

## **Finnish Minerals Group Corporate Social Responsibility Policy**

Social responsibility is viewed as a core value at Finnish Minerals Group. We embrace responsibility for the impact that our decision-making and operations have on the economy, society and the environment. We also expect all our Group companies to adhere to the principles set out in this policy.

Finnish Minerals Group is committed to complying with the laws, regulations and guidelines that govern our operations, such as the policies endorsed by the company's Board of Directors and the Government Resolution on State Ownership Policy. We respect human rights in accordance with the UN Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights as well as the ILO Declaration on Fundamental Principles and Rights at Work.

We exercise due diligence and take immediate action to remedy any deficiencies in our operations.

### **Social impact**

As a state-owned special-purpose company, economic value creation is a key goal for us. We provide financing to and hold shares in mining and battery industry companies that are committed to corporate responsibility. This supports us in ensuring long-term return on invested capital and the opportunity to create new jobs and support livelihoods in Finland.

We use our expertise to monitor and support the responsible development of our portfolio companies and make recommendations for action as needed. We expect our portfolio companies to analyse risks and opportunities and carry out reporting that covers financial and social impact as well as minimising the environmental impact of their operations.

### **Responsible value chain**

We develop our expertise and operations in all areas of social responsibility based on the principle of continuous improvement. Through our operations, the selection of the right partners and in long-term cooperation, we contribute to building a mineral and battery value chain, which creates a competitive advantage from corporate responsibility. Our guiding principle is to work with partners who comply with applicable laws and regulations and respect the UN principles on human rights.

We agree to engage in dialogue with stakeholders or their representatives and local communities that are or may be affected by our operations. Furthermore, we strive to be an active participant in the public debate on responsible mining and battery industry.

Finnish Minerals Group and its group companies pledge to offer their staff a work community in which safety, health and equality are guaranteed, and they expect their partners to do the same, including subcontracting supply chains.

### **Responsibility for the environment and climate**

The decision-making and operations of Finnish Minerals Group companies take into consideration the minimisation of environmental impact and the promotion of the circular economy, as well as Finland's target of becoming carbon neutral by 2035. The achievement of these targets is also promoted through our partnerships.

Our cooperation in technological development at Finnish and EU level improves resource efficiency, promotes the circular economy, reduces the environmental impact of mining and supports the development of a responsible supply chain. We also offer our technological expertise to support the industrial efficiency and competitiveness of our portfolio companies.

### **Document approval**

This corporate responsibility policy has been approved by the Board of Directors of Finnish Minerals Group on 30 November 2020.