



SUPPLIER REQUIREMENTS FOR BOLIDEN



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1 Introduction

This Supplier Requirements document establishes the global standards, principles, and expectations for suppliers providing goods and services. It defines the foundation for consistent quality, regulatory compliance, and responsible business conduct across the supply chain.

These requirements form an integral part of supplier agreements and are designed to support effective supplier relationship management, continuous improvement, and long-term collaboration. Suppliers are expected to comply with all applicable laws and regulations and operate in accordance with internationally recognized standards, including those related to quality, environmental management, occupational health and safety, and human rights.

Suppliers must conduct business with integrity and transparency, adhering to strict ethical standards, including the prevention of corruption, bribery, and other unlawful practices. In addition, suppliers are required to promote sustainable practices by ensuring safe working conditions, respecting labor rights, and minimizing environmental impact.

Robust management systems are expected to ensure product and service quality, operational reliability, and effective risk management. These requirements extend to the entire supply chain, and suppliers are responsible for ensuring that their subcontractors and business partners comply with equivalent standards.

Compliance may be verified through audits, assessments, and ongoing performance monitoring to ensure alignment with these requirements and to drive continuous improvement.

The requirements are structured to balance mandatory obligations and guiding expectations. "Shall" statements define non-negotiable requirements, particularly those related to legal compliance, safety, and critical risk areas.

In contrast, guidance statements are intended to promote continuous improvement and the adoption of recognized best practices, taking into account the supplier's size, role, and risk profile. This approach enables both enforceability and practical applicability across a diverse supplier base.

1.1 Purpose and scope

The purpose of this document is to define the minimum requirements and expectations applicable to all suppliers and their subcontractors. It provides a structured framework for supplier selection, qualification, evaluation, and performance management.

These requirements are designed to ensure the consistent delivery of high-quality products and services while aligning supplier operations with expectations related to governance, sustainability (ESG), quality, production, delivery, and business practices.

The scope of this document is global and applies to all suppliers across the entire value chain. The requirements are mandatory and guiding. They cover key areas including legal compliance, ethical conduct, human rights, health and safety, environmental management, quality assurance, risk management, cybersecurity, and supply chain governance.

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Suppliers are required to implement appropriate policies, processes, and management systems to ensure compliance and to demonstrate their effectiveness, among other means, through documentation, audits, and performance reporting. In addition, suppliers must ensure that these requirements are communicated and enforced within their own supply chains.

This document applies throughout the suppliers' lifecycle and supports the development of transparent, responsible, and resilient supplier relationships.

1.2 Boliden's Supplier Code of Conduct

- The supplier shall commit to the principles of Boliden's Business Partner Supplier Code of Conduct
- Where these Supplier Requirements or the applicable Code of Conduct set higher expectations than national legislation, the stricter requirement shall apply, provided it does not conflict with applicable law.

2 Legal and regulatory compliance

Legal compliance forms the mandatory foundation for all supplier activities and cannot be deviated from under any circumstances.

- The supplier shall comply with all applicable laws, regulations, and official requirements at local, national, and international level.
- The supplier shall ensure compliance with trade regulations, sanctions, export/import controls, taxation rules, data protection, environmental legislation, labor laws, health and safety obligations, and product-related requirements.
- The supplier shall actively monitor regulatory developments relevant to its operations and ensure timely implementation of required changes.
- The supplier shall provide accurate, complete, and verifiable compliance documentation upon request.

3 Ethical business conduct & governance

Suppliers are expected to operate according to high ethical standards and maintain transparent governance practices.

- The supplier shall conduct its business with integrity, fairness, and accountability.
- The supplier shall strictly prohibit bribery, corruption, facilitation payments, or any form of undue advantage.



- The supplier shall not engage in fraud, money laundering, anti-competitive behavior, or other unethical practices.
- The supplier shall identify and disclose potential conflicts of interest.
- The supplier shall maintain reliable and transparent business records.
- The supplier shall safeguard confidential information, intellectual property, and personal data.
- The supplier shall ensure full transparency of supply origin and shall not misrepresent sourcing.
- The supplier shall implement governance structures proportionate to its size and risk exposure.
- The supplier shall maintain reporting channels (e.g. whistleblowing) enabling safe reporting of misconduct without retaliation.

