrial relations laws and our Minimum Working Age Standard. During the reporting period, 1 individual who, under 18, was employed as an apprentice in accordance with local employment laws and standards. Given the low-risk environment and our commitment to legal compliance, we believe the risk of child labour, as defined by the International Labour Organisation, is negligible within our operations.
- **Quality and Safety Audits:** We conduct Quality and Safety audits on our high-risk suppliers to ensure they are meeting our minimum requirements when it comes to providing a safe and ethical workplace. We continue to develop these audits to ensure we are considering human rights and modern slavery risks.

Downstream Risks

While our direct operations pose a low risk of modern slavery, we acknowledge the potential for indirect involvement through our supply chain. This could occur if downstream production companies, particularly those operating in higher-risk sectors like lithium-ion battery manufacturing in countries with a higher prevalence of modern slavery, are linked to our materials.

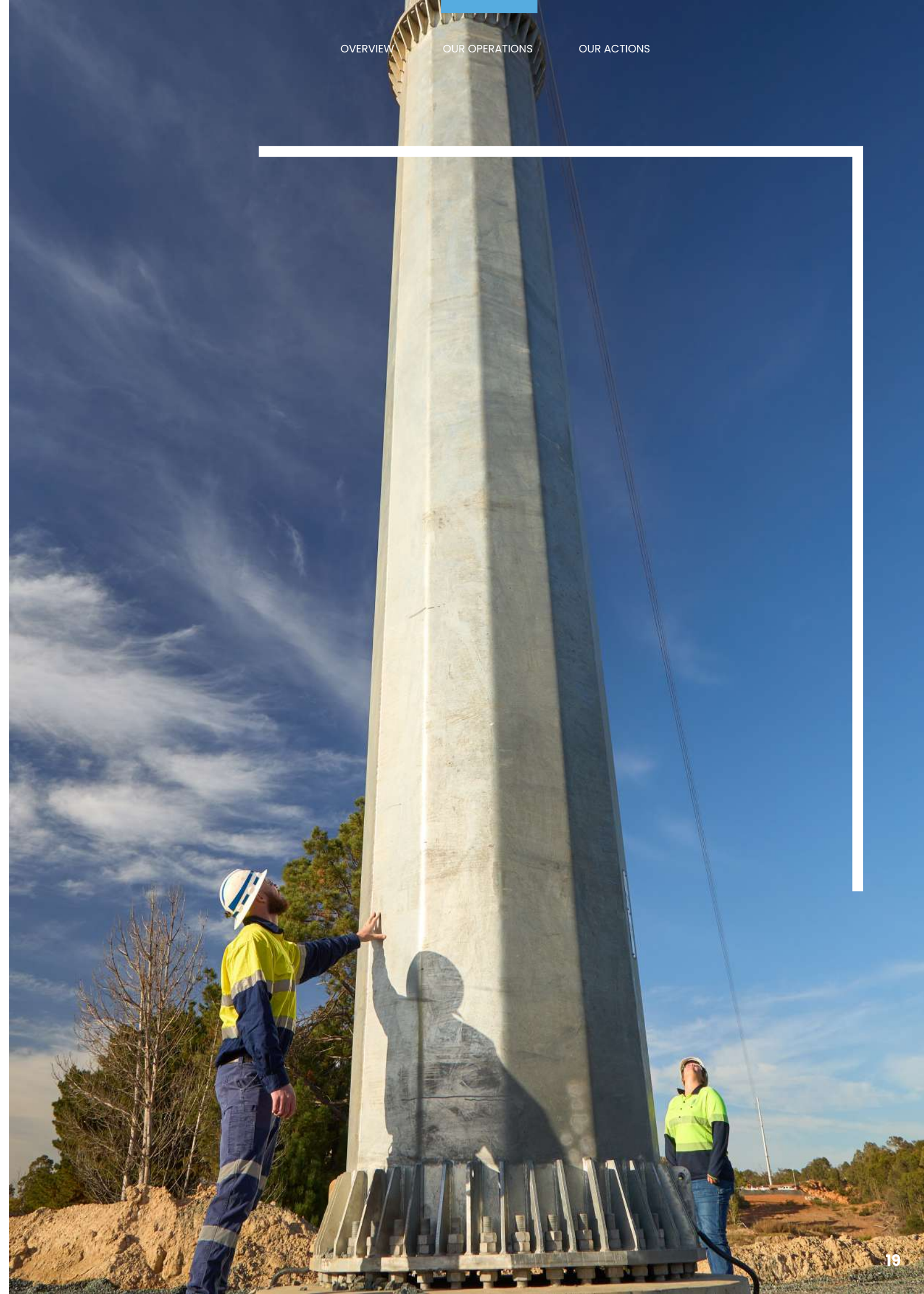
Spodumene concentrate, the source material for lithium, is used globally in various products, including lithium-ion batteries that power electric vehicles, electronics, and other technologies.

