

Human Rights Policy

1. Introduction

Lithium Inc. USA (the "Company") is committed to upholding and respecting human rights as a fundamental part of our business operations. This Human Rights Policy outlines our commitment to promoting and protecting human rights within our sphere of influence.

2. Guiding Principles

- 2.1. **Respect:** We respect the fundamental human rights and freedoms of all individuals, regardless of race, ethnicity, gender, religion, nationality, age, disability, or any other characteristic.
- 2.2. **Non-Discrimination:** We do not tolerate discrimination or harassment based on any protected characteristic, whether within our workforce or in our interactions with external stakeholders.
- 2.3. **Labor Rights:** We adhere to international labor standards and principles, including the freedom of association, collective bargaining, fair wages, and safe working conditions.
- 2.4. **Child Labor:** We do not employ or support the employment of child labor as defined by international standards.
- 2.5. **Forced Labor:** We do not engage in or support forced or compulsory labor practices.
- 2.6. **Supply Chain Responsibility:** We work to ensure that our supply chain partners also adhere to human rights principles, including fair labor practices.

3. Environmental Responsibility

- 3.1. **Environmental Impact:** We recognize that environmental sustainability is closely linked to human rights. Our environmental practices consider the rights of future generations to a healthy and sustainable planet.

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4. Community Engagement

4.1. **Community Rights:** We respect the rights of communities affected by our operations and engage in meaningful dialogue to address concerns and mitigate impacts.

5. Reporting and Accountability

5.1. **Transparency:** We are committed to transparency in reporting our efforts and progress in upholding human rights.

5.2. **Accountability:** We hold ourselves accountable for any adverse human rights impacts resulting from our operations and take corrective actions as necessary.

6. Conclusion

This Human Rights Policy reflects our dedication to ethical and responsible business practices that respect and protect the fundamental rights of all individuals and communities affected by our operations. We continuously strive to improve our practices to ensure the promotion and protection of human rights.

Effective Date: October 30, 2023

This Human Rights Policy underscores the Company's commitment to ethical and responsible business conduct that respects and protects human rights. It guides our actions and decisions to create a just and inclusive workplace and to promote human rights in all aspects of our operations.