

## **Evaluation of Business Partners - Criteria**

These criteria are those applied from a CSR perspective and need to be completed with business and quality criteria.

### **1 Human rights**

#### **1.1 Boliden shall support and respect the protection of internationally proclaimed human rights**

We expect our Business Partners to:

- Treat employees with dignity and respect.
- Not contribute to, or commit crime
- Not violate human rights.

#### **1.2 Boliden shall make sure that they are not complicit in human rights abuses**

We expect our Business Partners to:

- Guarantee that existing international guidelines and standards for the use of force are respected, if security services are used to protect operations.<sup>1</sup>
- Prevent forcible displacement of individuals, groups or communities.

### **2 Labour standards**

#### **2.1 Boliden shall uphold the freedom of association and the effective recognition of the right to collective bargaining<sup>2</sup>**

We expect our Business Partners to:

- Enable workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
- Ensure that workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

#### **2.2 Boliden shall uphold the elimination of all forms of forced and compulsory labour<sup>3</sup>**

We expect our Business Partners to:

- Not to use, be complicit in, or benefit from forced labour.
- Assure that salary, personal property and possessions, or documents will not be used for forcing workers to continue any working condition.

- ▶ Give the workers the right to finish the employment presuppose if reasonable notice is given to Boliden's business partner.
- ▶ Under no circumstances use or encourage trafficking.

### **2.3 Boliden shall uphold the effective abolition of child labour <sup>4</sup>**

We expect our Business Partners to:

- ▶ Assure that there is no recruitment of child labour.
- ▶ Assure that children under no circumstances shall be held in situations, within or outside a working area, which is dangerous or unsafe for their physical or mental health and development.
- ▶ Make sure that when children below the legal working age are found in the workplace, take measures to remove them from work.
- ▶ Participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

### **2.4 Boliden shall uphold the elimination of discrimination in respect of employment and occupation <sup>5</sup>**

We expect our Business Partners to:

- ▶ Use qualifications skills and experience as the basis for recruitment, placement, training and advancement of staff at all levels.
- ▶ Practice same salary for same kind of work.
- ▶ Not practice discrimination coming from race, religion, gender or sex, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, sexual orientation or family circumstance, or any other discrimination.

### **2.5 Boliden shall uphold at least a salary level and working hours according to the legal demands or the industry's minimum standard.**

We expect our Business Partners to:

- ▶ Practice a salary compensation meeting at minimum level set by legal demands or a minimum standard set within the industry, in the nation where the partner operates.
- ▶ Fulfil approved laws or rules for working hours or industry standards for working hours and public holidays and days off, in the nation where the partner operates.

### **2.6 Boliden shall provide a safe work environment for employees and contractors, with zero tolerance for work accidents**

We expect our Business Partners to:

- ▶ Have a systematic health and safety work, where hazardous conditions have been identified and minimised.<sup>6</sup>
- ▶ Freely supply safety training and personal safety equipment.

- Provide a safe and hygienic working environment with access to clean toilet facilities and potable water.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

### **3 Environment**

#### **3.1 Boliden shall support a precautionary approach to environmental challenges**

We expect our Business Partners to:

- Systematically make risk assessments to identify environmental hazards and take steps to minimise environmental impact.<sup>7</sup>
- Oblige national laws, regulations and administrative praxis within the country which the partner operates.
- Share knowledge and cooperate with business partners and authorities in order to minimise risk where high level of uncertainty and potential harm exist.

#### **3.2 Boliden shall undertake initiatives to promote greater environmental responsibility**

We expect our Business Partners to:

- Follow international environmental agreements and comply with regulations concerning transportation and handling of waste, chemicals and other hazardous material.<sup>8</sup>
- Have an environmental management system and a control program that ensures compliance.<sup>9</sup>

#### **3.3 Boliden shall encourage the development and diffusion of environmentally friendly technologies**

We expect our Business Partners to:

- Choose the best available technology
- Focus research and development towards “design for sustainability”.

### **4 Anti corruption**

#### **4.1 Boliden shall work against corruption in all its forms, including extortion and bribery.**

We expect our Business Partners to:

- Refrain from bribery or any form of corruption, including blackmail.
- Not, directly or indirectly, offer, promise, give or demand bribery or other prohibited benefits.

## 5 Implementation

### 5.1 **Boliden shall make a reasonable effort to ensure that the requirements of this standard are being met by suppliers and customers.**

We expect our Business Partners to:

- Be open for planned as well as non planned assessments made by Boliden or a third party.
- Carry out and present results from self assessments when required.
- Have a positive attitude towards working with continual improvements.
- Ensure traceability of material and processes back to origin.
- Have procedures to ensure that the partner's partner adhere to environmental legislation and act according to international norms of behaviour.<sup>10</sup>
- Be able to present records and needed permissions for activities performed by the partner or the partner's partner.

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1 UN Basic Principles on the Use of Force & Firearms by Law Enforcement Officials, UN Code of Conduct for Law Enforcement Officials, International Human Rights Standard for Law Enforcement, Voluntary Principles on Security and Human Rights, OSCE Handbook of Best Practice on Small Arms and Light Weapons

2 ILO, 87, 98, 135 & 143

3 ILO 29

4 ILO 138

5 ILO 100, 111

6 OHSAS 18001

7 ISO 14001

8 Like for example Basel-convention, CLP, REACH, IWIC.

9 ISO 14001

<sup>10</sup> Expectations of socially responsible organizational behaviour derived from customary international law, generally accepted principles of international law, or intergovernmental agreements that are universally or nearly universally recognized (ISO 26000 2.1.10)