Supply Chains

Like most companies operating within our 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), we 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.

Forced labour, debt bondage, servitude, human trafficking and the worst forms of child labour are some of the main types of modern slavery risks that can exist in the global supply chains supporting the extractives industry.

While we have not to date identified instances of modern slavery directly linked to our operations or supply chains, we recognise that some suppliers may have an elevated risk profile due to their industry or the raw materials they utilise. Where these are identified in our pre-qualification processes, we apply additional due diligence in the form of appropriate risk-based enquiries for further assessment and mitigation actions.



Our Achievements

Shipping

The shipping industry is considered a high-risk sector for modern slavery due to a combination of factors that makes workers, such as the seafarers, susceptible to exploitation. These include complex supply chains operating across multiple countries and jurisdictions, vulnerable workers who are often reliant on their employers for visa and work permits, isolated working conditions, long hours and prevalence of debt bondage.

Our shipping logistics team work closely with regulated bodies and support providers to ensure we are selecting ships of high quality, with safety scores that meet industry standards. Organisations such as Rightship assist with social and sustainability audits, ensuring we are meeting human rights standards.

Seafarers

The Port Welfare Mission to Seafarers Committee plays a key role in providing support to seafarers, and we are committed to aiding their efforts given the elevated risk profile for modern slavery. Through proactive involvement with our Shipping Superintendent and Community Relations Officer, we contribute in various ways. Talison supported the Mission by:

- **Regular Engagement:** We attend quarterly meetings to stay aligned with the committee's objectives and contribute to its ongoing initiatives.
- **Financial Sponsorship:** We provided a financial sponsorship CY24 contribution, ensuring that the mission can continue its vital work.
- **Sourcing Supplies:** We assist in sourcing boots, gloves, and uniforms, including second-hand items, or un-used uniforms that can be put to good use.
- **Christmas Hampers:** We organise a Christmas hamper drive across sites and the community to provide festive cheer to seafarers.

- **Administrative Support:** We offer administrative support for the Mission's volunteers, ensuring they can efficiently carry out their responsibilities.
- **Community Engagement:** We encourage community support and donations, such as from the CWA Balingup, to ensure a broader reach of support for the Mission.
- **WiFi Access:** We arrange delivery of WiFi units for vessels to ensure seafarers without shore leave can access the internet for free, staying connected with loved ones.
- **International Day of the Seafarer:** On 25 June, we participate in the International Day of the Seafarer by providing free lunch delivered onboard for Talison vessels in port, a gesture of our appreciation and solidarity.

Through these efforts, we aim to enhance the well-being of seafarers and support the Mission's important work in the community.

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Human Rights Management Plan

Following on from the 2023 Human Rights Impact Assessment, we have gathered metrics across the potential impact areas to mitigate any adverse human rights issues. By reviewing data from safety records, environmental reports, labour hire data, supplier onboarding, audits, grievances, emergency management training and security reports, we have been tracking and monitoring our impacts.

We remain committed to continuous engagement with both internal and external stakeholders, especially Indigenous communities and labour hire providers, throughout our expansion and ongoing operations. Through proactive consultations, transparent reporting, and collaborative decision-making, we address potential modern slavery concerns head-on. By fostering open dialogue and accountability, we strive to uphold the rights of all individuals and communities impacted by our operations, ensuring that vulnerabilities specific to the Australian context are addressed.

Human Rights Day

Human Rights Day is observed annually around the world on 10 December. It commemorates the anniversary of the Universal Declaration of Human Rights.

2024 Theme: Our Rights, Our Future, Right Now.

We celebrated Human Rights Day with a morning tea and presentation on our Human Rights Management Plan to our site's Administrators. This team of individuals from across all departments were invited to discuss their roles and how they can potentially drive positive change through their interactions with workers of all levels, from managers to trainees. The Administrators who attended provided positive insights into how the Governance team can develop our Human Rights Management Plan and what types of projects they would like to see developed for the future.

