



BOLIDEN



Boliden Tara Mines Gender Pay Gap Report 2022

BOLIDEN TARA MINES DAC
GENDER PAY GAP REPORT 2022

We are Boliden Tara Mines. We are part of the Boliden Group and Europe's largest zinc mine.

Minerals are vital to enable the transition to a low carbon economy, and our purpose is to provide the minerals and metals essential to improve society for generations to come

Our values are Care, Courage and Responsibility.



“This is the first year Boliden Tara Mines has reported its gender pay gap. I believe this is an opportunity for us to reflect on and improve the representation of women across our organisation.

All employees, irrespective of gender, should have equal access to opportunities and development support, to excel at all stages of their career.

Many roles within the mining industry have not traditionally attracted females, but this is slowly beginning to change. We are committed to that change and the continued progress to become a more diverse and inclusive organisation. We are making progress but recognise we have a lot more to do”

**Gunnar Nystrom,
General Manager
Boliden Tara Mines**



GENDER PAY vs. EQUAL PAY

The gender pay gap measures the difference in the average hourly wage of men and women across a workforce, regardless of their role or location. It reflects the types of roles that men and women occupy in an organisation.



It is different to equal pay; equal pay is about women and men receiving equal pay for the same role.

We are committed to taking a leading role in encouraging female talent to pursue a career in mining and committed to offering opportunities to develop their career and advance.

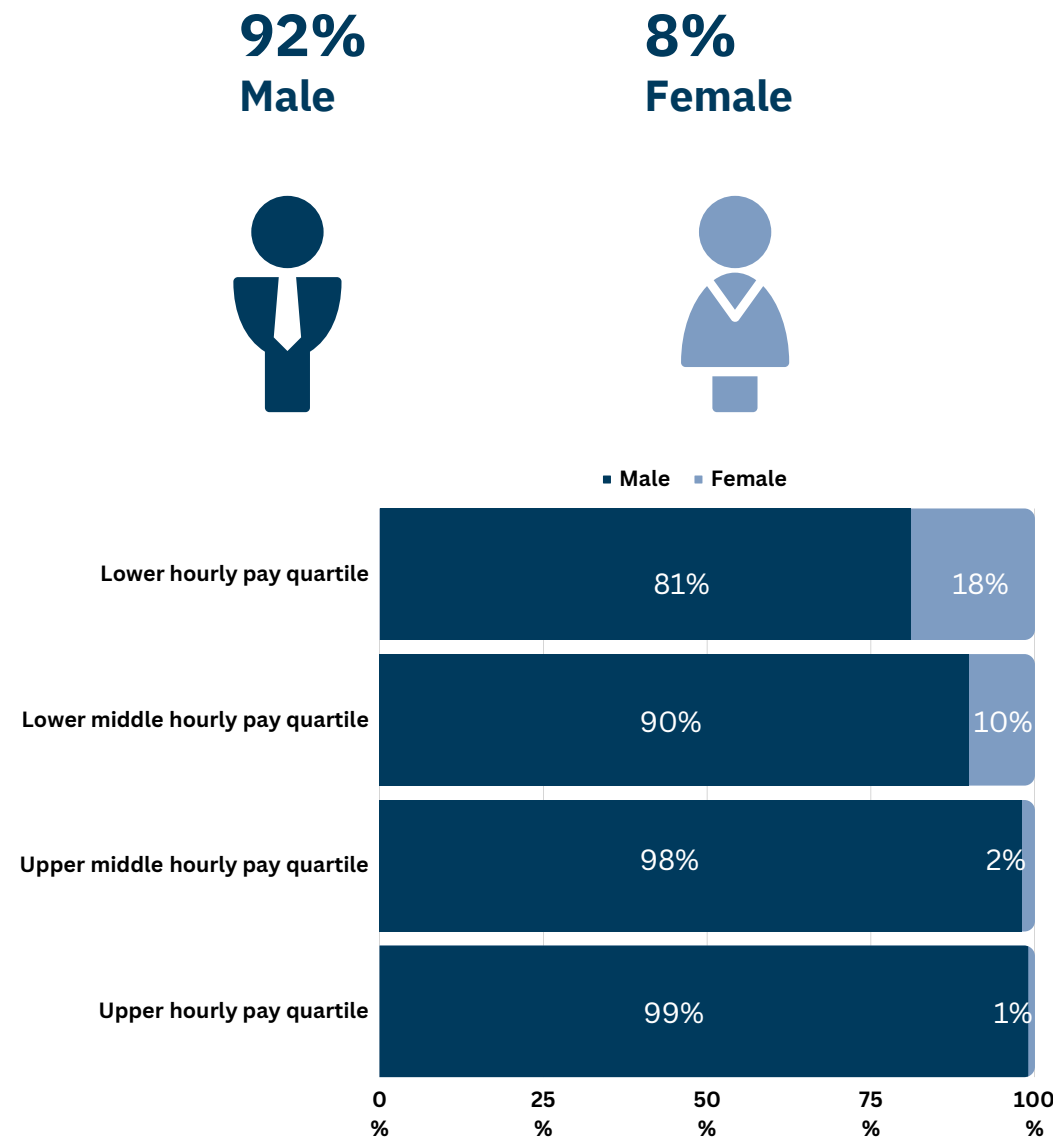
GENDER PAY GAP EXPLAINED

A gender pay gap exists within our organisation; the average hourly pay of all men was 20% higher than the average pay of all women.