4 Environmental, Social and Governance (ESG)

- Suppliers are expected to manage ESG-related impacts systematically and continuously improve performance.
- The supplier shall identify, assess, and manage environmental and social impacts across its operations and value chain.
- The supplier shall implement measures to prevent, mitigate, and remediate adverse impacts.
- The supplier shall use natural resources responsibly and strive to minimize negative environmental impacts arising from its operations, products, and supply chain activities.
- Suppliers are expected to measure and monitor their greenhouse gas emissions, including Scope 1 and Scope 2, and, where relevant, Scope 3 emissions, in line with recognized standards.
- Suppliers are expected to progressively establish greenhouse gas emission reduction targets aligned with the goals of the Paris Agreement.
- The supplier shall implement concrete actions to achieve greenhouse gas emission reduction targets, including measures related to energy efficiency, renewable energy use, process improvements, logistics optimization, and reduction of emissions across the value chain.
- The supplier shall ensure that its operations and supply chain do not involve unauthorized activities or cause significant harm to the environment.
- The supplier shall comply with all applicable environmental laws and regulations, including requirements related to waste management, hazardous materials, emissions, and pollution prevention.
- The supplier shall comply with applicable ESG-related regulations and internationally recognized frameworks.
- The supplier shall continuously improve environmental and social performance.
- The supplier shall ensure that employees and contractors are aware of ESG responsibilities.
- ESG practices shall be implemented proportionately, considering supplier size, role, and risk level.
- The supplier is encouraged to align with recognized standards (e.g. ISO 14001), while certification is required only when contractually specified.
- The Supplier shall comply with all applicable and evolving regulatory requirements, including but not limited to the Carbon Border Adjustment Mechanism (CBAM), the EU Deforestation



Regulation (EUDR), and the Packaging and Packaging Waste Regulation (PPWR), and shall ensure that its operations, products, and supply chain practices are aligned with the obligations arising from such regulations.

5 Human rights, Labor rights & workforce responsibilities

Respect for human rights is a fundamental requirement across the entire supply chain.

- The supplier shall respect internationally recognized human rights and ensure fair working conditions across its operations and supply chain.
- The supplier shall identify and address human rights risks and impacts.
- The supplier shall respect indigenous rights, including free, prior, and informed consent where applicable.
- The supplier shall strictly prohibit forced labor, human trafficking, child labor, and severe human rights violations.
- The supplier shall comply with internationally recognized labor standards.
- The supplier shall ensure fair working conditions, working hours, and compensation.
- The supplier shall not tolerate discrimination, harassment, or abuse.
- The supplier shall respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws and international labor standards.
- The supplier shall extend these expectations to its own suppliers and subcontractors.
- The supplier shall establish accessible grievance mechanisms through which employees and relevant stakeholders can raise concerns or report misconduct without fear of retaliation.
- The supplier shall ensure that reported grievances and whistleblower cases are investigated appropriately and that corrective actions are implemented where necessary.

6 Health & Safety

Health and safety requirements are critical in mining and smelting environments and must be proactively managed.

- The supplier shall provide a safe working environment, covering both physical and psychosocial aspects.
- The supplier shall comply with all applicable occupational health and safety regulations.
- The Supplier shall operate a zero-tolerance policy regarding alcohol and drugs. Personnel must not report to work or remain at work while under the influence of substances that could impair performance, safety, or judgment.
- The supplier shall provide training, instructions, and protective equipment.
- The supplier shall identify, document, and manage safety risks, incidents, and corrective actions.



- The supplier shall implement preventive, risk-based safety practices.
- The supplier shall ensure safe handling and management of hazardous materials.
- The supplier shall proactively communicate any safety-related risks or incidents affecting Boliden.
- The supplier should involve employee representatives in safety-related matters where applicable.
- The supplier shall follow site-specific safety requirements when operating on company premises.

7 Quality management

Suppliers must ensure consistent product and service quality aligned with agreed requirements.

- The supplier shall meet defined quality, safety, and performance specifications.
- The supplier shall maintain a structured quality management approach appropriate to its operations.
- The supplier shall continuously monitor and improve quality performance.
- The supplier shall identify, manage, and document deviations, root causes, and corrective actions.
- The supplier shall ensure traceability where applicable.
- The supplier shall notify changes impacting quality or compliance.
- The supplier is encouraged to align with recognized quality standards, such as ISO 9001, but certification shall not be mandatory unless separately required.

8 Supply chain & sub-contractor management

Supply chain responsibility extends beyond Tier 1 suppliers to the entire value chain.

- The supplier shall manage its value chain in a responsible, structured, and transparent manner.
- The supplier shall ensure that subcontractors and sub-suppliers are informed of applicable requirements and that equivalent principles are applied in their evaluation, selection, engagement, and monitoring.
- The supplier shall identify, assess, and monitor risks and impacts within its value chain.
- The supplier shall ensure that value chain risk management is supported by appropriate internal and/or external controls.
- The supplier shall maintain transparency regarding its supply chain practices and provide relevant information, including identified risks and mitigation actions, upon request.
- The supplier shall maintain sufficient visibility into its supply chain beyond Tier 1 suppliers and, upon request, provide relevant information regarding sub-suppliers, material origins, manufacturing locations, and associated supply chain risks where applicable.
- The supplier shall remain fully responsible and accountable for the conduct, performance, and compliance of subcontractors and sub-suppliers involved in the delivery of goods or services.