Launch of Safe2Say

Recognising that modern slavery often thrives in environments where reporting is difficult or feared, we have launched Safe2Say, an anonymous reporting mechanism accessible to employees, contractors, suppliers, and community members. This is particularly crucial in the Australian mining context, where remote operations and diverse workforces can create barriers to reporting exploitation.

While existing grievance mechanisms are in place, Safe2Say specifically addresses the need for secure and confidential reporting, vital for vulnerable workers, including migrant labourers and First Nations workers, who may fear retaliation. To further strengthen our reporting framework, we have reviewed and updated our Whistleblower Protection Standard and conducted site-wide training on Anti-Bribery & Corruption and Whistleblower Protection. These measures are designed to ensure that all stakeholders, especially those in remote locations or precarious employment, feel safe and empowered to report concerns related to modern slavery, including forced labour, exploitation, and unsafe working conditions, which can be prevalent in the Australian mining sector.



Human Rights Governance

The Windfield Board of Directors (Board) continues to have ultimate responsibility for Windfield's management of human rights risks and opportunities, including the risks of modern slavery.

During the reporting period, the Board received support from the Management Team to further develop our modern slavery due diligence process. This included

- **Refined Supplier Questionnaires:** Streamlined for low-risk vendors, focusing due diligence on high-risk areas like labour hire.
- **Enhanced On-Site Inductions:** Governance training for all new employees, highlighting modern slavery risks in Australian mining.
- **Supplier Modern Slavery Training:** Design and development of a supplier training package, addressing Australian legal obligations, to launch in 2025.
- **Human Rights Integrated Audits:** Incorporation of human rights questions into on-site Quality Management Systems audits.
- **Industry Network Engagement:** Active participation in Human Rights Resources and Energy Collaborative (HRREC) and partnerships, sharing best practices for Australian mining.
- **Whistleblowing & Anti-Bribery Training:** Rollout for all employees, as well as the Board, to reinforce ethical reporting of potential modern slavery.

Policies and Procedures

Our approach to managing human rights and modern slavery risk is supported by a framework of policies and procedures. During the Reporting Period we developed, reviewed and published the following documents:

- Supplier Code of Business Conduct and Ethics (revised)
- Whistleblower Standard (revised)
- Application for New Supplier (revised)
- Human Rights Management Plan (new)
- Supplier Human Rights Audit Guideline (new)
- Supplier Human Rights Training Guideline (new)

The Application for New Supplier Forms were updated to include a declaration that the requestor had completed Modern Slavery training, read the Procurement Policy and any other relevant procedures.

The Supplier Code of Business Conduct and Ethics outlines our minimum standards and expectations, including:

- **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 Minimum Working Age Standard ensures the well-being of young individuals. This standard:

- Defines the minimum working age for all employees, contractors, trainees, and apprentices on our site.
- Prohibits anyone under the age of 16 from working on our site.
- Incorporates International Labour Organization (ILO) criteria on hazardous work for additional protection.

