

# Diversity, Equity and Inclusion Policy

Diversity, equity, and inclusion are important to the development and sustainability of Boliden. These principles are embedded in Boliden's shared values, *care- courage- responsibility*, and corporate culture.

## 1 Definitions

### 1.1 Diversity

Diversity encompasses all of us and spans a wide range of visible and invisible characteristics, such as gender, transgender identity or expression, age, ethnicity, religion or belief, sexual orientation, and disability. A diverse workforce brings a broader range of competencies, experiences, and perspectives – and is a resource for achieving Boliden's goals and long-term success.

### 1.2 Equity

Equity is about striving to create fairness across our organization. It means to identify, address and remove barriers that may affect the participation of some individuals or groups and involves adjusting resources and the level of support to ensure that everyone can fully participate.

### 1.3 Inclusion

Inclusion is about creating a culture and workplace where everyone feels safe, welcomed, valued, and respected. It involves fostering environments where individuals are empowered to contribute with their unique perspectives and experience a genuine sense of belonging. It means ensuring that our workplaces are free from all forms of discrimination, harassment, and other harmful behaviors.

## 2 Commitment to diversity, equity and inclusion

- Boliden commits to diversity, equity, and inclusion, and to promote these principles in all our operations.
- Boliden has zero tolerance for all forms of discrimination and harassment. We take decisive action against any incident and encourage reporting of suspected incidents.
- Boliden recognizes that representation matters and strives to increase diversity within our organization.
- As Boliden operates in a traditionally male-dominated industry, we strive to increase the representation of women at all levels within our organization and in the wider industry.
- Boliden commits to advancing diversity, equity, and inclusion by setting goals, taking action, and reporting our progress, including disaggregated diversity data where possible.

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- Boliden collaborates with various stakeholders to address challenges within the wider industry and to eliminate harmful behaviors in our workplaces and the communities in which we operate.

Diversity, equity, and inclusion are fundamental elements in our commitment to respecting and protecting human rights. We uphold the UN Guiding Principles on Business and Human Rights, ensuring that our policies and practices respect and protect the rights and dignity of all stakeholders, including vulnerable groups and indigenous communities. For more information, please refer to Boliden's Code of Conduct, and our Human Rights and Indigenous People Commitments. Boliden complies with and supports the principles and commitments of the International Council on Mining and Metals (ICMM).

## 3 Operational consequences

It is the responsibility of Boliden's operating units to turn the diversity, equity, and inclusion policy into concrete action plans. This, in turn, requires each individual employee to be familiar with the non-discrimination legal framework. Each operating unit shall have a written diversity, equity, and inclusion plan that is relevant to their operating context. The plan shall outline the unit's work, with actions and established goals to measure progress and results. To remain effective and relevant, the plan shall be regularly revised and updated. Each operating unit is responsible for ensuring compliance with applicable laws and regulations, this includes adhering to the specific legal frameworks for non-discrimination in which the unit operates.

### 3.1 Reporting routines discrimination and harassments

If an instance of discrimination or harassment should occur within a Boliden unit, the employee affected or- anyone witnessed the incident- should raise the matter with their manager or- their manager's manager or- any other manager within the unit- or- the unit's HR department. In addition to the normal reporting routines, Boliden has a whistleblower channel-that may be used in accordance with the whistleblower policy. Reported incidents will be taken seriously and handled in an urgent manner.

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