

FMC CHEMICALS LIMITED

2020 Slavery and Human Trafficking Statement

June 2021

Contents

1.	INTRODUCTION.....	3
2.	OUR BUSINESS & ORGANISATION.....	3
3.	OUR SUPPLY CHAIN & POSSIBLE EXPOSURE.....	3
4.	OUR POLICIES	4
5.	DUE DILIGENCE PROCESSES, RISK ASSESSMENT AND RISK MITIGATION FOR MODERN SLAVERY	5
6.	TRAINING	7
7.	OUR COMMITMENT	7

1. INTRODUCTION

FMC Chemicals Limited is committed to the objective of ensuring there is no Modern Slavery in our supply chains or in any part of our business, and that our staff and any workers we engage (directly or indirectly) are not subject to behaviour that may amount to Modern Slavery.

In this statement, the term “**Modern Slavery**” has the meaning in Section 54 of the UK’s Modern Slavery Act 2015, including (but not only) slavery, servitude, forced or compulsory labour, exploitation of children and human trafficking.

This is our Slavery and Human Trafficking Statement for the year ended 31 December 2020. Our previous statements are available upon written request. This year, we explain what we have done in 2020 to advance our policies and performance in line with the requirements of the UK’s Modern Slavery Act 2015.

This Statement applies to the operations and suppliers of FMC Chemicals Limited, unless otherwise specified.

2. OUR BUSINESS & ORGANISATION

We are a manufacturer of Organolithiums and Lithium Chloride and are part of the Livent Group. Our ultimate parent company is Livent Corporation, a corporation incorporated under the laws of Delaware, United States of America. Livent Corporation has its head office in Philadelphia, Pennsylvania, USA, and its shares are listed for trading on the New York Stock Exchange (NYSE: LTHM). More information on Livent Corporation can be found on its website at www.livent.com.

We (FMC Chemicals Limited) have approximately 50 employees based in the UK. The companies in the Livent Group employ more than 900 people throughout the world and have operations in 5 continents, carrying out the manufacture of lithium products. FMC Chemicals Limited operates as one of the Livent Group’s lithium business companies and is a separate legal entity from Livent Corporation.

FMC Chemicals Limited has a cross-functional working group, under the sponsorship of the Livent Corporation Global Head of Procurement, to respond to the requirements of the UK’s Modern Slavery Act 2015. The working group has representation from Senior Management, Procurement, Finance, Legal, Human Resources and our Sustainability Group. Livent Corporation has an ongoing programme to help FMC Chemicals Limited improve its response to slavery and human trafficking risk. Existing policies, practices, and forms are regularly reviewed and updated as required.

3. OUR SUPPLY CHAIN & POSSIBLE EXPOSURE

In the operation of our business, our main supply chains are those related to the provision of services and raw materials. We consider the risk of our exposure to Modern Slavery to be limited. Nonetheless, we have taken steps intended to ensure that such practices do not take place in our business and to impose expectations that such practices do not take place in the business of any organisation that supplies goods and/or services to our business.

FMC Chemicals Limited's procurement team, with the assistance of Livent Corporation's global procurement and supply chain team, manages the majority of our supplier relationships.

Through our Supplier Code of Conduct and supply chain initiatives and processes, we are committed to sourcing components and materials from companies that share our values regarding respect for human rights, integrity and environmental responsibility.

In 2020, FMC Chemicals Limited worked with approximately 300 suppliers across the World, some of whom may also have further suppliers and/or third party service providers. This resulted in approximately GBP 11.1 million of spend. The global procurement spend of Livent Corporation, excluding FMC Chemicals Limited, was approximately USD \$ 168 million in 2020. When measured by value, the majority of FMC Chemicals Limited's payments were made to suppliers in the UK, Germany and Spain. Our UK suppliers are of course subject to the UK's Modern Slavery Act 2015, while our German and Spanish suppliers are generally subject to well-established wage and workplace safety laws. Our largest spend categories tend to be raw materials, chemicals, utilities and services. We obtain lithium metal (by value, substantially the largest raw material that we buy) through Livent Corporation, which first extracts it from brine salars in Argentina and further processes it in a factory located in North Carolina, USA before providing it to FMC Chemicals Limited. Livent Corporation controls the operations in Argentina and North Carolina, USA through group companies that employ their own workforces. We also obtain some lithium metal from a supplier located in China. That supplier is publicly traded and subject to oversight from the Chinese government. We understand that other suppliers we use can source supplies from multiple oil regions, including the US and the Middle East. We recognize the potential for labour rights violations in our industry and supply chain, especially in certain countries with higher risk, such as China.