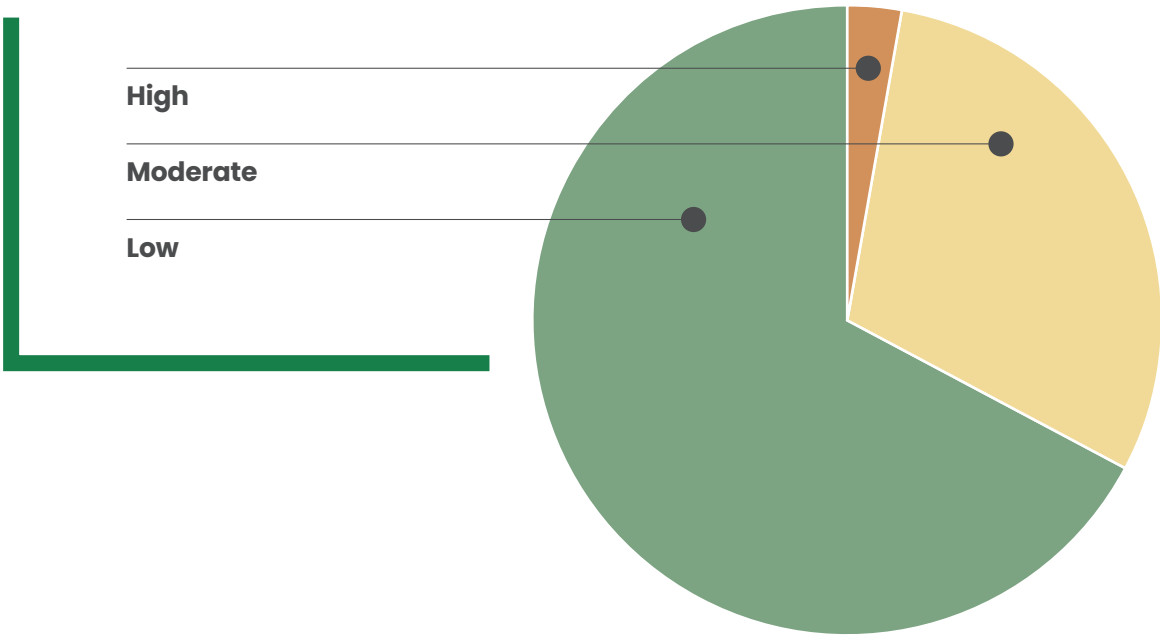
Supply Chain Due Diligence

As at the end of the Reporting Period, more than 1100 suppliers completed the Modern Slavery Questionnaire (MSQ).¹ The resulting average modern slavery risk rating for completed MSQs remains low.

- The bulk 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 a number of 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 some policies and procedures.
- A total of 20 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 adequate procedures, resulted in the high-risk ratings. These high-risk suppliers are further assessed for additional controls, and may be required to complete modern slavery training or update their existing policies.

1. This is a cumulative figure from October 2021 to December 2024.

An overview of the distribution of risk ratings are shown below.

