
Environmental, Social and Governance Policy

Kali Metals Limited (ACN 653 279 371)

Adopted by the Board on 03 November 2023

Kali Metals Limited – Environmental, Social and Governance Policy

1 Purpose

Kali Metals Limited (ACN 653 279 371) (**Kali**) is committed to managing its impact on the environment and its resources, as well as developing and maintaining strong relationships with, and respecting the interests of, all its stakeholders. Kali is focused on exploring primarily for lithium and other critical minerals to help meet rising demand for ethically sourced battery materials, which Kali considers is being driven by the global shift to cleaner, more sustainable energy solutions.

Kali recognises that its stakeholders, inclusive of its employees, local communities, and others, have a right to expect Kali to commit to delivering on its environmental, social and governance (**ESG**) responsibilities. Kali is committed to embedding ESG principles into its long term strategy and recognises the importance of ESG and sustainable development for all stakeholders.

The purpose of this policy is to set out a clear framework for the Board to follow to ensure Kali abides by its ESG responsibilities.

2 Environmental Responsibilities

To meet its environmental responsibilities, Kali will strive to:

- (a) implement environmental management into the planning and operation of Kali's business;
- (b) identify, mitigate, manage and report on material environmental impacts associated with its activities;
- (c) establish processes to identify and manage risks and opportunities for efficient use of resources to maximise value of available resources and manage emissions linked with climate change and reduce and prevent the production of waste;
- (d) ensure mine closure and environmental rehabilitation is incorporated into the life cycle of Kali's operations to minimise the long term environmental footprint;
- (e) comply with, and where possible, exceed all statutory and legal conditions and obligations;
- (f) collaborate with partners and suppliers to minimise the environmental impacts of projects; and
- (g) maintain a high level of emergency preparedness to effectively respond to and recover from any environmental incidents.

3 Social Responsibilities

To meet its social responsibilities, Kali will strive to:

- (a) provide and maintain a safe workplace and implement standards of practice that allow employees, contractors and visitors to be in a safe and healthy environment;

- (b) create a fair, equitable, diverse and inclusive environment for all;
 - (c) protect and respect the rights of our employees, suppliers and community members, and develop relationships built on trust and respect;
 - (d) identify and manage risks, impacts and opportunities within our operations and communities;
 - (e) engage openly and honestly with our employees, stakeholders, host governments and host communities and consider their views in Kali's decision-making;
 - (f) recognise the cultural heritage, customs and traditions of all indigenous peoples effected by Kali's activities; and
 - (g) contribute to the social and economic growth of communities by developing and delivering projects that recognise these considerations.
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4 Governance Responsibilities

To meet its governance responsibilities, Kali will strive to:

- (a) implement ongoing monitoring and review of our ESG performance to the Board of Directors and relevant stakeholders;
 - (b) incorporate ESG considerations into Kali's business planning and decision making processes;
 - (c) comply with all relevant laws and regulations and applying responsible industry standards where laws do not exist;
 - (d) ensure all employees are able to meet their environmental obligations through training, communication and education;
 - (e) strengthen environmental performances based on defined objectives and targets within business processes; and
 - (f) allocate clear lines of accountability and report company-wide sustainability and environmental metrics to both internal and external stakeholders in an honest and timely manner.
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5 Review and changes to this policy

- (a) The Board will review this policy periodically or as often as it considers necessary to check it is operating effectively and consider whether changes are required.
- (b) The Board may change this policy from time to time by resolution.