We are focusing our efforts where we believe that the risk of Modern Slavery is greatest. This is further described in Section 5 below.

4. OUR POLICIES

Our Modern Slavery Policy, along with the Livent Corporation "Code of Ethics and Business Conduct," the Livent Corporation "Human Rights Policy," and the Livent Corporation "Supplier Code of Conduct," reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to prevent Modern Slavery anywhere in our supply chains.

Livent Corporation's Code of Ethics and Business Conduct clearly states:

"We are opposed to any form of harmful child labour and forced or compulsory labour. It is Livent policy to prohibit harmful child labour or the use of forced or compulsory labour in our workplaces and we expect our suppliers and contractors to do the same.

...

We expect our suppliers to conduct themselves in an ethical and responsible manner that supports the protection of a respect for human dignity in their workplaces and is consistent with Livent's standards."

All Livent Group employees are required to acknowledge and agree to the Code of Ethics and Business Conduct when joining, and also on an annual basis.

The Livent Corporation Human Rights Policy states the Group's policy with regards to the protection of human rights. The Policy applies to all staff. It sets forth Livent Corporation's commitment to respecting human rights and complying with laws, rules and regulations governing human rights in the countries in which we operate. This includes specific provisions addressing non-discrimination, child, forced/bonded labor, freedom to associate/collectively bargain, health and safety, working conditions, fair wages and compensation, migrant workers, and no harsh or inhuman treatment/harassment.

The Supplier Code of Conduct sets out our expectations of suppliers and their own subsidiaries and subcontractors with respect to key issues, including human rights. This includes expectations that all work is freely chosen and without the use of forced or compulsory labour. It also makes clear that FMC Chemicals Limited chooses not to work with suppliers who do not meet our expectations.

In 2020, we continued to make our expectations of suppliers clear through our Supplier Code of Conduct. We reference it in our discussions with suppliers and it is specified in our contractual terms.

Livent Corporation's policies and procedures for corporate social responsibility have been designed with the objective that Livent Corporation may in the future be certified as having met the requirements of the ISO 26000 Social Responsibility framework.

The Livent Corporation "Code of Ethics and Business Conduct," the Livent Corporation "Human Rights Policy," and the Livent Corporation "Supplier Code of Conduct" are available on the Livent Corporation website at <https://ir.livent.com/company-information/corporate-governance-guidelines/default.aspx>.

Livent Corporation, our ultimate parent company, is also subject to the rules and regulations of the New York Stock Exchange, the US Securities and Exchange Commission, the US Department of Justice and other US federal and state agencies.

5. DUE DILIGENCE PROCESSES, RISK ASSESSMENT AND RISK MITIGATION FOR MODERN SLAVERY

To identify and mitigate the risk of Modern Slavery in our supply chains and in our own business, we use systems (which include systems provided by Livent Corporation) as well as steps at our own facility to:

- Identify and assess potential risk areas when considering taking on new suppliers of goods and services. This includes the carrying out of new supplier due diligence assessments using Livent Corporation procedures, and requiring completion of a "Vendor Data Collection Form" and a "Supplier Prequalification Form" (in the case of raw materials suppliers) under which the potential new supplier confirms that it does not engage in Modern Slavery (and not engaging the potential new supplier if the "Vendor Data Collection Form" or "Supplier Prequalification Form" is not provided or completed in a satisfactory manner). These assessments are carried out by Livent Corporation and FMC Chemicals Limited procurement personnel before any potential supplier is approved for use by Livent Corporation or FMC Chemicals Limited. When auditing a new supplier as part of our due diligence, we are conscious of the need to be aware of any signs of Modern Slavery and would highlight any concerns identified to the relevant people within Livent Corporation and FMC Chemicals Limited for further investigation.

- Develop a process for evaluating the potential for Modern Slavery in our supply chains, including a consideration of the location of suppliers (with a higher risk assigned to suppliers in economies for which we consider there may be a higher risk of Modern Slavery), and the material or services being supplied (with a higher risk assigned to services that are manual labour intensive). The evaluation may include re-auditing of previously qualified suppliers. This will include evaluating a sample of suppliers against relevant sections of the Livent Corporation Supplier Code of Conduct, Code of Ethics and Business Conduct, and Human Rights Policy.
- Encourage the confidential submission of possible violations of our Supplier Code of Conduct and to protect whistle blowers. This includes the establishment and operation of an ethics complaint / whistle blower hotline.
- Recognise the heightened risks of exposure to Modern Slavery in certain countries around the world (e.g. through the use of the Global Slavery Index and mapping exercises).