9 Security, Information security & cyber security

9.1 Security

- The supplier shall comply with applicable security, preparedness, and protective security legislation, including requirements related to critical infrastructure and national security where applicable.
- The supplier shall identify and manage security and geopolitical risks related to its operations and supply chain, including risks arising from disruptions, infrastructure dependencies, and regulatory changes.
- The supplier shall ensure operational resilience and preparedness to continue operations under disruptive conditions, including maintaining business continuity capabilities and considering alternative logistics arrangements where necessary.
- The supplier shall implement appropriate personnel and operational security measures and ensure that relevant security and preparedness requirements are communicated and applied throughout its supply chain.

9.2 Information security & cyber security

- The supplier shall comply with all applicable information security, data protection, and privacy laws, regulations, and industry standards, including the lawful processing of personal data in accordance with applicable data protection requirements (e.g., GDPR where applicable).
- The supplier shall design, develop, and deliver solutions, products, and services in accordance with recognized industry best practices and standards (e.g., ISO 27001, NIST Cybersecurity Framework (NIST CSF), SOC 2, ISO 22301), maintain relevant certifications where applicable, and notify the contracting party without undue delay if any such certifications become invalid or are withdrawn.
- The supplier shall protect confidential, sensitive, proprietary, personal, and business-critical information by implementing appropriate technical and organizational information security and confidentiality controls. Such controls shall include, where applicable, data classification, access management, record retention, encryption, protection against malicious software, and business continuity measures such as backup and recovery.
- The supplier shall identify, assess, and manage cybersecurity and information security risks in a manner proportionate to its risk profile, role, and access to sensitive information or critical operations.
- The supplier shall establish and maintain processes to detect, manage, and report actual or suspected information security or privacy incidents. The supplier shall notify the relevant contracting party without undue delay where such incidents may impact the delivery of goods or services.

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- The supplier shall ensure that equivalent information security requirements are applied to subcontractors and third parties involved in the delivery of goods or services within the supply chain.
- The supplier shall maintain procedures to conduct appropriate background checks for personnel in roles involving access to sensitive information or critical operations, in accordance with applicable laws and regulations.
- More detailed cybersecurity, information security, or protective security requirements may be defined in contracts or procurement-specific appendices

10 Responsible sourcing

- The supplier shall ensure responsible sourcing of materials, products, and services.
- The supplier shall not source from sanctioned, illegal, unauthorized, or prohibited origins.
- The supplier shall ensure that the origin of supply is not concealed or disguised.
- The supplier shall support traceability of materials, production origin, transportation routes, and relevant supply chain actors where applicable.
- The supplier shall provide documentation and information required for due diligence, regulatory compliance, and responsible sourcing assessments.
- Suppliers extracting, sourcing, providing, or handling minerals from conflict-affected or high-risk areas shall apply the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
 - Such suppliers shall establish management systems, identify and assess supply chain risks, implement mitigation strategies, support independent audits where applicable, and report transparently on due diligence.
 - The supplier shall not directly or indirectly support armed groups, illegal control of mine sites or transportation routes, illegal taxation, extortion, or serious human rights abuses in the mineral supply chain.
- Suppliers operating in or sourcing from conflict-affected, high-risk, or human rights risk areas shall apply enhanced due diligence measures proportionate to the identified risks.

11 Business continuity

- The supplier shall maintain preparedness for disruptions, including production interruptions, logistics disturbances, natural hazards, geopolitical risks, supply chain dependencies, utility disruptions, and cyber incidents.
- The supplier shall maintain business continuity capabilities appropriate to its size, role, operational complexity, and criticality.

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- The supplier shall notify without undue delay of any actual or potential disruption that may affect delivery, quality, safety, compliance, or contractual performance.
- The supplier shall demonstrate financial and operational capability to meet agreed obligations.
- Business continuity planning may be required based on supplier criticality, risk category, or contractual requirements.
- Where a critical supplier does not fully meet expectations, corrective actions or development plans may be used where appropriate instead of immediate exclusion.

12 Auditing

- The supplier shall participate in monitoring, assessments, surveys, interviews, audits, and third-party verifications when required.
- The supplier shall provide access, documentation, and evidence needed to assess compliance with applicable requirements.
- The supplier shall cooperate in assessments and implement corrective actions where findings are identified.
- Audits and assessments may be applied based on supplier risk, category, criticality, country risk, value chain exposure, or previous performance.
- Compliance monitoring may include supplier evaluations, RFQ assessments, scorecards, background checks, due diligence reviews, and contractual follow-up.
- In case of material breach, the business relationship may be discontinued or agreements terminated.
- Where appropriate and possible, the supplier may be given an opportunity to remedy the breach through corrective actions.

