

GRI index – Hydro Brazil

We use the GRI Sustainability Reporting Standards (GRI Standards) for voluntary reporting of sustainable development. The standards include economic, environmental and social dimensions relating to the company's activities, products and services. GRI collaborates with the United Nations Environment Programme (UNEP), and the United Nations Global Compact – which is under the auspices of the UN's Secretary-General.

The GRI index for Hydro Brazil includes all Hydro's operations in Brazil including the bauxite mine Mineração Paragominas SA, the alumina refinery Alunorte, the primary aluminium plant Albras and Hydro's extrusion plants Itu, Tubarão and Utinga. For a complete list of Hydro's legal entities in Brazil, please see the Country by country report on page 87 in Sustainability report for Hydro's operations in Brazil 2019.

The cross referencing from this index to Global Compact's 10 principles and 21 advanced criteria are based on [Making the connection](#) (external link). This document, which is co-produced by GRI and the Compact, outlines a recommendation for using the GRI G4 guidelines to communicate on progress within the UN Global Compact. We have, based on our best judgement, transformed this to the GRI Standards valid from October 2016. Some other references have also been found in [GC Advanced COP Self-Assessment](#) (external link). The references to the ICM's 10 principles and the Aluminium Stewardship Initiative's (ASI) 11 principles and underlying criteria are based on Hydro's own evaluations. References to the UN Sustainability Development Goals (SDG) are based on the SDG Compass, a tool built in a partnership between GRI, UN Global Compact and WBCSD. References to the UN Guiding Principles on Business and Human Rights are partly based on the GRI document Linking G4 and the UN Guiding Principles. Also here, we have used our best judgement to transform it to the GRI Standards.

We believe that our reporting practice is consistent with GRI's reporting principles in all material respects. We report in accordance with the GRI Standards, including the G4 Mining & Metals Sector Supplement. The sector supplements are still available in G4 only. Our report is in accordance with the "Core" option as described by GRI SRS 101.

The Sustainability report for Hydro's operations in Brazil 2019 is based on relevant information in Hydro's Annual Report 2019, in particular the following elements that all have been externally verified by Hydro's external auditor KPMG:

- Viability performance
- Viability performance statements
- GRI index
- Country by country report

The GRI index for Hydro Brazil, including the full definition of each indicator and references to specific sections in this report as well as additional information, can be found on www.hydro.com/gri together with the GRI index for the parent company Norsk Hydro ASA.

The process of identifying material topics has been performed by internal expert groups, executive management and in dialogue with external stakeholders. The result is displayed on page 13 in Sustainability report for Hydro's operations in Brazil **2019**. Certain topics have been merged or renamed to improve the visual presentation and comprehensibility for the internal and external stakeholders involved in the materiality analysis. Please see [this overview](#) for more information.

How to use this index

Any page reference in the index refers to the Sustainability report for Hydro’s operations in Brazil 2019, while name of a chapter under the page references, refer to a complete chapter in the report.

References in the column UN Global Compact

Criterion 1-21	UN Global Compact Advanced Communication on Progress (COP)
Principle 1-10	UN Global Compact COP
Principle A1-C6	UN Business Principles on Human Rights
SDG 1-17	Sustainable Development Goals

Other references

ASI reference	Aluminium Stewardship Initiative's 11 principles and underlying criteria
ICMM reference	International Council on Mining and Metals (ICMM) 10 principles
Note Exx	Notes to the environmental statements on page 47
Note Sxx	Notes to the social statements on page 61
Note xx	Notes to the consolidated financial statements on page 142 in Hydro's Annual Report 2018.

Indicators named G4-MMxx relate to the G4 Mining & Metals Sector Supplement, while indicators named G4-EUxx relate to the G4 Electric Utility Sector Supplement. They are all included in the GRI index where we believe they belong.

Hydro defined disclosures, as defined through our materiality process in line with the GRI Standard 101-1, are collected in a separate section at the end of this GRI index.

GRI 102: Standard disclosures 2016

Organizational profile

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-1a	Report the name of the organization	This GRI index is valid to the operational subsidiaries of Norsk Hydro ASA in Brazil. Page no: 105	Operational context and profile		
102-2	a. Report a description of the organization's activities	Page no: 4 Web: Products	Operational context and profile		
	b. Report the primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	Hydro does not sell products to countries or business partners that are prohibited by international sanctions. We are aware that production of aluminium and/or use of aluminium products in general are criticized by certain stakeholders. This is followed up and responded to on a general and case to case basis by industry associations, e. g. the International Aluminium Institute and European Aluminium Association. Page no: 4-6, 13 Web: Products			
102-3a	Report the location of the organization's headquarters	Global: Norsk Hydro ASA, Drammensveien 264, NO-0283 Oslo, Norway Brazil: <ul style="list-style-type: none"> Norsk Hydro Brasil LTDA, Praia de Botafogo, 228, Centro Empresarial Rio, 22250-906 Rio de Janeiro Norsk Hydro Brasil LTDA, Av. Gentil Bittencourt, 549, Cep: 66035-340. Belém - PA 	Operational context and profile		
102-4a	Location of operations	Page no: 4, 5			
102-5a	Report the nature of ownership and legal form.	Web: The Hydro Share , Policies & tools	Operational context and profile		
102-6a	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Page no: 4 Web: Products	Operational context and profile		
102-7a	Report the scale of the organization, including:	Page no: 4-6, 87 Web: Key facts , Hydro worldwide	Operational context and profile		