The leading causes of this Pay Gap is due to, having fewer women in shift work positions, senior positions and with average length of service compared to men in our organisation. One of the key challenges we face is in the recruitment and attraction of females into the Mining Sector

The results relate to a snapshot date of 26th June 2022. On this date there were 684 people in employment, of which 92% were male and 8% were female.

PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE



GENDER PAY GAP DATA FOR HOURLY PAY

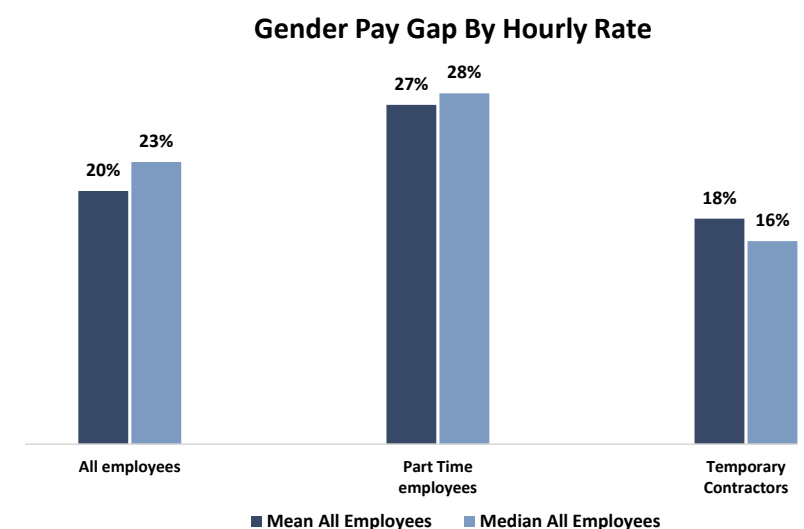
The average mean pay gap is 20%, which means for every €1 a man earns, a woman earns 80c.



PAY DIFFERENCE BETWEEN MEN AND WOMEN



GENDER PAY GAP DATA FOR HOURLY PAY BY EMPLOYMENT TYPE



GENDER PAY GAP DATA FOR BONUS PAY

The bonus calculations relate to amounts received in the 12 months prior to the snapshot date.



PROPORTION OF MALES AND FEMALES RECEIVING BONUS PAY



TAKING ACTION

We aim to improve the gender pay gap in a sustainable way by monitoring and addressing any barriers that exist for females in pursuing a career at Tara. We are on a journey to create a more diverse and inclusive culture ultimately, to build a safe and positive work environment for everyone. A big part of this journey, involves celebrating our diversity and acknowledging and embracing our differences.

At present, c.8% of our workforce is female. Our target for 2023 is to increase this to 12%. Our percentage of females in traditionally male roles has increased significantly in the past two years.

We have increased the number of females working in Operational, Mechanical and Electrical roles. We also welcomed Michelle Bennett and Tanya Clarke to our Senior Management Team, the first-time women have held senior management positions at Tara. Increasing the number of women in operational and leadership roles, particularly in shift positions that receive an allowance, will reduce our Gender Pay Gap. Positively, our intake in our apprenticeship programmes this year was 25% female, an increase from 12.5% in 2021. We expect to further increase this to c.50% in 2023/2024.

A DIVERSE AND INCLUSIVE WORKPLACE

Throughout the past year we have focused on celebrating International Women's Day, Pride and Women in STEM, marking these days as an opportunity to educate our workforce about the importance of embracing our differences and the value that can have for our business. We want to ensure that inclusion is at the heart of everything we do and that our culture and environment allows all employees to thrive and contribute to our success without barriers. We commit to continuing this into 2023 and beyond.

With this in mind, over the past two years we have improved on the service provided in our medical centre through the introduction of a female doctor to conduct our female employees annual medical, this provides an additional support to our current employees regarding their health and wellbeing

We are also proud to have the President of Irish Mining and Quarry association (“IMQS”) (Nicola Nixon), President of Irish Association for Economic Geology (“IAEG”) (Lynne Doyle), Vice President of IAEG (Ally Barrow) and Secretary of IAEG (Kathryn Nolan) as members of our team at Tara. The visibility of women in these roles is pivotal to promoting Mining as an attractive career choice for young females.

