

# Sustainability and Community Policy

Leo Lithium Limited (Leo) recognises that sustainable business development is essential for our ongoing success. We strive to ensure that our activities are financially sustainable, technically appropriate, environmentally sound, and socially responsible.

As a minimum, we will meet applicable legal requirements in our host countries, Leo Sustainability Standards and other Company commitments such as the Australian Modern Slavery Act 2018, the Voluntary Principles on Security and Human Rights and consistency with the Universal Declaration of Human Rights.

To achieve this objective Leo will:

- Recognise and respect the culture and heritage values of the local communities and indigenous people whose environment we operate in.
- Providing a positive and lasting impact on our local communities by improving their socio-economic wellbeing through employment and training opportunities and supporting local business development and health initiatives that will benefit communities beyond the life of our mines.
- Applying ethical business practices and corporate governance standards as an integral part of our business planning and decision making.
- Opposing all forms of slavery in our operations and the operations of our suppliers.
- Seek to continually improve our sustainability management performance.
- Apply systematic approaches to identifying, understanding, prioritising and managing material sustainability risks and opportunities associated with our activities throughout the entire project lifecycle, including closure.
- Set and review performance improvement objectives and targets and measuring and reporting Leo's performance against these targets.
- Promote a proactive and positive culture of awareness and understanding of sustainability issues.
- Continuously building core competencies across the Leo Group to manage and mitigate material sustainability risks and opportunities for the business.
- Engaging in fair, honest and transparent dealings with all stakeholders.
- Verifying Leo's sustainability progress through internal and external auditing.
- Including sustainability performance in appraisals of staff, contractors and suppliers.
- Providing oversight of sustainability processes and issues through reporting to the Leo board and Senior Management.

This policy applies to all employees and contractors engaged by Leo and all activities the Company undertakes.

**Simon Hay**  
**Managing Director**

**Rick Crabb**  
**Non-Executive Chair**

May 2023