

Health and Safety Policy

Health and Safety are strategically important to the development of Boliden. Our aim is to create healthy and safe workplaces. Leadership development and employee engagement are key factors contributing to continuous improvements and a strong safety culture. The responsibility for Health and Safety are shared by all employees at Boliden.

- We have ambitious goals and use both leading and lagging key performance indicators to measure and continuously develop our Health & Safety work
- Employees, contractors and others working or visiting Boliden's units or offices have an individual responsibility to follow the Health & Safety regulations
- We identify, mitigate and monitor risks and other hazards to avoid any harm to our colleagues, contractors and visitors
- We observe our workplace and take action if Health & Safety are jeopardized
- We will continuously develop our organizational and social work environment and secure resources to avoid unhealthy workload and manage demands in the work
- All employees and contractors shall receive training to be able to work safely towards themselves and colleagues
- We shall collaborate with authorities, contractors, competitors, industry organizations and customers, concerning ways in which we can improve the safeguarding of employees, contractors and others working or visiting Boliden's units or offices

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| Approved by | Doc. no. | Organization |
| Mikael Staffas | POLY-21139-v. 3.0 | Boliden Group/ / / / |

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?
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?

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