Supplier Code of Conduct

Ganfeng Lithium attaches great importance to corporate social responsibility, regulates cooperation with suppliers from the aspects of operation, society and environment, and promotes the participation of all parties.

This Code applies to all suppliers of Ganfeng Lithium. Suppliers should take active actions to ensure compliance with these requirements, thereby enhancing the company's overall image and creating greater benefits. We require suppliers to adhere to the principles of legal, social, moral and environmental responsibility when cooperating with Ganfeng Lithium Industry. At the same time, we encourage suppliers to do better than these codes of conduct. Violation of this code may cause Ganfeng Lithium to immediately cease its cooperation with suppliers.

1. Law-abiding operation

1.1 Suppliers shall abide by national and local laws, regulations and applicable requirements.

1.2 Suppliers should equally influence their supply chains and fulfill their due social responsibilities.

2. Labor

2.1 No child labor

Suppliers are not allowed to hire people under 16 years of age, unless permitted by national or local laws and comply with the International Labor Organization program. Suppliers hiring employees who are 16 years old and under 18 years old shall ensure that their working environment and working hours comply with national or local laws. The supplier shall file the date of birth of each employee, or use legal methods to determine the age of each employee.

2.1.1 The supplier shall abide by the laws and regulations concerning the minimum working age. It is prohibited to hire employees of any age, including apprentices or technical school students, in violation of local regulations regarding the minimum working age and mandatory education age.

2.1.2 If there is no independent document, the supplier must determine the age of the employee through other legal and reliable means.

2.2 Salary and benefits

Suppliers shall pay wages and provide benefits to all employees fairly and in accordance with the requirements of applicable laws, and shall not be unfair.

2.2.1 The supplier shall ensure that all wages paid for working hours meet at least the minimum legal wage or the relatively high local industry minimum wage.

2.2.2 The supplier shall pay overtime and bonuses as required by law.

2.2.3 The supplier shall pay all the benefits prescribed by law, and shall not deduct illegally.

2.2.4 The supplier shall communicate orally or in writing with all employees on the salaries, incentives, benefits and bonuses they have received under applicable laws and ownership of the workplace.

2.3 Fair and equal treatment

Suppliers shall not engage in physical, sexual, psychological, verbal or other harm. In addition, all employees should be treated with respect and dignity. Supplier's employment terms, including employment, training, working conditions, salary, benefits, promotion, discipline, contract termination or retirement, should be based on personal qualifications, performance, skills and experience.

2.3.1 The supplier shall ensure that no workplace based on race, age, gender, class, political position, religion, marital status, sexual orientation, disability, pregnant

Pregnancy, or other discrimination not related to work ability.

2.3.2 The supplier shall comply with all applicable laws regarding discipline.

2.3.3 The supplier shall comply with all applicable laws regarding harassment and abuse.

2.4 Free association and complaint power

Suppliers should respect the right of employees to form and join trade unions and have the right to collectively negotiate in a peaceful and legal manner under applicable laws.

2.4.1 The supplier shall comply with all applicable laws regarding freedom of association and collective bargaining.

2.4.2 Suppliers shall not harass, intimidate or retaliate when employees freely associate or collectively bargain.

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2.5 Working hours

Suppliers shall comply with all applicable laws related to regular working hours, overtime hours and benefits.

2.5.1 The supplier shall provide all employees with documents concerning salary, working hours (including overtime hours), salary standards, benefits and any deductions.

2.5.2 The supplier shall provide statutory rest days, public holidays and paid holidays.

2.5.3 Under normal circumstances, employees should take at least one day off every 7 days, and overtime should not exceed national or local laws.

2.6 Free career

Suppliers must hire employees on a voluntary basis and must not physically harm employees or perform any other form of mandatory labor.

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The supplier shall meet the quality requirements recognized or agreed in the contract in order to provide products and services that always meet the needs of Ganfeng Lithium Industry, operate as expected, and are safe to use.

3.2 Product safety

For all hazardous substances used, the supplier shall prepare a material safety data sheet containing all necessary relevant safety information and provide it to Ganfeng Lithium and other parties if required by law.

3.3 Occupational health and safety

Suppliers should protect their employees from any chemical, biological, and physical hazards in the workplace, and not allow them to undertake tasks with demanding physical requirements, away from the dangers posed by the infrastructure used. The supplier shall provide appropriate control methods, safe working procedures, preventive maintenance and necessary technical protection measures to reduce health and safety risks in the workplace. Where these measures cannot be used to adequately control the hazard, the supplier must provide employees with appropriate personal protective equipment. Safety information about hazardous substances should be available to educate and train employees and protect employees from harm. For a safe and healthy working environment, the minimum standards should also include drinking water, appropriate lighting,

temperature, ventilation and sanitary conditions, as well as safe and healthy company residential areas.

