

Health, Safety, Security and Environmental Policy Statement

At Albemarle, we lead the world in transforming essential resources into critical ingredients for mobility, energy, connectivity, and health. We are committed to building a more resilient world and are guided by our Core Values and Code of Conduct in everything we do. We are committed to ensuring a safe and healthy work environment for all Albemarle employees, contractors, and visitors on our premises, and to protecting the environment and communities in and around the areas where we operate.

HEALTH, SAFETY AND SECURITY

We take a risk-based approach to health, safety, and security (HSS), and we are committed to assessing and managing risks according to industry best practice and HSS rules and regulations. We provide our workers with the appropriate training and personal protective equipment and encourage all workers to report risks or unsafe working conditions without fear of retaliation. We engage and collaborate with workers to identify, assess, and mitigate HSS risks in the workplace.

We believe that safety is everyone's responsibility beginning at the very top levels of our organization. Our CEO, together with our global business unit presidents, is accountable for Albemarle's safety performance, and the Safety, Sustainability & Public Policy Committee of the Board provides oversight of Albemarle's safety program.

As part of our Journey to Zero, our destination is zero harm to ourselves, our co-workers, and the communities in which we operate. We seek to protect people and the environment at each stage of the value chain and consider it a guiding principle in our work. Our products and processes are designed for safe intended use and to protect our customers' health and safety. We promote the safe and secure use, transport, and disposal of chemicals. We strive for continuous improvement in our safety protocols, programming, and training. We measure ourselves against past performance, industry peer performance, and internal targets, and commit to publicly disclosing our performance.

ENVIRONMENT

We are committed to protecting the environment in and around the areas where we operate and to doing our part to reduce negative impacts and to mitigate the effects of climate change. We comply with all environmental rules and regulations applicable to our business. Albemarle strives to exceed local laws in areas where the laws do not meet Albemarle's risk tolerance levels. We aim for industry leading environmental performance in our operations and across our value chain. We work toward continuous improvement in our environmental management and are committed to meeting or exceeding our public environmental targets and to publicly disclosing our performance. For more information on our environmental management and commitments, see our [Environmental Policy](#).



J. Kent Masters, CEO