BOLIDEN

# Health and Safety Policy

Health and Safety are strategically important to the development and sustainability of Boliden. Our goal is to maintain and improve the safety of all workplaces and promote health and wellbeing for all employees in order to support our vision to be the most respected metal producer in the world. Leadership development and employee engagement, both driven by our values Care, Courage and Responsibility are key factors contributing to continuous improvements and a strong safety culture. All employees at Boliden share the responsibility for Health and Safety.

- We have ambitious goals and use both leading and lagging key performance indicators to measure and continuously develop regarding health and safety
- We involve all our employees in the health and safety work
- All employees and contractors shall receive training to be able to work safely
- Employees, contractors and other stakeholders who work or visit Boliden ´s units or offices have an individual responsibility to follow the health and safety rules
- We identify, reduce and monitor risks and other hazards to avoid any ill-health or injury to our employees, contractors and visitors

- We continuously develop our organisational and social work environment to ensure that sufficient resources are available to avoid unhealthy workload and to manage other risks

- We work in consultation and participation of employee representatives

- We collaborate with authorities, contractors, competitors, customers and branch organisations, regarding how to improve the safety of employees, contractors and other stakeholders who work or visit Boliden ´s units or offices

- We comply with relevant laws and other requirements

## Policy Audit Checklist

Compliance with this policy may be subject to internal audit. To ensure compliance in your unit, the following questions need to be answered by Yes.

1. Have your unit communicated this Health and Safety Policy to your employees and contractors?

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2. Have your unit started employee engagement programs?

3. What are the leading H&S indicators you are following in your unit?

4. Does your unit have procedures for evaluating suppliers and contractors concerning H&S aspects and performance, and are there records from such evaluations?

5. Does your unit integrate H&S targets in the business plan, and are the results monitored regularly?

6. Does your unit train all employees sufficiently for their safety responsibility, and does an updated training record exist?

Have your unit a structured plan to continuously develop our organizational and social work environment and secure resources to avoid unhealthy workload and manage demands in the work?