



DEI POLICY

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POLICY

At Piedmont Lithium, we are committed to fostering a diverse, equitable, and inclusive workplace that promotes innovation, progress, and the overall success of our organization and everyone in it. We believe that diversity of thought, background, and experience is a source of strength and a catalyst for innovation. Our DEI policy outlines our commitment to creating a workplace where all employees are valued, respected, and provided with equal opportunities to thrive.

PURPOSE AND SCOPE

The purpose of this policy is to establish clear guidelines and expectations for promoting diversity, equity, and inclusion within our organization. We aim to create an environment where:

- a. All employees are treated with dignity and respect.
- b. All employees have access to opportunities for personal and professional growth.
- c. Diverse employees drive innovation and progress thereby reflecting the global communities we serve.
- d. Leaders and employees neither practice nor tolerate discrimination, harassment, or bias in any form.

CORE PRINCIPLES

- a. **Equal Opportunity:** We are committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, or any other characteristic protected by applicable laws and regulations.
- b. **Diversity and Inclusion:** We celebrate and embrace diversity in all its forms, including but not limited to, diversity of race, ethnicity, gender, age, sexual orientation, religion, disability, and background. We actively seek to create an inclusive environment where all employees can bring their authentic selves to work.
- c. **Non-Discrimination:** Discrimination, harassment, and retaliation are strictly prohibited. All employees are expected to treat each other with respect and refrain from engaging in any form of discrimination or harassment.



d. **Equitable Opportunities:** We are committed to providing equitable opportunities for career development, advancement, and mentorship to all employees. We strive to ensure that recruitment, promotion, and compensation processes are fair and equitable.

e. **Training and Education:** We will provide periodic training and education to employees to raise awareness about diversity, equity, and inclusion issues.

f. **Accountability:** Piedmont expects all employees to act in alignment with our DEI principles. Managers and leaders are expected to lead by example and actively support DEI initiatives. Piedmont will, in its sole discretion, hold individuals accountable who act contrary to Piedmont's Core DEI Principles.

IMPLEMENTATION

a. **Recruitment and Hiring:** Piedmont strives to utilize diverse recruitment strategies and to attract the most qualified candidates from a variety of backgrounds, including underrepresented backgrounds. Our hiring process will be designed to minimize bias and promote equal opportunities.

b. **Retention and Development:** Our goal is to invest in programs and initiatives that support the retention and career development of our diverse employees. This may include mentorship programs and leadership development opportunities.

c. **Reporting and Monitoring:** Piedmont plans to assess our progress towards our DEI goals and report our findings to the Board of Directors and shareholders periodically. This may include tracking diversity metrics and soliciting employee feedback through surveys.

d. **Complaints and Reporting:** We will establish a clear and confidential process for employees to report alleged incidents of discrimination, harassment, or bias. All reports will be thoroughly investigated, and appropriate action, as determined by management in its sole discretion, will be taken.

LEADERSHIP COMMITMENT

The Piedmont Executive Leadership Team is committed to setting an example for the entire organization by championing diversity, equity, and inclusion. We will allocate necessary resources to support DEI initiatives and hold ourselves accountable for progress.