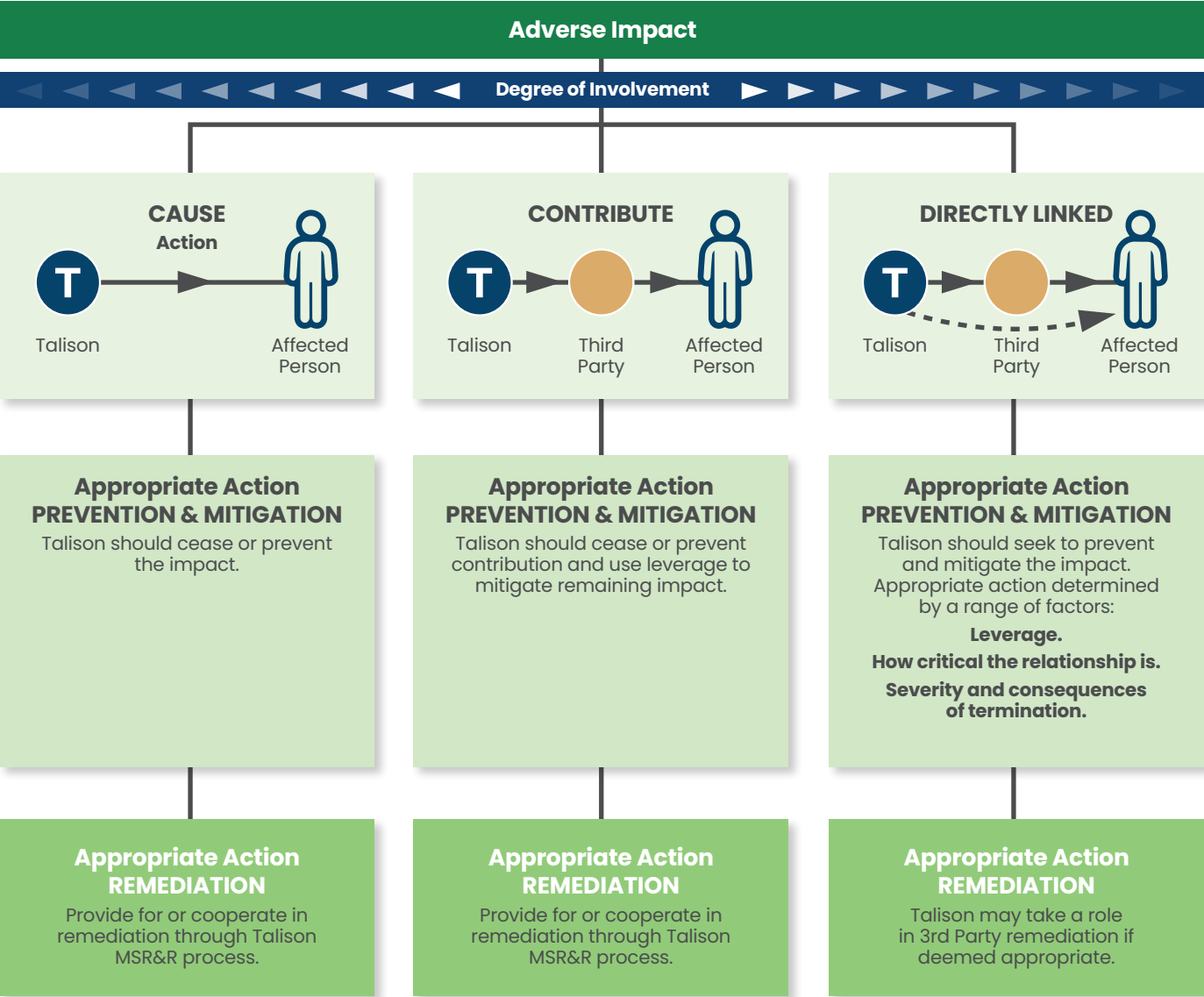


The MSQ results from the Reporting Period are reviewed by our external subject matter experts and the risk scores are then referred to our Senior Assurance and Governance Advisor with a view to conducting further due diligence.

Remediation and Assessing Effectiveness

Approach to Remediation

Windfield acknowledges our 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. The following chart outlines our response continuum:



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)
- 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 readily accessible through our website:

<https://talison-lithium.safe2say.com.au/>

Once on the landing page, select “Incident Report” which will provide a Welcome Page and explanation of how to submit a report.

Approach to Assessing Effectiveness

Windfield is dedicated to continuous improvement in identifying and mitigating modern slavery risks across our operations and supply chains. Our approach includes:

- **Monitoring & Auditing:** We will evaluate the effectiveness of our supplier assessments and audits to ensure they mitigate modern slavery risks.
- **Collaborative Engagement:** We will work with industry peers and partners to identify improvement opportunities and strengthen our adaptability.
- **Proactive Risk Management:** We will continuously assess emerging risks and implement targeted measures to address them effectively.

Goals for 2025

Supply Chain		Operations
High level supply chain risk assessment of direct suppliers	2020	Human Rights Policy Statement
Modern slavery contract clauses for template agreements MSQ completed by 310 vendors	2021	Employee training on modern slavery
MSQ completed by 452 vendors Development of a procurement playbook for MS contract term negotiation	2022	Human Rights Standard Development of a remediation framework
Supplier Code of Business Conduct & Ethics, MSQ Procedure, Short Form MSQ Bespoke training for procurement MSQ completed by ~800 vendors	2023	Review of the Modern Slavery Response & Remedy Framework HRIA and HRMP Updated MS training for entire workforce
Developed supplier modern slavery training package and human rights audit tools	2024	On-site induction updated to include modern slavery and governance modules Human Rights Management Plan developed and monitored
Launch our supplier training program on modern slavery Target labour hire providers with enhanced due diligence and training, as this is a high-risk area in Australia.	2025	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 broader sustainability procurement policies and practices.

Other Information

IRMA Assessment

We are actively pursuing Initiative for Responsible Mining Assurance (IRMA) certification, 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. We have completed a self-assessment against all four IRMA principles, which include social responsibility and business integrity, and announced we will be the first Australian mine to undergo a third-party independent assessment. The audit process, which includes a desktop review followed by an on-site evaluation, will specifically examine our practices related to labour conditions, supply chain due diligence, and grievance mechanisms, which are all vital in preventing modern slavery. We will publicly share the results, as required by IRMA standards for achievement claims, demonstrating our commitment to transparency and accountability in combating modern slavery within the Australian mining context, particularly in relation to our remote operations and engagement with Indigenous communities.

in 2024 we published the Talison Lithium 2023 Sustainability Report: <https://www.talisonlithium.com/sustainability-overview>.

ISO 9001 Quality Management System

We are proud to hold ISO certification, which underscores our unwavering commitment to quality management. Our business is fully dedicated to the principles of total quality management, backed by an integrated quality management system. Every employee, at every level, plays a crucial role in achieving our strategic goals. This certification reflects our continuous dedication to best practices, ongoing improvement, and a systematic approach to ensuring quality across all areas of our operations.

We are committed to upholding the highest ethical standards, with the goal of eliminating modern slavery within our business. Our efforts to maintain ISO certification ensure that ethical practices are integrated into every aspect of our business, reinforcing our broader responsibility to make a positive contribution to society.





*We value feedback from
our stakeholders.*

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