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	<ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net sales (for private organizations) or net revenues (for public organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 				
102-8	a. Report the total number of employees by employment contract (permanent and temporary), by gender	Page no: Note S1.1-1.2		Operational context and profile. Principle 6	
	b. Report the total number of employees by employment contract (permanent and temporary), by region	Page no: Note S1.1-1.2		Principle 6	
	c. Report the total number of employees by employment type (full-time and part-time), by gender	Page no: Note S1.2		Principle 6	
	d. Report whether a significant portion of the organization's activities are performed by workers who are not employees, and a description of the nature and scale of work performed by workers who are not employees.	Only a very small proportion of the work is performed by people who are self-employed, typically consultants.		Principle 6	
	e. Report any significant variations in employment numbers (such as seasonal variation in employment in tourism or agricultural industries)	Not significant		Principle 6	
	f. Report an explanation of how the data have been compiled, including any assumptions made	Page no: Note S1			
102-9a	Describe the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services	Page no: 24		Criteria 2	
102-10a	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:	Page no: 19, 24-19, Web: Shareholder information		Operational context and profile.	
	<ul style="list-style-type: none"> • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) 	Page no: 19 Web: Shareholder information			

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	<ul style="list-style-type: none"> Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Page no: 24-19			
102-11a	Report whether and how the precautionary approach or principle is addressed by the organization	Page no: 11 Web: Environment			
102-12a	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Page no: 20 Web: Local communities Code of conduct		Principle 1	
102-13a	List main memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> Holds a position on the governance body Participates in projects or committees Provides substantive funding beyond routine membership dues Views membership as strategic This refers primarily to memberships maintained at the organizational level	Page no: 9, 12, 14, 19, 21 Web: Local communities	Criterion 17-18	Principle 1	Criterion 4.2

Strategy

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-14a	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Page no: 9	Criterion 19 Principle A1.1, 1.2, A1.3, 2.2	Principle 2	
102-15a	Provide a description of key impacts, risks and opportunities.	Page no: 9, 11	Criterion 19	Principle 4	

Ethics and integrity

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-16a	Describe the organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Page no: 11, 18, Web: Policies & tools Governance model	Principle 10, Criterion 12-14, SDG 16, Principle A2.3	Principle 1	
102-17a	Report the internal and external mechanisms for:				
Comprehensive	<ul style="list-style-type: none"> seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines. 	Page no: 18	Principle 10, Criterion 12-14, SDG 16, Principle C6	Principle 1	
	<ul style="list-style-type: none"> reporting concerns about unethical or unlawful behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms of hotlines. 	Page no: 18	SDG 16, Principle 6		

Governance

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-18	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social topics.	Web: Governance bodies Policies & tools	Criterion 1, 20		
102-32a Comprehensive	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	Page no: 12	Criterion 1, 20		
102-33a Comprehensive	Report the process for communicating critical concerns to the highest governance body.	Status about Hydro's AlertLine, as well as significant non-compliance issues, are reported annually to the board of directors of the parent company Norsk Hydro ASA and every quarter to the board audit committee. The President and CEO reports about critical concerns to the board of directors at a running basis when relevant. Page no: 18	Criterion 1, 20		

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-34 Comprehensive	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	All concerns reported through the AlertLine are also reported to the board of directors at an aggregated level and when relevant also on a case by case level. Page no: 18	Criterion 1, 20		
102-38a Comprehensive	Report the ratio of the total annual compensation for the organization's highest-paid individual in each country of significant operations to the median and annual total compensation for all employees (excluding the highest paid individual) in the same country.	We report on highest-paid individual and total payroll in Brazil. We do not currently have reliable data for calculating the median employee compensation per country. Page no: Note S2.2, Note S1.1	Criterion 1, 20		
102-39a Comprehensive	Report the ratio of the percentage increase in total annual compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual) in the same country.	We report on highest-paid individual in Brazil, but do currently not have reliable data for all employees. Page no: Note S2.2, Note S1.1	Criterion 1, 20		

Stakeholder engagement

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-40a	Provide a list of stakeholder groups engaged by the organization	Page no: 19-21, 46, 20 Web: Governance bodies Shareholder information Board of Directors	Criterion 21 Principle C2		
102-41a	Report the percentage of total employees covered by collective bargaining agreements	Page no: Note S6	Criteria 8 SDG 8		
102-42a	Report the basis for identification and selection of stakeholders with whom to engage.	Page no: 19-21, 46 Web: Shareholder information Board of Directors	Criterion 21 Principle C2		
102-43a	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Page no: 19, 46	Criterion 21 Principle C2	Principle 4, 9-10	
102-44a	Report any key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Topics and concerns raised through stakeholder engagement vary substantially throughout the organization, depending on phase, location etc. We believe that our reporting gives a good insight to how we work with stakeholder engagement. Page no: 19, 46	Criterion 21 Report profile Principle C2	Principle 4, 10	

