



Boliden Tara
Mines Gender
Pay Gap Report
2024

Disclaimer

The mandatory Gender Pay Gap (GPG) reporting legislation requires employers with over 250 employees to assess and communicate information relating to the GPG within their organisations. The headcount of Boliden Tara Mines DAC (“the company”) on the snapshot date confirmed the Company had more than 250 employees.

For the purposes of this 2024 Gender Pay Gap report, the employee data used (to calculate the difference in hourly rate between men and women across the operation) was taken on the ‘snapshot’ date of 27th June 2024 and includes relevant data for the previous 12 months.

However, the operations at Boliden Tara Mines DAC were temporarily suspended on 14th July 2023 and remained suspended up to the snapshot reporting date.

During the reporting period and up to the snapshot date, the majority of employees at the Company were on temporary lay-off. The Company has prepared its GPG report in line with legislative requirements on a best-efforts basis and in good faith. However, it recognises that the data presented may not be fully representative of the Gender Pay Gap at Boliden Tara Mines due to the temporary lay-off period which lasted for a significant portion of the reporting period.



Foreward

BOLIDEN TARA MINES DAC - GENDER PAY GAP REPORT 2024

In presenting our third Gender Pay Gap Report, we reaffirm our commitment to transparency and fairness. This report delves into the gender pay gap, acknowledging the unique challenges within male-dominated industries in Ireland, particularly in the mining sector.

2023 and 2024 were challenging years for Boliden Tara Mines. The company was in a period of Temporary Care and Maintenance for the majority of the reporting period, and as such, the data in this year's report is not representative of the organisation during normal operations. Since the 2023 reporting period, we have significantly reduced our headcount through voluntary redundancies and retirements. While many of our employees were on temporary lay-off from the Company during the reporting period, a skeleton crew remained in place to maintain the mine and their pay during this time is represented in this year's report. Additionally, it's important to highlight that employees on temporary lay-off received a subsidy payment during the period of Care and Maintenance. This has distorted our hourly rate data, as these payments were made without corresponding hours worked.

Thankfully, operations have recommenced, and we continue to commit to increasing the percentage of women working at Tara. We will closely monitor our gender pay gap to ensure we are making progress in closing it. We remain dedicated to the initiatives outlined in previous reports and we commit and aspire to reducing our gender pay gap going forward.

Recognizing the current lower representation of women as an opportunity for proactive measures, at Tara, we are dedicated to fostering an inclusive workplace where discrimination has no place. All employees, irrespective of gender, should have equal access to opportunities and development support to excel at all stages of their careers.

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 to the continued progress towards becoming a more diverse and inclusive organization. While we are making progress, we recognize that there is still much more to do.

Gunnar Nystrom
General Manager
Boliden Tara Mines

Our Statistics

Within our organisation we have a gender pay gap, where the average hourly pay for men surpasses that of women by 28%.

This pay gap primarily stems from the underrepresentation of women in shift work and senior positions, coupled with a variance in average length of service when compared to their male counterparts.

A key hurdle we encounter lies in the recruitment and attraction of females to the Mining Sector.

These findings are based on a snapshot taken on 27th June 2024, encompassing 597 employees, of whom 92% were male and 8% were female

GENDER PAY GAP DATA FOR HOURLY PAY

The average mean pay gap is 28%, which means for every 1€ a man earns, a woman earns 72c.

