



HUMAN RIGHTS POLICY

PURPOSE AND SCOPE

Piedmont Lithium's core values include the belief in the inherent worth and dignity of all human beings. We fundamentally care about the people impacted by our business and believe in a better future for our communities and the world. We are committed to upholding and respecting human rights for all people. This policy reflects our fundamental standards for business conduct and human rights while also serving as a cornerstone for Piedmont Lithium to identify and manage impacts, mitigate risks, and foster collaborative and transparent engagement with our stakeholders. We endeavor to respect and promote human rights in our relationships with communities where we operate, our employees and contractors, workers in our value chain, and others affected by our activities and business relationships.

POLICY

Piedmont Lithium is committed to the [UN Guiding Principles on Business and Human Rights](#) which include the development of a human rights policy, a framework to assess and mitigate known risks, and mechanisms to report and remedy grievances where they occur.

Consistent with the [UN Declaration on the Rights of Indigenous Peoples](#), we are committed to the principles of Free, Prior, and Informed Consent of affected Indigenous communities in line with the International Council on Mining and Metals Position Statement on Indigenous Peoples and Mining.

This policy is guided by international human rights principles encompassed by the [UN Universal Declaration of Human Rights](#), including those contained within the [International Bill of Rights](#) and the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#).

We strive to identify and prevent human rights risks to people in our business and value chain. At a minimum, we comply with the laws of the nations in which we do business, applying our own standards when they are more rigorous. When national laws conflict with our standards, we look for ways to encourage the adoption of international standards. We may also reconsider whether we can operate in such locations.

Piedmont Lithium is committed to providing for or cooperating in fair and equitable remediation if adverse human rights impacts are identified because of our business activities.

This Human Rights policy is supported by other Piedmont Lithium policies including but not limited to policies on bribery and corruption, health and safety, environmental sustainability, diversity, anti-harassment, anti-child labor, anti-human trafficking, and other employment related policies.

Effective date: June 1, 2023