Reporting practice

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
102-45	a. List all entities included in the organization's consolidated financial statements or equivalent documents	Page no: 87			
	b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report The organization can report on this standard disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.	According to Hydro policy, all subsidiaries shall be included in the accounts, see Note 2. The same principle is used for sustainability reporting. Page no: 46			
102-46	a. Explain the process for defining the report content and the topic Boundaries	Page no: 12-13, 46	Principle B2		
	b. Explain how the organization has implemented the Reporting Principles for defining report content	Page no: 12-13, 46	Principle B2		
102-47a	List all the material topics identified in the process for defining report content	Page no: 13	Principle B1		Criterion 3.1
102-48a	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Page no: 46			
102-49a	Report significant changes from previous reporting periods in the list of material topics and topic Boundaries	Page no: 46	Principle B1		
102-50a	Reporting period (such as fiscal or calendar year) for information provided.	1 Jan - 31 Dec 2019			
102-51a	Date of most recent previous report (if any)	This is Hydro's second sustainability report for its operations in Brazil. All operations are also included in Hydro's annual reports, most recently published March 13, 2020.			
102-52a	Reporting cycle (such as annual, biannual)	Second report			
102-53a	Provide the contact point for questions regarding the report or its contents	sustainability@hydro.com			
102-54	Report the 'in accordance' option the organization has chosen	This report has been prepared in accordance with the GRI Standards: Core option Page no: 77 Web: hydro.com/gri		Principle 10	Principle 3
102-55	a. Report the GRI content index for the chosen option, which specifies each of the GRI Standards used and lists all disclosures included in the report.	This index Web: hydro.com/gri		Principle 10	

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	This index			
102-56	a. Report the organization's policy and current practice with regard to seeking external assurance for the report b. If the report has been externally assured: i) Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines ii) Report the relationship between the organization and the assurance providers iii) Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	Page no: 46 Page no: 46 Page no: 46 Page no: 46	External assurance of COP	Principle 10 Principle 10	 Principle 3

GRI 103: Management Approach 2016

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
103-1	For each material topic, report the following information:	For each bullet point below, we have listed Hydro's general approach. More specific information is in addition given to each material topic where relevant. Web: Hydro.com/gri	Principle B1		Criterion 3.1
	<ul style="list-style-type: none"> An explanation of why the topic is material. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> Where the impacts occur The organization's involvement with the impacts 	Page no: 9, 13 Included in each material topic			

GRI Standards	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	<ul style="list-style-type: none"> Any specific limitation regarding the topic Boundary 	Included in each material topic where relevant			
103-2	For each material topic, report the following information:	For each bullet point below, we have listed Hydro's general approach. More specific information is in addition given to each material topic where relevant. Web: Hydro.com/gri			
	<ul style="list-style-type: none"> An explanation of how the organization manages the topic. 	Page no: 9, 13			
	<ul style="list-style-type: none"> A statement of the purpose of the management approach. 	Included in each material topic			
	<ul style="list-style-type: none"> A description of the following, if the management approach includes that component: 				
	<ul style="list-style-type: none"> Policies 	Web: Policies & tools			
	<ul style="list-style-type: none"> Commitments 	Web: Local communities			
	<ul style="list-style-type: none"> Goals and targets 	Page no: 7			
	<ul style="list-style-type: none"> Responsibilities 	Web: Governance bodies			
	<ul style="list-style-type: none"> Resources 				
	<ul style="list-style-type: none"> Grievance mechanisms 	Page no: 21, 18, 24 Web: Canal direto, Hydro's Human Rights Policy	Criterion 4,5,7,10 Principle C3, C5, C6 SDG 16	Principle 3, 6, 9	Criterion 3.2
	<ul style="list-style-type: none"> Specific actions, such as processes, projects, programs and initiatives 	Included in each material topic			
103-3	For each material topic, report the following information:				
	<ul style="list-style-type: none"> An explanation of how the organization evaluates the management approach, including: <ul style="list-style-type: none"> The mechanisms for evaluating the effectiveness of the management approach The results of the evaluation of the management approach Any related adjustments to the management approach 	Page no: 7 Web: Governance bodies Board of Directors Policies & tools			

GRI 200-400: Topics and indicators

We have chosen to define the reporting boundaries per indicator (and not per topic as recommended by GRI) as we experience that the boundaries can vary significantly between the indicators of one topic. Below is an overview of how we define the various boundaries we have set.

- **Consolidated activities** – refers to entities where Hydro's ownership exceeds 50 percent. See note 1 to Hydro's consolidated financial statements for full definition.
- **Ownership equity** – refers to entities where Hydro holds any ownership share, and the reporting is relative to Hydro's ownership share. A pragmatic approach is chosen in cases where a relative reporting is not suitable.
- **Value chain** – refers to the total value chain including the whole life cycle from cradle to grave.
- **Hydro's value chain** – refers to all Hydro's activities – from we receive supplies to the final product is distributed.
- **Supply chain** – refers mainly to our tier one suppliers.
- **Local communities** – refers in general to local communities as commonly known, but entire nations such as Norway, Germany and Brazil are regarded as a local communities in some cases.

GRI 200: Economic

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 201: Economic Performance 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 14, 20, 82		Criteria 15-18, especially criterion 16		
201-1	Direct value generated and distributed. Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI)	Hydro has only extractive activities in Brazil, which is currently neither compliant with nor candidate to EITI. Still, Hydro has reported according to EITI for its mining and alumina refining activities in Brazil since 2005. Hydro's current country-by-country report complies with and goes beyond the EITI requirements. Page no: 4 14 Web: Financial and Operating performance 2019	Consolidated activities	SDG 2, 5, 7, 8, 9		Criterion 3.4
201-2a	Financial implications and other risks and opportunities for the organization's activities due to climate change	Page no: 13, 14	Ownership equity	Principle 7, SDG 13		
201-4	Financial assistance received from government, by country	Page no: Note S7 and S8	Consolidated activities			

