



Li-Cycle Holdings Corp. (together with its controlled subsidiaries, “Li-Cycle” or the “Company”) is an industry leader in lithium-ion battery resource recovery and the leading lithium-ion battery recycler in North America. This policy sets out our commitment to respect human rights throughout our global business and in our relationships with all stakeholders including the communities where we work.

This policy covers all , and employees of the Company. We expect our business partners and suppliers, which includes our vendors, contractors, consultants, agents, and other third parties that provide the Company with goods and services, to adhere to this policy as a condition to working with us.

Our approach to respect human rights is guided by the following:

- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- United Nations Universal Declaration on Human Rights
- United Nations Sustainable Development Goals
- OECD Guidelines for Multinational Enterprises
- International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- Voluntary Principles on Security and Human Rights
- Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-206)
- Our Code of Business Conduct a (u)-1.4(c)n1.4Eths



- **Security Arrangements.** We are guided by the Voluntary Principles on Security and Human Rights for any security-related human rights risks.

We are committed to fostering a positive and open working environment where stakeholders can report human rights concerns.

grievance mechanisms for this purpose. As outlined in our **Whistleblower Protection and Investigation Policy**

accessible via an independent third-party service called Ethical Advocate. We do not permit retaliation or intimidation against anyone who reports a concern, raises a compliance question, seeks advice, or cooperates in an investigation.

, and employees, non-compliance with this policy may be grounds for disciplinary action including termination of employment. For business partners and suppliers, non-compliance may be grounds for contract termination.

Compliance with this Policy is overseen by our