MEAN
28%

MEDIAN
17%

PAY DIFFERENCE BETWEEN MEN AND WOMEN

Male



Females



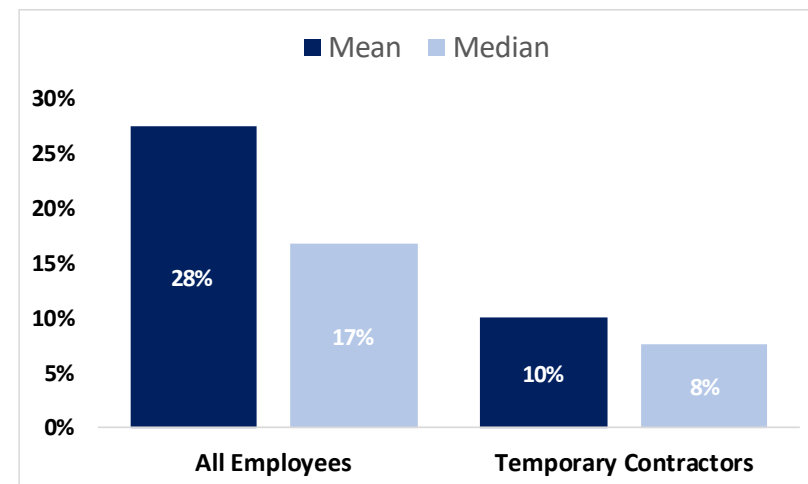
92%
Male



8%
Female



GENDER PAY GAP DATA FOR FULL TIME



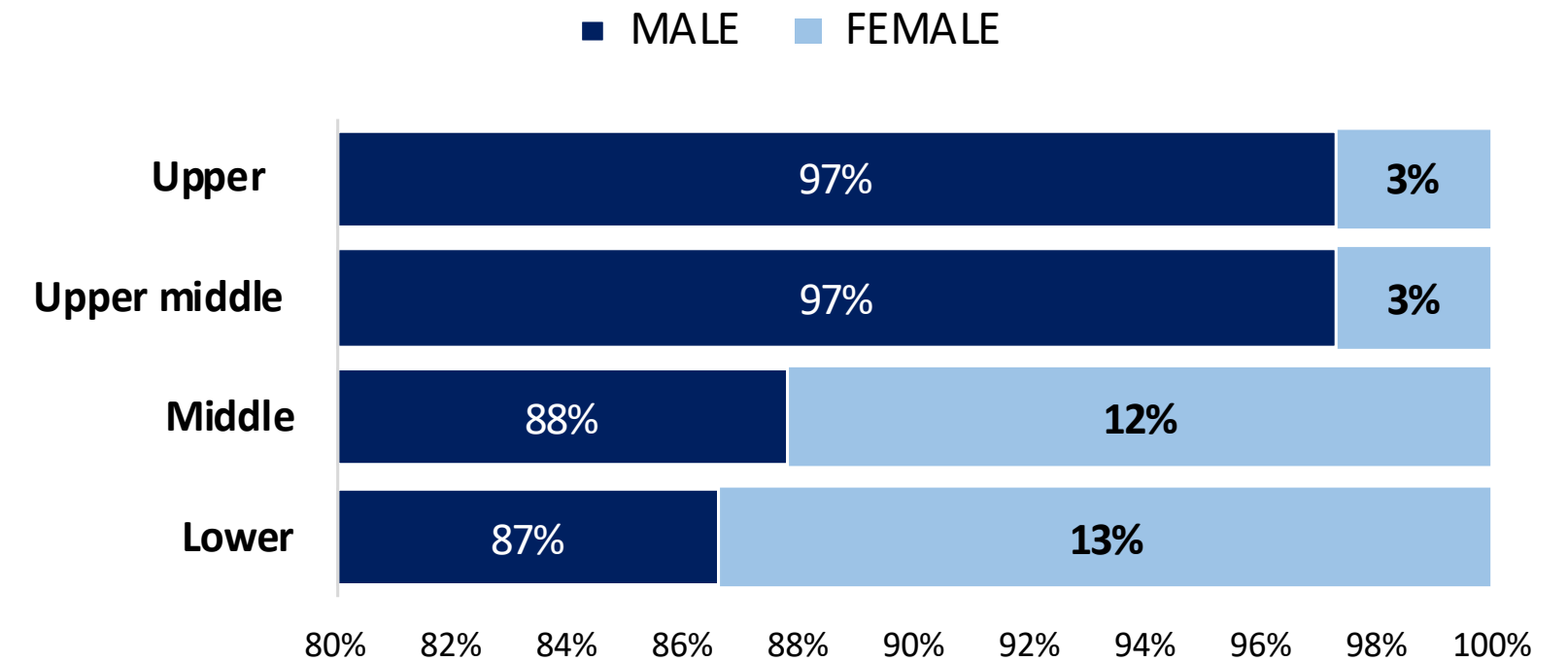
GENDER PAY GAP DATA FOR TEMPORARY CONTRACTOR

The average mean pay gap is 10%, which means for every 1€ a man earns, a woman earns 90c.