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 202: Market Presence 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 26-28		Criteria 15-18, especially criterion 16	Principle 9	Criterion 10.7
202-1	Ratios of standard entry level wage by gender compared to the local minimum wage at significant locations of operation for employees. Report actions taken to determine whether other workers (excluding employees) are compensated based on wages subject minimum wage rules	Page no: 26, Note S2.3		Principle 6, SDG 1, 5, 8		Criterion 10.7
202-2	Proportion of senior management hired from the local community at significant areas of operation. In significant locations of operation, report proportion of the facility's total workforce from the local community. ('Workforce' is employees and supervised workers; as defined in 102-8).	Page no: Note S3.2		Principle 6, SDG 8	Principle 9	
GRI 203: Indirect Economic Impacts 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. A result of the industrial development in Paragominas and Barcarena, Brazil, is migration of job seekers. As the industry in the area is not able to provide everyone with work, Hydro works along two axes: Social programs for income generation and improved education as well as strengthening of local suppliers. Page no: 83, 19-26, 25, 33, 34, 36, 40 Web: Local communities		Criteria 15-18, especially criterion 16	Principle 9	
203-1	Development and impact of infrastructure investments and services supported	Page no: 83, 19, 61, 34, 36, 40, Note S9	Local communities	SDG 2, 5, 7, 9, 11	Principle 9	
203-2	Significant indirect economic impacts, including the extent of impacts	This is challenging to measure. The International Council on Mining and Metals, in which Hydro is a member, published in 2012 a report on the mining industry's role in national economies. The report was last updated in 2016. Hydro is a cornerstone company in several municipalities. This includes Paragominas and Barcarena in Brazil. Other examples are use of local suppliers, building of schools and other capacity building projects and restructuring. <i>Hydro does currently not report fully on this indicator.</i> Page no: 19-26, 33, 34, 36, 40, 83 Web: The role of mining in national economies	Local communities	SDG 1, 2, 3, 8, 10, 17	Principle 9	

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 204: Procurement practices 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 24, Note S11 Web: Hydro's Social responsibility Hydro's Human Rights Policy		Criteria 15-18, especially criterion 16, SDG 1, 5, 8, Principle A2.3, C1	Principle 9	
204-1	Proportion of spending on local suppliers at significant locations of operation.	Page no: 24-25, Note S11	Supply chain of Hydro's consolidated activities	Criterion 2, SDG 12		
GRI 205: Anti-Corruption 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 18, 15-21 Web: Code of conduct Hydro's Social responsibility		Criteria 9-18	Principle 1	Criterion 1.2
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	All Hydro's activities are assessed at business area level in connection with the annual business planning process. In e.g. B&A, all plants have also been individually assessed.	Consolidated activities	Principle 10, Criteria 14, SDG 16		
205-2	Communication and training on anti-corruption policies and procedures. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organization	Page no: 18, 21, Note S10.4, Web: Code of conduct Supplier Code of Conduct	Consolidated activities	Principle 10, Criteria 14, SDG 16, Principle A2.3	Principle 2	Criteria 1.2, 2.1
205-3	Confirmed incidents of corruption and actions taken	There was no confirmed incident of corruption registered in 2019 in Hydro's operations in Brazil. Page no: 61, Note S10.1	Consolidated activities	Principle 10, Criteria 14, SDG 16		
GRI 206: Anti-competitive behavior 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 18, Web: Code of conduct			Principle 2	Criterion 1.1
206-1	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	No significant incidents registered in 2019. Page no: 61, Note S10, 18	Consolidated activities	SDG 16		

GRI300: Environmental

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 301: Materials 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 16, 15, note E4		Criteria 9-11, 15-18	Principle 6	Criterion 4.3-4.6
301-1a	Materials used by weight and volume	Page no: Note E4.1	Consolidated activities	Principles 7-8, Criterion 11, SDG 8, 12		
GRI 302: Energy 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 14, Note E3		Criteria 9-11, 15-18	Principle 6	
302-1	Energy consumption within the organization	Page no: 14, 47, Note E3.1	Consolidated activities	Principles 7-8, Criteria 11, SDG 7, 8, 12, 13		Criterion 5.1
302-3	Energy intensity	Page no: 47, Note E3.2	Consolidated activities	Principles 8, SDG 7, 8, 12, 13		Criterion 5.1
302-4	Reduction of energy consumption	Page no: 29, 38, 47, Note E3.1	Consolidated activities	Principles 8-9, Criterion 11, SDG 7, 8, 12, 13		Criteria 5.2, 5.4
302-5	Reductions in energy requirements of products and services	Page no: 14, 20, 47	Hydro's value chain	Principles 8-9, Criterion 11, SDG 8,12, 13		Criteria 5.2, 5.4

