

GRI- Index

In producing the Sustainability Report we have drawn on the Global Reporting Initiative, which is an international standard for reporting on sustainability efforts from an environmental, social and economic perspective. Following table of cross-references to the GRI guidelines shows the degree to which we have complied with the standard's reporting requirements and structure.

SR07: Sustainability Report 2007

AR07: Annual Report 2007

- Reported
- Not reported
- ◀ Partly reported
- Not relevant

GRI-REFERENCES	INDICATOR	STATUS	COMMENT	REFERENCE
1.	Strategy and Analysis			
1.1	President's statement	•		SR07: 2-3. www.boliden.com
1.2	Description of key impacts, risks, and opportunities	•		SR07: 2-3, 6-7
2.	Organizational Profile			
2.1	Name of the organization	•		SR07: Cover page fold-out
2.2	Primary products, services, and brands	•		SR07: Cover page fold-out. www.boliden.com
2.3	Operational structure	•		SR07: Cover page fold-out. www.boliden.com
2.4	Location of headquarters	•		SR07: Cover page fold-out. www.boliden.com
2.5	Countries where the organization operates	•		SR07: Cover page fold-out. www.boliden.com
2.6	Nature of ownership	•		AR07: 52

2.7	Markets	•		ARO7: 10-20
2.8	Scale of the organization	•		SRO7: Cover page fold-out
2.9	Significant organizational changes during the reporting period	•		ARO7: 18
2.10	Awards received in the reporting period	•		SRO7: 10, 23. www.boliden.com
3.	Report Parameters			
3.1	Reporting period	•		SRO7: Cover page fold-out
3.2	Date of most recent previous report	•		SRO7: Cover page fold-out
3.3	Reporting cycle	•		SRO7: Cover page fold-out
3.4	Contacts	•		www.boliden.com
3.5	Process for defining report content	•		SRO7: 10
3.6	Boundary of the report	•		SRO7: Cover page fold-out
3.7	Specific limitations on the scope of the report	◦	No limitations	
3.8	Basis for reporting that can affect comparability	◦	Comparability not affected	
3.9	Data measurement techniques and the bases of calculations	◦		
3.10	Explanation of the effect of any re-statements of information provided in earlier reports	◦	No re-statements	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods	◦	No changes	
3.12	GRI index	•		www.boliden.com
3.13	External assurance	◦	Not externally assured	
4.	Governance, Commitments and Performance Indicators			

4.1	Governance structure of the organization	•		SRO7: 10. ARO7: 44-46. www.boliden.com
4.2	Chairman's position in the organization	•	Corporate governance report	ARO7: 44-46. www.boliden.com
4.3	Number of independent non-executive Board members	•	Corporate governance report	ARO7: 44-46. www.boliden.com
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the Board	•	Corporate governance report	ARO7: 44-46. www.boliden.com
4.5	Linkage between compensation to management and Board, and the organization's	•		ARO7: 62. www.boliden.com
4.6	Processes for the Board to avoid conflicts of interest	•	Corporate governance report	ARO7: 44-46. www.boliden.com
4.7	Processes for determining the Board's qualifications on economic, environmental, and social topics	◦		
4.8	Organization's guidelines and principles	•		www.boliden.com
4.9	The Board's procedures for overseeing sustainability performance	•		SRO7: 10
4.10	Processes for evaluating the Board's own performance, particularly with respect to sustainability performance	•	Corporate governance report	ARO7: 44-46
4.11	Organization's approach to the precautionary principle	◦		
4.12	External principles to which the organization endorses	•		www.boliden.com: Code of Conduct
4.13	Membership in associations	•		www.boliden.com
4.14	List of stakeholder groups engaged by the organization	•		SRO7: 13. www.boliden.com
4.15	Basis for identification of stakeholders	•	No structured basis	SRO7: 13
4.16	Approaches to stakeholder engagement	•		SRO7: 13, 22-23
4.17	Key topics and concerns that have been raised through	•		SRO7: 13, 22-23