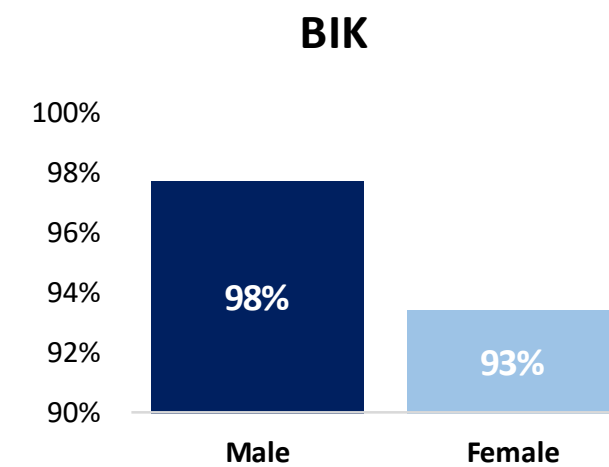
GENDER PAY GAP DATA FOR PART TIME

We do not have a Gender Pay Gap for Part time work. This is due to no men working part time.

PROPORTION OF EMPLOYEES IN EACH PAY QUARTER FOR 2024



% RECEIVING BIK BY GENDER



GENDER PAY GAP DATA FOR BONUS PAY

The bonus calculations relate to amounts received in the 12 months prior to the snapshot date. The figures presented in this section appear conflated, as they only reflect three weeks of bonuses before the mine shut down. This results in a significant disparity in bonuses between men and women, but the data does not accurately represent normal circumstances

MEAN
92%

MEDIAN
92%

PROPORTION OF MALES AND FEMALES RECEIVING BONUS PAY

Males



Females



CONCLUSION: CONTINUING THE JOURNEY TOWARDS EQUITY

As we reflect on the past year, it is clear that 2024 presented unique challenges for Boliden Tara Mines. The period of Temporary Care and Maintenance significantly impacted our operations and workforce dynamics. Despite these hurdles, our commitment to addressing the gender pay gap and fostering an inclusive workplace remains unwavering.

The data from this year's report, while not fully representative of our normal operations, underscores the importance of our ongoing efforts. The reduction in headcount and the temporary layoffs have highlighted the resilience and dedication of our staff, whose contributions during this period have been invaluable.

With the resumption of operations, we are more determined than ever to increase the representation of women within our workforce. Although the current lower representation of women presents challenges, it also offers opportunities for proactive measures. We are committed to creating an environment where all employees, regardless of gender, have equal access to opportunities and support for their professional development.

Our progress in narrowing the gender pay gap in 2023 despite the business challenges we experienced was deemed to be a step in the right direction. The gap however has widened this year. Given the difficult situation we have been in, it is challenging to assess the full reality of the data, and we anticipate that 2025 will bring more clarity. The current female workforce stands at 8% still. We recognize the need for sustained and intensified efforts to improve this further.

We aspire to continue to make positive strides in promoting gender balance within traditionally male-dominated roles and endeavor to see women take on key leadership positions in our organization. These advancements will ensure the visibility of women in our industry and inspire future generations.

Looking ahead, our resolve to foster diversity and inclusion is stronger than ever. We are committed to building on the initiatives outlined in previous reports and ensuring that our commitment to equity resonates throughout our organization and the mining industry as a whole.

Our journey is ongoing, and we remain steadfast in our vision of a future where equality is not just an aspiration but a reality. With renewed focus and collective effort, we believe we can create a sustainable and equitable future for everyone, fostering an inclusive and safe working environment.

CONTACT US

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