

The equality and non-discrimination plan of Finnish Minerals Group

Introduction

Pursuant to the Act on Equality between Women and Men (8.8.1986/609) and the Non-discrimination Act (30.12.2014/1325), employers that regularly have at least 30 employees must draw up a plan for advancing equality and non-discrimination. At Finnish Minerals Group, these plans have been combined into one single document, as both are about preventing discrimination and developing an equal work community with no discrimination.

This plan also applies to subsidiaries fully owned by Finnish Minerals Group.

General principles

The goal of Finnish Minerals Group is to be a successful company where all employees have equal opportunities to succeed and develop in their own work and to advance their careers. It is the responsibility of the company and the work community to take into account equal treatment and equal opportunities for employees, both in day-to-day operations and in decision-making.

All positions in our company are open to everyone regardless of age, gender, sexual orientation, religion, beliefs, colour, political opinions, ethnic, national or social origin or any other similar circumstances. We are aiming at making our work community more diverse and inclusive.

All employees and job applicants must be treated equally in our work community. Respect for others is presented, for example, in the company's ethical code of conduct, and principles are discussed in order to ensure that employees are aware of our standpoint.

Any inappropriate treatment and discrimination at work is strictly prohibited and will be addressed immediately. It is the responsibility of every employee to ensure that their own behaviour does not cause problems in the work community. This also applies to any temporary agency workers.

Measures promoting equality and non-discrimination

4.1 Data collection and planning

- **Data collection:** We regularly obtain information from our employees on their experiences regarding equality and non-discrimination, including anonymous responses.
Responsibility: HR
- **Statistics:** We compile gender-disaggregated data on personnel and report on metrics on an annual basis.
Responsibility: HR
- **Planning:** On the basis of the collected data, we create an equality and non-discrimination plan, which is reviewed in accordance with the cooperation procedure and published on our website.
Responsibility: HR

4.2 Recruitment and employment

- **Recruitment:** We treat genders equally in recruitment by focusing on how the candidates' skills match the requirements applicable to the position. We balance the gender distribution of our personnel when the available applicants are otherwise equal.
Responsibility: Recruiting supervisors and HR
- **During employment:** During employment, we treat genders and teams equally and in a non-discriminatory way in all situations, such as access to training, division of work duties and providing opportunities to participate in decision-making.
Responsibility: ELT and supervisors
- **Termination of employment:** When employment ends, we listen to feedback with an open mind in order to also develop equality and non-discrimination.
Responsibility: Supervisors and VP, People

4.3 Mental pressure

- **Resourcing:** The company ensures sufficient resources for situations, projects and teams where work-related stress increases.
Responsibility: CEO, supervisors and VP, People
- **Support from colleagues:** Support from colleagues is one of the strengths of our work community, and we will continue to spar, encourage and help each other where possible.
Responsibility: Entire personnel
- **Feedback:** It is ensured that employees receive more positive feedback and support, as well as constructive feedback.
Responsibility: Supervisors

4.4 Work-life balance

- **Commuting:** We travel for business only when it is necessary and ensure sufficient recovery after the trip.
Responsibility: Supervisors and all employees
- **Family reasons:** We have a positive attitude to family leaves and other flexibility needed due to family reasons and support a smooth return to work.
Responsibility: Supervisors and ELT
- **Leisure time:** We value each other's free time and do not expect responses to work-related messages on weekends and in the evenings.
Responsibility: Entire personnel

4.5 Remuneration

- **Equality:** The company's remuneration is based on equality regardless of gender.
Responsibility: Personnel and remuneration committee of the Board of Directors, CEO and VP, People
- **Salary survey:** A salary survey reviewing the differences between men and women is conducted at least every two years and its results are reviewed together with the personnel.
Responsibility: VP, People and CEO
- **Salary reviews:** The differences in the remuneration of employees doing the same work or work of equal value are reviewed on a regular basis and any differences attributable to gender are neutralised.
Responsibility: CEO and VP, People

4.6 Sexual and other harassment, and bullying

- **Harassment:** We do not tolerate harassment of any kind and investigate all harassment cases in accordance with the agreed process.
Responsibility: VP, People and CEO
- **Training:** The company offers training related to equal treatment of genders and channels (HR, whistleblowing channel, supervisors, occupational health and safety committee, employee representative, occupational health care) through which any disruptive behaviour can be brought up.
Responsibility: HR and occupational health and safety committee
- **Respectful behaviour:** We speak and behave respectfully towards everyone.
Responsibility: All employees

Metrics

Theme	Description	Objective
Planning	Gender equality survey and drawing up the gender equality and non-discrimination plan	Every two years
Gender distribution	Annual gender distribution of personnel	60/40
Remuneration	Pay gap between men and women with equal skills and educational backgrounds doing the same work or work of equal value	No difference at the annual level
Non-discrimination	Non-discrimination training for personnel and harassment reports	Training every two years with a completion rate of 100% Harassment reports at an annual level 0*

*) Reported to HR or through the whistleblowing channel.

Plan adoption

The equality and non-discrimination plan prepared in cooperation with personnel representatives has been discussed in the Personnel and Remuneration Committee of the company's Board of Directors, after which Matti Hietanen, CEO of Finnish Minerals Group has signed the plan on 20 February 2024.

The program will be renewed next time in 2026. The document is public.

Matti Hietanen