

Code of Conduct for Keliber's Business Partners

Climate change concerns us all, affecting the success of companies, investors and consumers – now and in the future. Keliber wants to contribute and empower people to make right, climate smart choices in their everyday lives. We support Paris Convention on Climate Change.

We are accelerating e-mobility and smarter energy storage by producing high-quality lithium in Europe in a sustainable and progressive manner.

Scope and definitions

This Code of Conduct applies to all Keliber's counterparties such as suppliers, subcontractors, joint venture partners, distributors, customers and the employees of all aforementioned, temporary or permanently employed, directly employed or supervised. In this document they are referred to "Business Partners".

Compliance

This Code is to be considered as a minimum requirement. Keliber's Business Partners must always comply with legislation and other rules in their countries of operations.

1. Human rights

1.1 Health and Safety

The Business Partner must strive for providing a healthy and safe workplace including both physical and psychosocial wellbeing. Business Partner must document and manage health and safety incidents and accidents. Business Partner must provide adequate training in health and safety issues to their employees.

1.2 Human Rights

A Business Partner must have adequate processes to prove compliance with UN Declaration of Human Rights as well as the ILO Declaration on Fundamental Principles and Rights at Work.

Business partner must not use or support use of forced or child labor. Children under the age of 15 shall not be used as labor. Children under 18 years shall not work night shifts or do heavy or hazardous work.

1.3 Diversity and inclusion

The Business Partner must have adequate processes to prevent discrimination based on background, age, gender, disability, sexual orientation, religion, marital status, social origin, political opinions, membership of trade unions, or other similar factors.

1.4 Freedom of Association

Business Partner must respect its employees', directly employed or supervised, right to be members of trade unions and participate in trade unions' operations and bargain collectively.

1.5 Political Activity

Business Partner must either observe neutrality or be complete transparent regarding support to any political part or representative.

2. Sustainable development

2.1 Environmental Responsibility

The Business partner must have an environmental management system or at least a policy that supports risk-based approach to identify and constantly minimize its environmental impacts and improve its energy efficiency.

3. Legislation and good business practices

3.1 Corruption and Bribery

Keliber has zero tolerance for all corruption or bribery.

Business partner must never offer, promise or give any advantages or benefits to customers, suppliers or other business partners or anyone exercising public authority that could be considered given to influence or reward disloyal performance.

Business partner must never accept or request any financial or other advantages or benefits by any other third party that could be considered given to influence or reward disloyal performance.

Facilitation payments (an unofficial payment to anyone exercising public authority to hasten or ensure routine or necessary action to which the payer has entitlement) shall not be made.

3.2 International trade

The Business Partner must follow laws and regulations applicable for international trade. These include, for example embargos and sanctions along with customs legislation regarding importation and exportation.

3.3 Money laundering

The Business Partner must have adequate procedures for preventing any financial crime such as fraud, extortion, money laundering and financing for illegal or unauthorized purposes.

3.4 Fair competition

The Business Partner must engage in fair competition that follows current laws, regulations and international guidelines on competition.

4. Monitoring

Business Partner shall have an adequate process to ensure own compliance and throughout the value chain within this code, relevant legislation and other rules and provide information to Keliber in order to verify compliance. Keliber and any third party appointed by Keliber shall have access to all sites of the Business Partner and its sub-contractors.

Any non-conformities must be promptly reported to Keliber. Keliber reserves the right to terminate the contract with any Business Partner who itself or in any part of its value chain has breached this code.