

Diversity & Inclusion Policy

Lundin Mining Corporation is a global company, and wherever we operate, we are committed to creating an inclusive and diverse work environment. Diversity and Inclusion are reflected in our core value of Respect at Lundin Mining. We believe board, senior management and employee diversity has tangible and intangible benefits that make Lundin Mining a more successful business and employer of choice.

Definitions

Diversity is any dimension that can be used to differentiate groups and people from one another and includes, but is not limited to, age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation or physical ability.

Inclusion is operating in a fair and healthy manner that ensures equitable access to resources and opportunities for all. An inclusive environment enables everyone to feel safe, respected, engaged, motivated and valued.

Objectives

At Lundin Mining it is our objective to behave according to our values and embrace Diversity and Inclusion.

We strive to achieve:

- a diverse and skilled workforce at all levels of the Company reflective of the talent available in the areas we operate;
- a respectful work environment where our employees honour differences in backgrounds, experiences and perspectives;
- elimination of any systemic biases that are exclusive or could be a barrier to the selection, assessment, or professional development of diverse talent;
- engagement practices that value the perspectives of diverse stakeholders in the communities where we operate;
- investment in community initiatives that reflect our commitment to diversity and inclusion
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- zero tolerance for all forms of discrimination and harassment in our workplaces; and
- confidential and anonymous mechanisms for our employees, contractors and external stakeholders to report actual or suspected incidents of unlawful discrimination and harassment without fear of retaliation or reprisal.

Reporting

In its Management Information Circular for use at each annual meeting of Lundin Mining's shareholders, Lundin Mining will disclose the percentage of female employees in senior executive positions and on the Board. Diversity and Inclusion performance is communicated through platforms such as our annual Sustainability Report, our corporate website and in our annual United Nations Global Compact Communication.

This policy, owned by the **Senior Vice President, Human Resources**, was last reviewed **May 14, 2019** and approved by **the Board of Directors**.