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 303: Water and Effluents 2018						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Electric Utilities sector supplement: <i>At the watershed or hydrological basin level, include collaborative approaches to managing watersheds and reservoirs for multiple uses (e.g., irrigation, drinking water, ecosystem conservation, etc.). Also report long-term planning for securing water resources, for meeting the needs of both the utility and other stakeholders (e.g. local communities). This includes describing the criteria for managing maximum/minimum flow of surface water and volume of ground water and how these are determined and maintained.</i>	See our response to GRI Standard 103 in this index. Water is a key resource utilized across the entire value chain at Hydro and monitored at all Hydro operations. Page no: 15 -16, 38		Criteria 9-11, 15-18	Principle 6	Criteria 7.1, 7.2
303-1	Report interactions with water as a shared resource, including how and where water is withdrawn, consumed and discharged, and the water-related impacts linked to the organization's activities	Page no: 16	Consolidated activities	Principles 7-8, Criterion 11, SDG 6		Criterion 7.1
303-2	Report management of water discharge-related impacts	Page no: 16	Consolidated activities	Principle 8, SDG 6		Criterion 7.1
303-3	Water withdrawal	Page no: Note E4.2	Consolidated activities	Principle 8, Criterion 11, SDG 6, 8, 12		Criterion 7.1
303-4	Water discharge	Page no: Note E4.2	Consolidated activities	Principle 8, Criterion 11, SDG 6, 8, 12		Criterion 7.1
GRI 304: Biodiversity 2016						
Disclosure on mgmt. approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and Metals specific disclosure: <i>Disclosures on the approach to biodiversity management should include consideration of ecosystems services and associated values.</i>	See our response to GRI Standard 103 in this index. Page no: 7, 15, 20. Web: Guidance note on biodiversity		Criteria 9-11, 15-18	Principles 6-7	Criteria 2.5, 6.3, 8.1, 8.2
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The minority-owned bauxite mine MRN is situated within the borders of the national forest of Saracá-Taquera. The Paragominas mine also operates in an area of high biodiversity value. Page no: 15	Ownership equity	Principle 8, SDG 6, 14, 15	Principle 2	

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
304-2	Description of significant impacts of activities, products, and services on biodiversity protected areas and areas of high biodiversity value outside protected areas. Mining and Metals Sector Supplement: Include impacts identified as a consequence of any resettlement and closure activities reported under indicators MM9 and MM10.	Page no: 7, Note E6.2-E6.3 20, Note S10.3 Web: Guidance note on biodiversity	Ownership equity	Principle 8, SDG 6, 14, 15		Criterion 2.5
304-3	Habitats protected or restored. Mining and Metals Sector Supplement: Report whether and how biodiversity offsets have been used as part of the overall policy and approach to habitat protection and restoration.	Hydro is adhering to international standards such as IFC and is a member of ICMM. Offsets are part of the mitigation hierarchy if projects or activities are taking place in sensitive/critical areas. Hydro does currently not use biodiversity offsets. Page no: 7, 16, Note E6.2 Web: Guidance note on biodiversity	Consolidated activities	Principle 8, Criteria 11, SDG 6, 14, 15	Principle 7	
304-4	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Page no: 47, Note E6.3	Consolidated activities	Principle 8, SDG 14, 15		
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Page no: 15, 7, 16, 38, Note E6.2	Consolidated activities	Principle 8, SDG 3, 6, 12, 14, 15	Principle 2,6	
G4-MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	In a biodiversity risk assessment performed in 2013, we identified that the Paragominas bauxite mine needs biodiversity action plans. Paragominas' biodiversity program includes the partnership with the Biodiversity Research Consortium Brazil-Norway (BRC). Page no: 15, 7, 16, 20	Consolidated activities	Principles 7-8, SDG 6, 14, 15	Principle 2	Criteria 8.1, 8.2
GRI 305: Emissions 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and Metals Sector Supplement: DMA should include discussion of the management of fugitive emissions such as dust from mining and processing activities or noise and seismic impacts from explosives use through, for example, monitoring activities and compliance with regulatory limits.	See our response to GRI Standard 103 in this index. In addition to monitoring of stack emissions and fugitive emissions the plants are either doing ambient air quality campaigns or operating specific ambient air quality stations. Fugitive emissions from mining operations are managed by applying appropriate techniques on roads or tailings (such as wetting). Offsets are not used as a mean to compensate for impacts since we are normally operating within the permit limits. Page no: 20, 13, 7, 14, 18,		Criteria 9-11, 15-18	Principle 6	Criteria 5.2-5.4, 6.1
305-1	Direct Greenhouse Gas (GHG) emissions (scope 1)	Page no: 47, Note E1	Ownership equity	Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15		Criterion 5.1

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
305-2	Energy indirect Greenhouse Gas (GHG) emissions (scope 2)	Page no: 47, Note E1	Ownership equity	Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15		Criterion 5.1
305-3	Other indirect Greenhouse Gas (GHG) emissions (scope 3)	<i>Hydro does currently not report fully on this indicator</i> Page no: 14, 15, note E1	Value chain	Principles 7-8, Criterion 2, SDG 3, 12, 13, 14, 15		Criterion 5.1
305-4	Greenhouse Gas (GHG) emissions intensity	Page no: 7, 47, Note E1.6-7	Consolidated activities	Principle 8, SDG 13, 14, 15		Criteria 5.1, 5.3
305-5	Reduction of Greenhouse Gas (GHG) emissions	Page no: 14, 26, 28-28, Note E1	Consolidated activities	Principles 8-9, Criteria 11, SDG 13, 14, 15		Criteria 5.2, 5.3
305-6	Emissions of Ozone Depleting Substances (ODS)	Page no: Note E2.1	Consolidated activities	Principles 7-8, Criteria 11, SDG 3, 12		Criterion 6.1
305-7	NOx, SOx and other significant air emissions. Include emissions from both major mobile sources and on-site stationary sources.	Page no: Note E2.1	Consolidated activities	Principles 7-8, Criteria 11, SDG 3, 12, 14, 15		Criterion 6.1

