

Sustainability Policy

1. Objective

The objective of this Sustainability Policy is to integrate its business values of sustainable economic growth with its environmental and social responsibilities.

This Policy applies to all employees, directors, officers, contractors and consultants of Lepidico Ltd. and its subsidiaries.

2. Commitment

To meet the objective of this Sustainability Policy, Lepidico will:

- Implement an appropriate governance system to provide oversight and accountability to the business;
 - Conducting business activities in an ethical and transparent manner;
 - Proactively identify and manage material economic, environmental and social risks;
 - Embedding sustainability in business decision making processes;
 - Complying with relevant country statutory requirements;
 - Respect for workplace diversity and human rights, traditional rights and cultural heritage;
 - Establish a responsible supply chain, sourcing products and services from local suppliers where appropriate;
 - Develop quality products through industry innovation and leading practice;
 - Ensure effective stewardship of natural resources by minimising our environmental footprint, reducing waste, and using energy, water and other raw materials efficiently;
 - Foster a strong human resources culture of safety, environmental and social responsibility through creativity, shared information and training;
 - Liaise with governments, industry associations, joint venture partners and other stakeholders to develop and implement good sustainable industry practices;
- Setting clearly defined targets, monitoring and reporting our sustainability performance and continuous improvement.