13 Risk Management

- The supplier shall maintain risk management practices appropriate to the size, complexity, and risk profile of its business activities.
- The supplier shall implement risk-based due diligence processes proportionate to the nature, size, and risk profile of its operations and supply chain where operations, materials, countries, suppliers, or transactions present elevated risks.
- The supplier shall maintain documentation of risk assessments, mitigation actions, controls, and follow-up measures.
- The supplier shall report significant risks, incidents, breaches, or adverse impacts affecting compliance, delivery, safety, security, environment, or responsible sourcing.
- Risk management requirements shall be proportionate and business-feasible, while legal and regulatory obligations remain mandatory.



- The supplier shall continuously improve its risk management capability and cooperate in risk reduction activities where required.

14 Financial stability & invoicing

- The supplier shall provide all necessary financial information required for assessment.
- The supplier is financially capable of supporting Boliden's needs for current and future products.
- The supplier shall demonstrate financial stability.
- Payment terms shall follow agreed conditions.
- The supplier has to provide invoices and invoices' data with all relevant data support for accounting and border crossing purposes in international trade. This includes the ability to provide transactional based invoices in an agreed manner (email, hard copy) for export and import customs clearance purposes when applicable.
- The preferred invoicing method is e-invoicing.

15 Operational & Manufacturing controls

- The supplier identifies critical steps and resources.
- The supplier has applicable manufacturing technology and it is maintained and improved.
- The supplier has documented work instruction and basic description of each task, which are available at the workstation and applied by operators.
- The supplier shall manage non-conforming materials.
- The supplier shall ensure packaging and labeling practices.
- The supplier ensures the storage and maintenance of Boliden's property when applicable.
- The supplier is technologically competent to support and attend Boliden's needs for current and future products.
- The supplier has to provide all applicable product certifications if requested by Boliden.
- The supplier has to have the capability to conduct technology transfers.
- Capacity requirements
- The supplier shall meet agreed lead times.
- The supplier should provide capacity planning when requested.
- The supplier should be able to respond to demand fluctuations.
- The supplier has to be able to provide technical support for Boliden.
- The supplier shall specify and document the measurement equipment and resources used for defined measurement activities, either in dedicated instructions, work procedures, or control plans.
- The supplier shall maintain a calibration system for all measurement equipment used in compliance verification and process control, and ensure that calibration conditions and environments are appropriately managed where applicable.
- Traceability requirement (applicable for all components used in Boliden products)



- The supplier has a procedure to maintain traceability of its products and raw materials.
- The supplier's main processes are traceable (to customer) either serial managed or batch managed.
- The records are stored at least 15 years.

16 Delivery

- The supplier shall comply with international trade and customs regulations.
- The supplier shall obtain required export/import licenses.
- The supplier shall inform Boliden of any re-export licensing requirements affecting the delivered items.
- The supplier ensures the supply chain security and trade security are not limited only to the supplier but cover also the possible third parties involved in a delivery chain.

16.1 Specific delivery data

- Logistics and trade compliance data is provided upon contract signing or as defined in price list & logistics document. This contains but is not limited to the following data:
 - Customs tariff code (Harmonized system HS with 6 or EU Common Nomenclature 8 digits)
 - Export control classification number (ECCN), both EU and US, if item being delivered has a dual-use designation.
 - Weight
 - Dimensions
 - Hazardous material information for all modes of transport (e.g. Safety Data Sheet (SDS), UN number with package classes, lithium battery test certificates)
 - General country of origin per item
 - Preferential country of origin when applicable and when requested by Boliden, (ref. EU 2015/2447 of 24 November 2015 and EU No 952/2013). EU suppliers to provide with the supplier declaration.
- The supplier informs Boliden of the address where the goods are shipped from.
- The supplier is responsible for providing shipment specific shipping documentation in an agreed manner upon delivery. The documentation includes but is not limited to invoice (or proforma / commercial invoice when necessary), packing lists, country of origin certificates (when applicable), waybill (copy or number) and MSDS for hazardous material when necessary. The documentation must have relevant Boliden purchase order references (e.g., purchase order number, item codes, item descriptions).



17 Communication

- The supplier shall appoint responsible contact persons.
- The supplier communicates timely and fact-based information for Boliden.
- The supplier shall use agreed communication tools.
- The supplier shall notify changes impacting delivery, quality, or compliance.
- When the customer representative changes, the supplier is responsible for updating contact information for Boliden.
 - The supplier notifies Boliden proactively if there are changes made that may have an impact on the quality of provided product, raw material or service, including but not limited to changes in ownership, manufacturing site, customer representative or financial state.
- The supplier shall provide agreed documentation in English, or in the applicable local language.