We take our responsibility seriously when it comes to CSR and intend to extend our community volunteering programmes in 2023 with the help of these inspiring female role models.

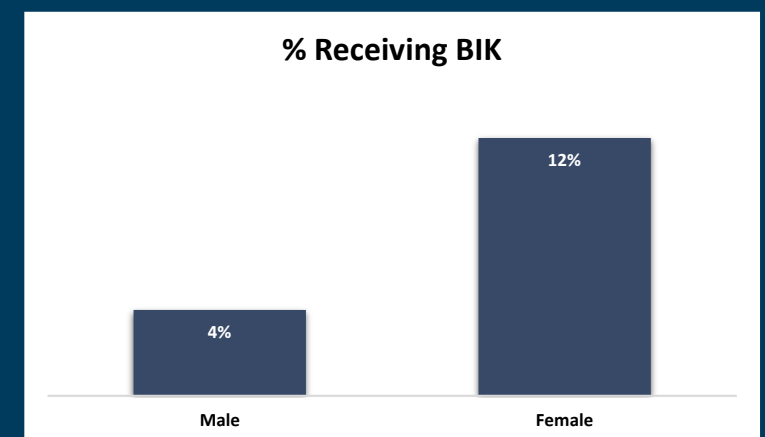
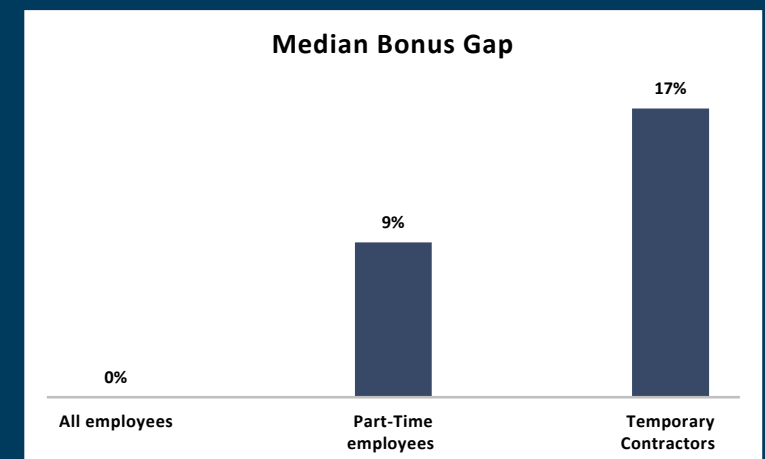
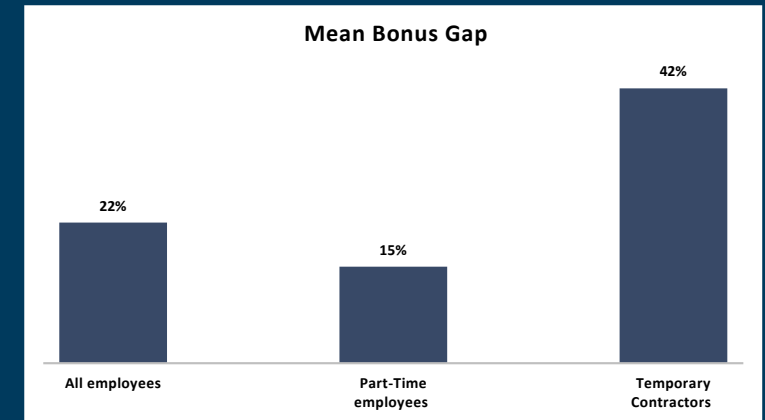
OUR INCLUSION EFFORTS

- Establish internal mentoring programmes to develop, coach, support and sponsor females throughout their careers;
- Continuing our company-wide Co-worker and Code of Conduct workshops for all employees;
- Continuing to inspire, educate and connect our male and female colleagues to support equal career progression;
- Running gendered word checks on all our job advertisements;
- Reviewing our recruitment process to ensure a gender balance of candidates invited for interview where possible;
- Reviewing our flexible working offering and family leave entitlements to provide support for individuals with family commitments;
- Training for Senior Management Team in relation to Diversity and Inclusion;
- Roll out of training to supervisors and leaders on inclusive recruitment for 2023.

ACCREDITED IN WORKPLACE WELLBEING



OUR STATISTICS



"The aim is to create a physical and psychologically safe and positive work environment that is inviting to both genders and attracts talented candidates who want to join our team in a great place to work.

We will continue to focus our efforts in this area in the years to come and ensure that equality, diversity and inclusion is at the heart of our business strategy"

CONTACT US

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Tara Mines Diversity Tree - created by our people at 2022 Pride celebrations