3.4 Process safety

Suppliers shall implement safety plans in accordance with applicable safety standards to operate and maintain all their business activities. At all

medium- and long-term goals on energy consumption and greenhouse gas emissions, and have policies to control and reduce energy consumption and greenhouse gas emissions.

3.7 Natural resource management and waste reduction

Suppliers should strengthen the management of natural resources such as coal, electricity, oil, steam, and water, establish a natural resource management system, and begin to reduce waste emissions. The supplier shall at least separate hazardous waste from non-hazardous waste, store the hazardous waste under suitable conditions, and ensure that the treatment of hazardous waste complies with local effective regulations. Gan Feng hopes that suppliers can commit to taking measures to reduce the amount of waste they generate and maximize the recycling of these wastes.

3.8 Responsible chemical management

Suppliers should establish responsible chemical management policies that must comply with relevant national laws and regulations. The supplier must identify each chemical, issue a chemical safety data sheet, and disclose the registration and use of all chemicals. At the same time, when applying to new products, new designs and new processes, the risks of all relevant chemicals must be reassessed. Suppliers must also establish rules and regulations on the use of chemicals and formulate a reasonable chemical phase-out plan.

3.9 Water quality and water consumption

Suppliers should actively protect the local water resources ecosystem, set a goal of reducing water consumption, and actively implement it. Suppliers must discharge waste water in accordance with national laws and regulations, and must treat the waste water before pouring it into the natural environment, or entrust a qualified institution for treatment. Ganfeng Lithium requires suppliers to establish management policies in terms of water consumption and must discharge 100% of the water in compliance with standards.

3.10 Environmental system certification

In order to assess, control and expect risks related to its business activities and increase vigilance between employees and suppliers, Gan Feng hopes that suppliers have certificates in environmental management systems (ISO14001 or other similar certificates).

4. Ethics, corruption, extortion, corruption or bribery

4.1 Business integrity

Suppliers shall not commit or tolerate any form of corruption, extortion or corruption. Suppliers must not offer or accept bribes or other illegal benefits from their business partners. Do not provide gifts or any other personal benefits to employees of Ganfeng Lithium by virtue of business relationships with suppliers.

4.2 Morality

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ethical conduct when treating workers, suppliers and customers. Any form of corruption, extortion and corruption is prohibited. Once found, Ganfeng Lithium will immediately terminate its supplier qualification and take legal action.

4.3 Fair competition

Suppliers shall not offer or accept bribes or other forms of bribes to obtain improper or illegal gains. When conducting business, suppliers should ensure fair competition and comply with all applicable antitrust laws.

4.4 Confidentiality and intellectual property

Suppliers shall protect and properly use confidential information to ensure that the secrets and valid intellectual property rights of all employees and business partners are protected.

4.5 Responsible procurement

The supplier shall ensure that the metals in the products supplied to Ganfeng Lithium Industry shall not be derived from minerals or their derivatives in conflict areas directly or indirectly funded or subsidized by armed groups.

5. Management system

Suppliers of Ganfeng Lithium should adopt or establish a management system to ensure compliance with this Code and relevant laws and

regulations, identify and reduce related operational risks and promote continuous improvement. The management system should include the following:

5.1 The company's commitment

The corporate social and environmental responsibility statement must state the supplier's commitment to law compliance and continuous improvement, and be written and posted in all local suppliers' workshops in the local language. Clearly define the responsibilities of company representatives responsible for implementing and regularly reviewing the status of supplier management systems.

5.2 Legal and customer requirements

Suppliers and their designated manufacturers must strictly comply with all applicable national or local laws and regulations.

5.3 Risk assessment and management

There is a set of processes to identify environmental, health and safety and labor risks related to operations, determine the relative importance of different risks and implement appropriate processes and physical controls to ensure compliance and control of risks. The health and safety risk assessment must include warehouses and storage facilities, support facilities for factory facilities, laboratories and test areas, toilets, kitchens,

5.4 Documents and records

Establish documents and records to ensure compliance with laws and the requirements of this Code, and protect privacy through appropriate confidentiality mechanisms.

5.5 Continuous improvement

Suppliers should take appropriate measures to continuously improve their sustainability performance.

6. Other responsibilities

6.1 Without the consent of Ganfeng Lithium Company, the supplier shall not outsource the products of Ganfeng Lithium Company. After the outsourcing of Ganfeng Lithium Company, the outsourcer shall also abide by this Code.

6.2 The supplier shall respect and protect the intellectual property rights of Ganfeng Lithium Company and shall not disclose it without permission.

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