In addition, our standard contractual terms include a requirement to comply with our Supplier Code of Conduct. In 2019, we developed a Modern Slavery clause. We intend to continue incorporating the clause into our UK procurement contracts. Pursuant to the clause, a supplier must:

- Ensure compliance with all applicable Modern Slavery laws and take steps to meet international standards around Modern Slavery;
- Confirm that it has not been convicted or investigated for Modern Slavery offences;
- Take reasonable steps to ensure it, its subcontractors, and others in its supply chain have adequate procedures to prevent and address Modern Slavery;
- Grant FMC Chemicals Limited the right to audit it and its subcontractors for compliance against our requirements; and,
- On request, provide a copy of any Modern Slavery Statement it is required to prepare under any relevant Modern Slavery reporting framework.

We continue to review our risk assessment and mitigation actions for Modern Slavery, with increased monitoring. We continue to develop and evaluate key performance indicators (KPIs) that will help track the effectiveness of our actions to prevent and address Modern Slavery. This includes tracking the number of discretionary supplier audits that have actually taken place, reviewing the completeness of questionnaires and documentation that has been submitted by suppliers, tracking the number of suppliers that have either been contacted or excluded due to Modern Slavery concerns, verifying the inclusion of our Modern Slavery clause in contracts, and questioning our employees about the substance of the training that they have received on Modern Slavery. We also view the ongoing development of our own sustainability programs and those of our suppliers and service providers as a way to measure progress and awareness of Modern Slavery.

There were no Modern Slavery complaints during 2020 through our ethics hotline complaints processes or otherwise.

6. TRAINING

Livent Corporation and FMC Chemicals Limited are committed to providing training to their respective staff to give them a high level of understanding of the risks of Modern Slavery in our supply chains and the Livent Corporation Group's business. This includes refresher training on the Livent Corporation "Code of Ethics and Business Conduct" as well as training entitled "Protecting Human Rights in the Supply Chain." All new members of staff within the Livent Group are required to undertake the "Protecting Human Rights in the Supply Chain" training.

Our standard terms and conditions provide that our suppliers who are subject to them have the responsibility to ensure that their employees and representatives understand and comply with the Livent Corporation "Supplier Code of Conduct".

In 2021, Livent Corporation intends to: continue its training on Modern Slavery for all Procurement employees within the Group, including at FMC Chemicals Limited; develop and distribute a briefing sheet on Modern Slavery to all Procurement employees within the Group, including FMC Chemicals Limited; and, develop more specific questions on Modern Slavery that may be inserted into its supplier questionnaires.

7. OUR COMMITMENT

Since becoming a public company in October 2018, Livent Corporation has worked to develop a sustainability strategy that includes attention to human rights. In 2019, Livent Corporation began work on new sustainability goals and a sustainability report that included new strategic initiatives and Environmental, Social and Governance (ESG) performance metrics. The 2019 Sustainability Report was published in 2020 and is available on Livent Corporation's website at: <https://livent.com/sustainability/>. Annual updates to the Sustainability Report will be published on the same site.

Livent Corporation's new goals include continued focus on human rights policies that are consistent with global standards, industry and local regulations, leading management systems and the general principles of responsible mining and production. This includes verifying and enforcing supplier compliance with its Supplier Code of Conduct and responsible labour practices. Livent Corporation is committed to sourcing components and materials from companies that share its values regarding respect for human rights, integrity and environmental responsibility.

In April 2020, Livent Corporation became a standalone participant in the United Nations Global Compact (UNGC), demonstrating its continued support for the Ten Principles of the UNGC on human rights, labour, environment and anti-corruption. Livent Corporation is focusing on and tracking its progress against the 2030 UN Sustainable Development Goals.

In 2020, Livent Corporation received a Gold Sustainability rating from EcoVadis, a global sustainability ratings provider. This placed Livent Corporation in the top 3% of all companies that were evaluated within its industry group. EcoVadis assesses sustainability performance across four main categories: Environment, Labour & Human Rights, Ethics and Sustainable Procurement. The assessment is based on leading standards, such as the Global Reporting Initiative, UNGC, and ISO 26000, and is supervised by an international scientific committee. EcoVadis rates performance by assessing a company's policies, actions and results, as well as

inputs from third-party professionals and external stakeholders. EcoVadis characterizes modern slavery as low wages, excessive working hours, unsafe conditions, bonded labour contracts and trafficking.

As a member of the Livent Group, FMC Chemicals Limited will follow Livent Corporation's policies.

This statement is made pursuant to section 54(1) of the UK's Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2020.



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SIGNED BY DIRECTOR

following approval by Board of Directors of
FMC Chemicals Limited on 17th June 2021