GRI 306: Effluents and waste 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and metals specific disclosure: DMA should include discussion of: * Processes to assess and manage risks associated with overburden, waste rock, tailings, sludges and other residues (for example, structural stability of storage facilities, metal leaching potential, and hazardous properties). * Types of tailings facilities that it owns or operates including riverine, lake and submarine tailings disposal, and the use of lined vs. unlined pits. * Approaches taken to minimize waste and its potential environmental impacts.	See our response to GRI Standard 103 in this index. Page no: 7, 17-15		Criteria 9-11, 15-18	Principle 6	Principle 6, Criteria 6.2-6.3, 6.6-6.7
306-1	Total water discharge by quality and destination	Page no: 47, Note E4.2	Consolidated activities	Principle 8, SDG 3, 6, 12, 14		

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
306-2	Total weight of waste by type and disposal method. Large-volume mining and mineral processing waste should be reported under MM3.	Page no: 47, Note E5	Consolidated activities	Principle 8, SDG 3, 6, 12		Criteria 6.5, 6.8
306-3	Total number and volume of significant spills. Include spillage of tailings, slimes, or other significant process materials.	Page no: 47, Note E2.2	Consolidated activities	Principle 8, SDG 3, 6, 12, 14, 15		Criteria 6.2-6.4
G4-MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Page no: 17, Note E5.1 and E6.1	For Hydro's consolidated activities, this indicator is applicable only for Paragominas and Alunorte.	Principle 8, SDG 3, 6, 12		

GRI 307: Compliance 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 18		Criterion 9-11	Principle 6	Criteria 1.1, 3.3
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and/or regulations	Page no: Note S10.1	Consolidated activities	Principle 8, SDG 16		Criterion 3.3

GRI 308: Supplier Environmental Assessment 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 24, 24 Web: Hydro's Social responsibility Corporate Social Responsibility in the supply chain		Criteria 2, 9-11, 15-18, Principle A2.4	Principle 6	Criterion 2.4
308-2	Significant actual and potential negative environmental impacts in the supply chain and actions taken	The most significant actual negative impacts in our supply chain are associated with the extraction of the raw materials, especially coal. Furthermore, we consider the most significant <i>potential</i> negative environmental impacts to be related to possible environmental accidents related to the transportation of raw materials such as coal and fuel oil to our mining sites as well as the transportation of coke, pitch anodes, alumina and fluorides to our primary metal production sites. The business areas have different systems in place - based on different needs - to comply with corporate requirements, i.e. number of suppliers identified as having significant actual and potential negative environmental impacts is not consolidated and followed-up on corporate level. <i>Hydro does currently not report fully on this indicator.</i>	Supply chain	Principle 8, Criterion 2, Principles A2.5, C3		

GRI 400: Social

Labor Practices and Decent Work (LPDW)

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 401: Employment 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and Metals Sector Supplement: Report how all policies, standards and practices are applied to contractors.	See our response to GRI Standard 103 in this index. For contractors, suppliers and commercial contracts, we shall exert our influence to create consistency with Hydro's policies. We seek to secure labor rights of contractor employees through Hydro's code of conduct and requirements towards our suppliers. Page no: 26, Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , People directive , Code of conduct		Criteria 6-8, 15-18, Principle C1		Criterion 10.8
401-1	Total number and rates of new employees hires and employee turnover by age group, gender and region	Page no: Note S1.3		Principle 6, SDG 5, 8		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations	There are very few part-time employees in Brazil, but several interns that are temporary. The interns do not participate in Hydro's benefit plans. Page no: Note S1.2		SDG 8		
401-3	Return to work and retention rates after parental leave, by gender	In Brazil almost all employees return to work after parental leave.		Principle 6, SDG 5, 8		
GRI 402: Labor/Management relations 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: DMA should include reporting on the representation and engagement with employees, other workers and their trade unions in stakeholder consultation processes is of high importance given their direct involvement and significance in mining operations.	See our response to GRI Standard 103 in this index. Page no: 19-25, 26, 28		Criteria 6-8, 15-18		Criterion 10.5
402-1	Minimum notice periods regarding operational changes, including whether specified in collective agreements	Our practice is to give notice as early as possible and cooperate with the employee representatives in the organization(s) affected. There are no requirements under the national law or the collective bargaining agreements on this issue in Brazil.		Principle 3, SDG 8		

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
---------------	---------------------	----------------	--------------------	------------------------	----------------	---------------

G4-MM4 Number of strikes and lock-outs exceeding one week's duration, by country

Note: S6

Consolidated activities

SDG 8

GRI 403: Occupational Health and Safety 2018

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and Metals Sector Supplement: Organizations should report in particular on the application of ILO Convention 176 on health and safety in mines.	See our response to GRI Standard 103 in this index. Hydro complies with the requirements in the ILO Convention 176 on health and safety in mines. Page no: 28- 28 Web: HSE Policy		Criteria 6-8, 15-18	Principle 5	Criteria 11.1, 11.2, 11.4
403-1	Report occupational health and safety management system implemented	Page no: 28	Consolidated activities	SDG 8		Criterion 11.3
403-2	Report processes for hazard identification, risk assessment, and incident investigation	Page no: 28, Note S5.1	Consolidated activities	SDG 8		Criterion 11.3
403-4	Report worker participation, consultation, and communication on occupational health and safety	Page no: 19	Consolidated activities	SDG 8		Criterion 11.3
403-5	Report occupational health and safety training provided to workers	All contractors and sub-contractor employees receive HSE training before they start their work at any of Hydro's plants.	Consolidated activities	SDG 8		Criterion 11.3
403-6	Promotion of workers health	Page no: Note S5.4	Consolidated activities	SDG 8		Criterion 11.3
403-8	Workers covered by an occupational health and safety management system	All workers at Hydro's sites are covered by an occupational health and management system Page no: Note S5 and S6	Consolidated activities	SDG 8		Criterion 11.3
403-9	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities for all employees, by region and by gender. Provide a description of each accident resulting in a fatality, and actions taken following the accident. These may be aggregated where the causes of accidents or the actions taken are similar.	Page no: 61, Note S5.1	Consolidated activities	Principle 6, SDG 3, 8		Criterion 11.4
403-10	Report work-related ill health	Page no: Note S5.3	Consolidated activities	SDG 8		Criterion 11.3