5.	Management Approach and Performance Indicators			
	Environmental Indicators			
	Materials			
EN1	Materials used	•		SR07: 26-28. www.boliden.com
EN2	Materials used that are recycled (percentage)	•		SR07: 29. www.boliden.com
	Energy			
EN3	Direct energy consumption	•		SR07: 27-28. www.boliden.com
EN4	Indirect energy consumption	•		SR07: 27-28. www.boliden.com
EN5	<i>Energy saved</i>	•		SR07: 27, 30. www.boliden.com
EN6	<i>Initiatives to provide energy-efficient products and services</i>	•		SR07: 27, 30. www.boliden.com
EN7	<i>Initiatives to reduce indirect energy consumption</i>	•		SR07: 9, 30. www.boliden.com
	Water			
EN8	Total water withdrawal by source	•		SR07: 26-28. www.boliden.com
EN9	<i>Water sources affected by withdrawal of water</i>	•		www.boliden.com
EN10	<i>Percentage and total volume of water recycled</i>	•		SR07: 28
	Biodiversity			
EN11	Operations in areas of high biodiversity	•		SR07: 27. www.boliden.com
EN12	Significant impacts in areas of high biodiversity	◦		
EN13	<i>Habitats protected or restored</i>	•		SR07: 27

EN14	<i>Strategies, current actions, and future plans for managing impacts on biodiversity</i>	•		SR07: 27
EN15	<i>Number of list species in areas affected by operations</i>	◦		
	Emissions, Effluents, and Waste			
EN16	Direct and indirect greenhouse gas emissions	•		SR07: 30-32
EN17	Other relevant indirect greenhouse gas emissions	•		SR07: 30-32
EN18	<i>Initiatives and results to reduce greenhouse gas emissions</i>	•		SR07: 30-32
EN19	Emissions of ozone-depleting substances	◦		
EN20	Emissions of NOX, SOX and other air emissions	•		SR07: 30-32. www.boliden.com
EN21	Water discharge	•		SR07: 30-32
EN22	Waste	•		SR07: 33. www.boliden.com
EN23	Spills	•	Not quantified	SR07: 33
EN24	<i>Handling of hazardous waste</i>	•		SR07: 33. www.boliden.com
EN25	<i>Water bodies and related habitats significantly affected by discharges of water and runoff</i>	•		www.boliden.com
	Products and Services			
EN26	Initiatives to mitigate environmental impacts of products and services	◦		
EN27	Percentage of products sold that are reclaimed	◦		
	Compliance			
EN28	Monetary value of fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations	◦		
	Transport			

EN29	Environmental impacts of transporting	•		SR07: 31. www.boliden.com
	Overall			
EN30	Total environmental protection expenditures and investments	•		SR07: 38
MM3	Sites with biodiversity plans	◦		
MM4	Percentage of products derived from secondary materials	•	Quantity presented, not percentage	SR07: 29
MM5	Policies for assessing the eco-efficiency and sustainability attributes of products	◦		
MM6	Approach to management of waste	•		SR07: 33
	Social Indicators			
	Employment			
LA1	Workforce	•		SR07: 4-5, 17. www.boliden.com
LA2	Rate of employee turnover	◦		
LA3	<i>Benefits provided to full-time employees</i>	•		SR07: 38
	Labor/Management relations			
LA4	Percentage of employees covered by collective bargaining agreements	•		SR07: 19. www.boliden.com
LA5	Minimum notice periods regarding operational changes	◦	Specified in trade union agreements	
	Occupational Health and Safety			
LA6	<i>Percentage of workforce represented in formal joint management-worker health and safety committees</i>	◦		

