

Code of Conduct

1. Support and advocate the Cobalt Institute's vision to promote, encourage and develop the responsible sourcing and production of cobalt;
2. Maintain legal and regulatory compliance (including in relation to all applicable laws relating to anti-trust, anti-bribery and corruption, anti-money laundering, sanctions, health, safety and the environment) and develop sound policies to improve such compliance as well as working practices more generally;
3. Apply ethical business practices and sound systems of corporate governance and transparency;
4. Seek continual improvement of science and technology, especially related to health, safety and environmental and climate performance;
5. Respect the dignity and human rights of the workforce, business partners, local communities and other stakeholders potentially affected by activities;
6. Seek to make valuable contribution to local economies and improving standards (of living) in host communities;
7. Enforce the understanding, and safe and appropriate use of cobalt and cobalt containing products; and
8. Seek to positively influence practices of suppliers of materials, goods and services.

- ☐ We hereby agree to the Cobalt Institute Code of Conduct
- ☐ We hereby acknowledge that we have read and agree to the Cobalt Institute Articles of Association (see Annex 2).
- ☐ We hereby acknowledge that we have read and agree to the Cobalt Institute Anti-trust Policy (see Annex 3).
- ☐ We hereby acknowledge our understanding of and agree to the financial commitment that comes with the Cobalt Institute membership.
- ☐ We hereby agree to provide all evidence requested to the Cobalt Institute as part of the membership application process and any that may reasonably be requested by the Cobalt Institute from time to time to verify our compliance with this document and the matters referred to in it.
- ☐ We hereby confirm that none of our organisation and/or entities within our group is (a) a person designated on the sanctions lists maintained by the United Nations, the European Union, the United Kingdom, the United States or otherwise subject to sanctions under those regimes (a "Sanctioned Person"); (b) directly or indirectly owned or controlled by a Sanctioned Person; or (c) in breach of applicable anti-bribery and corruption laws.

FOR AND ON BEHALF OF THE COMPANY:

Authorised Signature

Name and Job title (Printed)

Date