GRI 404: Training and Education 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 26-26, 29 Web: People directive		Criteria 6-8, 15-18		Criterion 2.1
-----------------------------------	---	--	--	---------------------	--	---------------

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
404-1	Average hours of training per year per employee by gender, and by employee category	This indicator is relevant at a local level with regard to organizational and individual development, but not on an aggregated level. Hydro's corporate indicator is the share of employees participating in My Way (Hydro's people performance and development process). See GRI Standards 404-3 in this index. Page no: 26-26	Consolidated activities	Principle 6, SDG 4, 5, 8		
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Page no: 26-26	Consolidated activities	SDG 8		
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Page no: 26-26	Consolidated activities	Principle 6 SDG 5, 8		

GRI 405: Diversity and equal opportunity 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 26-26 Web: People directive		Criteria 6-8, 15-18	Principle 3	Criteria 9.2, 10.4
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, membership and other indicators of diversity	For information about the governance bodies of Norsk Hydro ASA, please see Hydro's Annual Report 2018 note S3.1 Page no: Note S1	Consolidated activities	Principle 6, SDG 5, 8		
405-2	Ratio of basis salary and remuneration of women to men by employee category, by significant locations of operation	Page no: Note S2.1	Consolidated activities	Principle 6, SDG 5, 8, 10		

Human rights

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 26-26, 21 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Code of conduct		Criteria 3-5, 15-18 Principles A1.1, A1.2, A2.1, C1		Criteria 9.2, 10.6

GRI 406: Non-discrimination 2016

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
406-1	Total number of incidents of discrimination and corrective action taken	Page no: Note S10.1	Consolidated activities	Principle 6, Criterion 8, SDG 5, 16		

GRI 407: Freedom of association & collective bargaining 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 19 Web: Hydro's Social Responsibility Hydro's Human Rights Policy People directive		Criterion 3-5, 15-18 Principles A1.1, A1.2, A2.1, C1	Principle 3	Criterion 10.5
407-1	Operations and suppliers identified in which worker's right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights. Report how the organization's freedom of association policy is implemented in practice.	<i>We do currently not report fully on this indicator related to suppliers.</i> Page no: 24 -21, 77, Note S2.3, S6	Consolidated activities and supply chain	Principle 3, Criterion 2, 8, SDG 8, Principle C5		Criterion 10.5

GRI 408: Child labor 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 24 Web: Hydro's Social Responsibility Hydro's Human Rights Policy People directive		Criterion 3-5, 15-18, Principle A1.1, A1.2, A2.1, C1	Principle 3	
408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Page no: 24 61	Consolidated activities and supply chain	Principle 2, 5, Criterion 8, SDG 16, Principle B3, C5		

GRI 409: Forced or compulsory labor 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 24 Web: Hydro's Social Responsibility Hydro's Human Rights Policy People directive		Criteria 3-5, 15-18 Principles A1.1, A1.2, A2.1, C1	Principle 3	
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Page no: 24 61	Consolidated activities and supply chain	Principle 4, Criteria 2, 8 SDG 8,		

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 410: Security practices 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 28 Web: Hydro's Social Responsibility Hydro's Human Rights Policy Code of conduct		Principles B3, C5		
410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations. Report whether training requirements also apply to third-party organizations providing security personnel	<i>We do currently not report fully on this indicator.</i> Page no: 28	Consolidated activities	Criteria 15-18, Principles A1.1, A1.2, A2.1, C1	Principle 3	Criteria 9.9, 9.10
GRI 411: Indigenous Rights 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: <i>Report on any policies relating to community consultation and support (including free, prior and informed consent), and settings where such dialogues are required by company policy and where they are not.</i>	See our response to GRI Standard 103 in this index. Page no: 21, 19 Web: Hydro's Social Responsibility Hydro's Human Rights Policy Code of conduct		Criteria 3-5, 15-18, Principles A1.1, A1.2, A2.1, C1	Principle 3	Criteria 2.5, 9.3, 9.4, 9.6, 9.7, 9.11
411-1	Total number of incidents of violations involving the rights of indigenous peoples and actions taken	Page no: 21, 61	Consolidated activities	Principle 1, SDG 2, Principle C5		Criteria 9.5, 9.7, 9.11
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Page no: 21, 25	Only applicable for Hydro's operations in Brazil and in minority-owned Alouette in Canada	SDG 1, 2, Principle C5		Criteria 9.6, 9.7, 9.11
GRI 412: Human Rights Assessment 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 21-25 Web: Hydro's Social Responsibility Hydro's Human Rights Policy		Criteria 3-5, 15-18, Principles A1.1, A1.2, A2.1, C1	Principle 3	Criteria 2.5, 9.1-9.8

