BOLIDEN

# Boliden's Human Rights Commitment

Boliden's vision is to be the most climate friendly and respected metal provider in the world. We understand that our business affects people throughout our value chain and its surroundings. We are therefore determined to respect and promote human rights.

**We have a responsibility to respect and promote human rights. We recognize:**

- Human rights are rights we have simply because we exist as human beings - they are not granted by any state. These universal rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, colour, religion, language, or any other status.
- Human rights include those in the *Universal Declaration of Human Rights* [i]and the *ILO Fundamental Principles and Rights at Work*[ii]. They range from the most fundamental - the right to life - to those essential for everyday life, such as the rights to food, education, work, health, and liberty. Workers' rights are also covered as well as the protection of minority groups such as indigenous peoples.
- All business enterprises are expected to respect human rights, even if states do not fulfil their obligations to protect against human rights abuse by third parties. This means that businesses should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved. If abuses occur, victims must have access to effective remedy through judicial and non-judicial grievance mechanisms.
- Boliden has an impact on human rights across our operations and beyond. In many places we are the biggest private sector employer and the way we operate our mines and smelters affects our employees, contractors, and the communities we work in. We also do business in challenging markets and our decisions and strategy have consequences for workers, communities, and others across our value chain.

**We take responsibility for our impact. We are committed to:**

- **Respecting internationally recognised human rights**. The UN Guiding Principles on Business and Human Rights[iii] sets out a framework for this and guides us in our efforts. Our commitment to human rights is reaffirmed through Boliden being a signatory to the United Nations Global Compact[iv] and a member of the International Council on Mining and Metals[v].[vi]
- Conducting **on-going human rights due diligence** to identify, understand and address adverse human rights impacts across our operations and our value chain.
- Having zero tolerance for **forced or child labour, modern slavery and trafficking** across our own operations and our value chain.
- Understanding and respecting the rights, interests, and perspectives of **Indigenous Peoples**, as described in our commitment to indigenous peoples. We promote open dialogue and long-term cooperation with affected and potentially affected indigenous peoples' communities to build constructive relationships based on trust and mutual benefit.

- Combatting all forms of **discrimination and harassment** based on gender, ethnicity, age, disability, religion, sexual orientation or any other factor as described in our Diversity Policy. We work to attract female employees into a traditional male-dominated industry and to cultivate an inclusive work culture.
- Providing a **healthy and safe working culture and environment** for our employees and contractors. We have a zero-tolerance vision for accidents at work and our Health and Safety Policy sets out our approach for achieving this.
- Ensuring the **health and safety of communities** affected by our business. We are committed to implementing the Global Industry Standard on Tailings Management[vii] with our Tailings Governance Commitment. We undertake appropriate health and safety assessments and establish preventive measures in activities that can increase community exposure to risks and impacts.
- A robust **environmental and water management** system across the organization to enable respect for and promotion of the right to a safe, clean, healthy, and sustainable environment as described in our Biodiversity and Nature Commitment, Water Management Commitment, Climate Commitment and Environmental Policy.
- Ensuring a **responsible value chain** of our products. The Boliden Business Partner Code of Conduct sets out our expectation that those we do business with, customers as well as suppliers, will respect human rights. This includes providing fair remuneration that includes an adequate living wage, respecting the right of workers to form and join trade unions, and zero tolerance to human trafficking and forced, compulsory and child labour. We conduct regular and thorough risk assessments of new and existing business partners and work with them to address improvements needed.
- Supporting an **open civic space** where **human rights and environmental defenders** can promote and protect human rights and the environment in a legal, truth- and peaceful manner. We do not accept any type of physical or psychological attacks on human rights and environmental defenders and we expect the same from our business partners.

**We remediate adverse impacts. We achieve this by:**

- Providing secure and accessible channels to report incidents of suspected or actual misconduct and wrongdoing via our whistleblowing function, grievance channels or other channels for reporting.
- Providing for or cooperating in the effective remediation of adverse human rights impacts that we cause or contribute to, and supporting or enabling effective remediation where we are directly linked to such impacts, through clear and established procedures.
- Addressing each case individually to ensure that remedies are fair, appropriate, and proportionate to the severity of the adverse impact and guided by the rights and best interests of those affected.
- Ensuring access to qualified, independent external expertise to support investigations in cases where internal mechanisms cannot provide effective remedy.
- Upholding the effectiveness criteria, in line with the UN Guiding Principles on Business and Human Rights, and maintaining a ‘bouquet of remedies’ with preventive, redressive and deterrent elements, available for individual cases for remediation.

**We continue to learn and improve. We do this by:**

- Ensuring strong and transparent **human rights governance** with clear responsibilities and accountabilities supported by proper funding and resources. The Executive Vice President People and Sustainability has, via the Group Ethics & Compliance function, the operational responsibility for this Human Rights Commitment, which is approved by the President and CEO.

- Delivering **training** to staff across relevant functions at the group and operational level in support of the implementation of this Human Rights Commitment.

- Prioritising **engagement** with a diverse range **of stakeholders** on human rights, for example by collaborating on common challenges with our peers through memberships of a variety of organizations.

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[i] https://www.un.org/en/about-us/universal-declaration-of-human-rights
[ii] https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf
[iii] https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf
[iv] https://www.unglobalcompact.org/
[v] https://www.icmm.com/en-gb/our-principles
[vi] We are also guided by a range of other international standards including the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the Voluntary Principles on Security and Human Rights. In addition, we follow the Joint due diligence standard for copper, lead, nickel and zinc, the LBMA Responsible Gold & Silver Requirements and the LPPM Responsible Palladium Guidance.
[vii] https://globaltailingsreview.org/wp-content/uploads/2020/08/global-industry-standard_EN.pdf