



NO CHILD OR FORCED LABOR POLICY

PREPARED BY:	Kris McVey, Chief Administrative Officer
APPROVED BY:	Keith Phillips, President and CEO
REVISION DATE:	September 1, 2022
EFFECTIVE DATE:	September 1, 2022

POLICY

Piedmont Lithium, Inc. and its affiliates and subsidiaries, oppose the use of child labor as described in the policy provisions below.

PURPOSE AND SCOPE

The foundation of Piedmont Lithium's 'No Child or Forced Labor Policy' is based on the Company's support of the *United Nations Convention on the Rights of the Child* and the *International Labor Organisation's Forced Labour Convention*. We fully support the commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labor practices. We endorse the need for appropriate initiatives to progressively eliminate these abuses.

POLICY

Piedmont Lithium, Inc. is committed to employing only individuals of legal age in any of the jurisdictions in which we do business. The Company prohibits the use of child labor and forced or compulsory labor at all its business activities. No employee is made to work against his/her will or work as bonded/forced labor, or subject to corporal punishment or coercion of any type related to work. Minors may not enter the Company's worksites as workers at any time.

Education and Enforcement:

- Piedmont employees are required to sign and acknowledge the No Child or Forced Labor Policy upon employment with the Company. Thereafter, the Company trains employees annually on their obligations under the policy.
- Piedmont Lithium takes violations of this policy seriously and does not tolerate breaches. This policy is publicly available throughout the Company and clearly communicated to all employees so it can be understood through onboarding programs and policy documents. The implementation of the policy is the responsibility of the human resources department. Enforcement of the policy is the responsibility of all employees, but most importantly, the Company's managers.



Monitoring and Audit:

- Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained by Human Resources and are open to verification by any authorized personnel or relevant statutory body.
- Individuals who believe this policy is being or has been violated are encouraged to report suspected violations immediately to a member of management or through the company's whistleblower hotline.