

## Corporate responsibility principles for suppliers of goods and services

Finnish Minerals Group is a special-purpose company owned by the state of Finland, with a mission to develop Finland's mining industry and the battery value chain as well as circular economy projects in these fields. Through our work, we contribute to Europe moving towards electric transport and a more sustainable future.

We observe the Finnish Limited Liability Companies Act and other relevant laws as well as our internal guidelines such as our Code of Ethics. Our status as a special-purpose company also means that we are bound by the Government Resolution on the State Ownership Policy, which makes corporate responsibility one of our core values. We also expect our suppliers to make a strong commitment to corporate responsibility.

### These principles apply to all our suppliers

We have written these corporate responsibility principles for our suppliers. The principles are used as an annex to contracts, and the latest version is available on Finnish Minerals Group's website at [www.mineralsgroup.fi](http://www.mineralsgroup.fi). The same principles also apply to Finnish Minerals Group's wholly owned subsidiaries.

It is every supplier's responsibility to ensure that this document is communicated to members of their staff who deal with the organisation's corporate governance, social and environmental responsibility.

### Accounting and tax liabilities

The latest information on the governance, finances and tax status of Finnish Minerals Group can be found on our website. We also expect good corporate governance and a commitment to accounting and tax liabilities from our suppliers.

Our suppliers must

- + ensure that their management system complies with the latest laws and good corporate governance,
- + keep their finances in order and pay their taxes and bills,
- + act with integrity in competitive tendering and cooperation,
- + ensure that confidential information, such as customer and personal data, is handled in accordance with the law and with due care,

- + fight corruption, such as accepting or giving gifts that may compromise their own or the other party's impartiality in decision-making, and
- + refuse to participate in money laundering, i.e. any activities that are aimed at concealing the origins of illegally obtained money.

## Staff welfare

We are committed to respecting human rights in accordance with UN and ILO principles, and we expect the same from suppliers. Our suppliers are also required to ensure that their subcontractors abide by these principles.

Our suppliers must

- + comply with the laws governing recruitment and employment relationships,
- + eliminate discrimination in recruiting and employment relationships,
- + ensure the occupational health, safety and well-being of their staff,
- + eliminate the use of child labour and forced or compulsory labour in all its forms,
- + prevent and intervene in all forms of inappropriate treatment at work,
- + ensure the security of personal data as required by data protection laws, and
- + uphold the freedom of association and the right to collective bargaining.

## Environment and natural resources

We develop technologies to minimise the mining industry's impact on the environment and to promote a circular economy and a carbon-neutral Finland. We value suppliers who, regardless of their size, plan their procedures with the environment and nature in mind.

Our industrial suppliers must

- + comply with the applicable environmental laws and the conditions of their environmental permits,
- + minimise the environmental impact of their operations, and
- + support the circular economy.

## Continuous improvement

Finnish Minerals Group believes in continuous improvement. We are always looking to improve our own processes and urge our suppliers to take responsibility for their actions.

We welcome feedback and encourage all our suppliers to get in touch with their contact person if they notice anything in our processes that should be corrected. The contact form (whistleblowing)

on our website can be used to provide feedback anonymously. We also expect your company to raise with us any corporate responsibility issue where you possibly have difficulty complying with these principles.

We evaluate our suppliers' processes and may ask them to take corrective action if necessary. If no mutually satisfactory solution can be found to an issue, we reserve the right to cancel any contract to which this document is attached.

## Document approval

This document has been approved by the CEO of Finnish Minerals Group (18 October 2021).