

BASIC REQUIREMENTS

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INTRODUCTION

LKAB has a strong stance on business integrity, and we are following the international guidelines defined by the UN Global Compact's ten principles, "Children's Rights and Business Principles" (CRBP), the OECD's guidelines for multinational companies and the UN's guiding principles relating to companies and human rights.

We condemn all forms of corruption and fraud, and demand openness, integrity and honesty in all parts of our business operation in every country. In the same way, we clearly repudiate child labour, forced labour and working conditions that can be viewed as harmful, abusive or directly hazardous.

LKAB Minerals aims to be a Sustainable company and an international role model in the industrial minerals industry when it comes to ethics, working environment, equality and diversity, and will conduct activities that facilitate sustainable social development and generate prosperity. For our customers we see this as an added value and an assurance of the integrity of your supply chain when partnering with LKAB Minerals.

Our partners, customers and suppliers alike, are an important part of LKAB Minerals value chain and we believe we share the same view of the importance for sustainable development. Together we can build strong partnerships, successful businesses and sustainable development.

In order for LKAB Minerals to meet our Sustainability ambitions we have, based on our Code of Conduct, developed Basic Requirements.

COMPLIANCE OF THE REQUIREMENTS

LKAB Minerals' business partners must acknowledge and accept all Basic Requirements. LKAB Minerals reserves the right to deny continued business if requirements are not met.

Basic requirements

LEGAL REQUIREMENTS

There must be procedures to ensure compliance with laws and ordinances that apply to the business.

FORCED AND INDEBTED LABOUR

All forms of forced and indebted labour are unacceptable. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work.

CHILD LABOUR

All forms of child labour are unacceptable, and documentation certifying the age of all employees must be available. All forms of work that can have a negative impact on the child's right to a healthy childhood and development, or that prevent the child's education, are classed as child labour. All forms of violence, compulsion and the exploitation of children are unacceptable. A person below the age of 15 is viewed as a child unless local legislation has defined a higher age for being able to work or for mandatory schooling. Documents certifying the age of all employees must be available.

WAGES AND WORKING HOURS

As a minimum, statutory wages must be paid and applicable working time legislation must be followed. Unpaid wages and worked time must be documented in a transparent system and must cover all employees.

WORKER PROTECTION

The business must be run in such a way that serious accidents or incidents are systematically prevented.

ACCIDENT INSURANCE

All employees must have accident insurance that covers healthcare for work-related injuries and compensation in the event of invalidity caused by work-related accidents.

ENVIRONMENT

The business must be run in such a way that serious discharges and emissions to the ground, water or air are systematically prevented.

BUSINESS ETHICS

All forms of corruption and bribes are unacceptable. Documents may not be manipulated. Statutory tax must be paid. Any tax liabilities in relation to public authorities must be regulated.

LKAB Minerals is an international industrial minerals group with a leading position in a number of product applications. We develop sustainable mineral solutions in partnership with our customers, supplying natural minerals engineered for functionality and usability. LKAB Minerals is part of the Swedish company LKAB, one of the world's leading producers of highly upgraded iron ore products and other related mining services and products.

Value driven

We are proud and passionate about what we do – this is reflected in our values Committed, Innovative and Responsible.

Our promise

In line with our vision, we promise to deliver Mineral Solutions for Our World. 'Mineral Solutions' meaning we together with you identify or develop the right service and product for your application and operations.

For 'Our World' our focus will be on selected applications where we have developed extensive expertise and where we can use our mineral technology and processing skills to generate more customer value. 'Our World' also meaning that we accept responsibility for the environment and our surrounding societies and that we therefore operate with a clear sustainability focus.