LA7	Rates of injury and occupational diseases	•		SR07: 19-20. www.boliden.com
LA8	Approach regarding diseases	•		SR07: 19
LA9	<i>Health and safety topics covered in formal agreements with trade unions</i>	◦	Specified in trade union agreements	
	Training and Education			
LA10	Average hours of training per year per employee	◦		
LA11	<i>Programs for skills management</i>	•		SR07: 16
LA12	<i>Percentage of employees receiving regular performance and career development reviews</i>	◦		
	Diversity and Equal Opportunity			
LA13	Composition of Board, management and employees according to gender, age, and other indicators of diversity	•	Gender only	SR07: 17. ÅR: 76
LA14	Ratio of basic salary of men to women by employee category	◦		
	Human Rights			
HR1	Investment and procurement practices	•	Code of Conduct	SR07: 21. www.boliden.com
HR2	Percentage of suppliers and contractors that have undergone screening on human rights	-		
HR3	<i>Employee training on policies and procedures concerning aspects of human rights</i>	-		
	Non-discrimination			
HR4	Number of incidents of discrimination and actions taken	◦		

	Freedom of Association and Collective Bargaining			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at risk	-		
	Child Labor			
HR6	Operations identified as having risk for incidents of child labor	-		
	Forced and Compulsory Labor			
HR7	Operations identified as having risk for incidents of forced or compulsory labor	-		
	Security Practices			
HR8	<i>Percentage of security personnel trained in policies concerning human rights</i>	-		
	Indigenous Rights			
HR9	<i>Number of incidents of violations involving rights of indigenous people</i>	-		
	Society			
	Community			
S01	Program and practices that manage the impacts of operations on communities	•	Code of Conduct	www.boliden.com
	Corruption			
S02	Percentage and number of business units analyzed for risks related to corruption	◦		
S03	Percentage of employees trained in organization's anti-corruption policies	•	Code of Conduct	
S04	Actions taken in response to incidents of corruption	•	No incidents of corruption	

	Public policy			
S05	Public policy positions and participation in lobbying	•	Code of Conduct	www.boliden.com
S06	<i>Total value of financial and in-kind contributions to political parties</i>	-		
	Anti-Competitive Behavior			
S07	<i>Number of legal actions for anti-competitive behavior</i>	◦		
	Compliance			
S08	Monetary value of fines and total number of non-monetary sanctions for non-compliance with laws and regulations	◦	Non-compliance has not occurred	
	Products			
	Customer Health and Safety			
PR1	Life cycle studies in which health and safety impacts of products are assessed	◦		
PR2	<i>Number of incidents of non-compliance with regulations</i>	-		
	Product and Service Labeling			
PR3	Type of product and service information and percentage of products subject to information requirements	•	REACH	SRO7: 35. www.boliden.com
PR4	<i>Number of incidents of non-compliance with regulations concerning product and service information</i>	◦		
PR5	<i>Customer satisfaction</i>			

	Marketing Communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications	◦		
PR7	<i>Number of incidents of non-compliance with regulatory codes related to marketing communications</i>	◦		
	Customer Privacy			
PR8	Number of complaints regarding breaches of customer privacy	◦		
	Compliance			
PR9	Monetary value of fines and total number of non-monetary sanctions for non-compliance concerning products	◦		
MM7	Incidents affecting communities	◦		
MM8	Small-scale mining	◦		
MM9	Resettlement policies	◦		
MM10	Operations with disclosure plans	●	Not quantified	SR07: 34. www.boliden.com
MM11	Local communities' land and customary rights	●		SR07: 23
MM12	Approach to emergency situations	◦		
MM13	Number of new cases of occupational disease	-		

	Economic Indicators			
	Economic performance			
EC1	Direct economic value	•		SRO7: Cover page fold-out. www.boliden.com
EC2	Financial implications and other risks and opportunities due to climate change	◦		
EC3	Coverage of the organization's defined benefit plan obligations	•	Management	ARO7: 77
EC4	Financial assistance received from government	-	Not received	
	Market presence			
<i>EC5</i>	<i>Standard entry level wage</i>	-		
EC6	Policy and practices on locally-based suppliers	-		
EC7	Procedures for local hiring	-		
	Indirect economic impacts			
EC8	Development of public infrastructure and services	•		SRO7: 16, 38. www.boliden.com
<i>EC9</i>	<i>Description of significant indirect economic impacts</i>	•		SRO7: 38. www.boliden.com
MM1	Local impacts	•		SRO7: 38. www.boliden.com
MM2	Value creation per country	◦		