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
412-1a	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	All relevant operations have been subject to human rights reviews or impact assessments. A mapping of human rights impact was performed in 2017 by The Danish Institute for Human Rights Page no: 19 Web: DIHR 2017 assessment report	Ownership equity	Principle 1, Criteria 5, Principles A2.3, C3, C5		Criterion 2.5
412-2	Total number of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Page no: 61, Note S10.4	Consolidated activities	Principle 1, Criterion 5, Principle A2.3		Criteria 2.1, 9.10
412-3	Total number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	According to Hydro's steering documents, all significant investment agreements and contracts are required to contain human rights clauses. Human rights screening is a part of our environmental and social impact assessments, which are conducted in the early phase of all major projects. Page no: 19	Ownership equity	Principle 2		Criteria 2.5, 9.1

Society

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 413: Local communities 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Good dialogue with communities and authorities is a prerequisite for our operations. The dialogue is maintained through meetings, information and discussions. Both men and women are represented in Hydro's dialogue with local communities. Page no: 19-25, 33, 34, 36, 40 Web: Local communities	Consolidated activities	Criteria 15-18	Principles 3, 9	Criteria 2.5, 9.2, 9.7, 9.8, 9.11
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs. Mining and Metals Sector specific addition: <i>Issues for particular consideration include:</i> <ul style="list-style-type: none"> Community economic development planning processes, including sources of community income, community access to services and 	Page no: 19-25, Note S6, Note S10.3	Consolidated activities	Principle 1		Criteria 2.5, 9.3-9.7, 9.11

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
	<p>social infrastructure, access to capital and natural resources, and access to further education and skills training.</p> <ul style="list-style-type: none"> • Co-ordination with other agencies, for example on poverty alleviation and natural resource management. • Procedures for identifying and protecting subsistence-related resources of local communities, including water, plants, and wildlife. • Measures of community health and well-being, including prevalence of cultural practices and associations. Report on measures in place for social inclusion. Such measures may be disclosed (for example) in corporate policies, approaches to stakeholder selection, participatory approaches in community consultation, and in assessment procedures. 					
413-2	Operations with significant actual and potential negative impacts on local communities	<p>Page no: Note S10.2 Web: Alunorte situation</p>	Local communities	Principle 1 SDG 1, 2		Criteria 2.5, 9.11
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	<p>Please refer to GRI Standards 411-1 Page no: 21, 29, Note S10.2, Note S10.3 Web: Alunorte situation</p>	Local communities	SDG 1, 2		Criteria 9.7, 9.8, 9.11
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	<p>Page no: 21, 29, Web: Alunorte situation</p>	Local communities	SDG 1, 2	Principle 9	Criterion 3.2
GRI 414: Supplier social assessment 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	<p>See our response to GRI Standard 103 in this index. Page no: 15-18, 21, 40 Web: Corporate social responsibility in the supply chain</p>		Criteria 2, 15-18, Principle A2.3		Criterion 2.4
414-1	Percentage of new suppliers that were screened using social criteria	Page no: 61, Note S10.5	Supply chain	Criterion 2, 5 SDG 5, 8, 16, Principle A2.1		
414-2	Significant actual and potential negative social impacts in the supply chain and actions taken	<p>We do currently not report fully on this disclosure. Page no: 24, 61</p>		Criterion 2 SDG 5, 8, 16, Principles A2.5, C3, C5		Criterion 2.1

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
GRI 415: Public policy 2016						
Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 21		Criteria 12-14, 15-18, especially 17	Principle 9	
415-1	Total value of political contributions by country and recipient beneficiary	According to Hydro's Code of Conduct, Hydro is not permitted to make financial contributions to political parties. Page no: 21, note S12 Web: Code of conduct	Consolidated activities	Principle 10, SDG 16	Principle 1	
G4 MM: Society: Artisanal and small-scale mining						
G4-MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	<i>Not applicable for bauxite mining</i>				
G4 MM: Society: Resettlement						
Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 21			Principle 3	Criterion 9.6
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	See our response to GRI Standard 103 in this index. Page no: Note S10.2, Note S10.3 Web: Peabiru: Recovery of possessions of Hydro properties in Barcarena	Local communities	SDG 1, 2		
G4 MM: Society: Closure planning						
Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: <i>Report the scope of closure planning; its associated financial provision, and its coverage of health, safety, social, environmental, legal, governance and human resource aspects.</i>	See our response to GRI Standard 103 in this index. Closure of operations will always leave a legacy, either positive or negative from an environmental and/or social point of view. Hydro has a legacy program where closure has been addressed. However, Hydro will over the next few years do a more comprehensive review of closure risks and opportunities both social and environmental. Page no: 16, E2.4, E6.2			Principle 6,9	Criterion 2.8
G4-MM10	Number and percentage of operations with closure plans.	Hydro's only consolidated mine, Paragominas, has closure plans. Hydro has a long tradition in closing down operations with respect for employees and local society. Hydro has had no closures in Brazil so far.	Local communities			

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
---------------	---------------------	----------------	--------------------	------------------------	----------------	---------------

Page no: 16-17, 19-25

G4 EU: Disaster/Emergency Planning and Response

Disclosure on management approach	Electric Utilities sector specific aspect: <i>Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans.</i>	Hydro has defined this Electric Utilities sector specific aspect to be material to all our operations. Page no: 28	Consolidated activities			
-----------------------------------	---	--	-------------------------	--	--	--

Product responsibility

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
---------------	---------------------	----------------	--------------------	------------------------	----------------	---------------

GRI 419: Socioeconomic compliance 2016

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 15-18				Criteria 1.1, 3.3
419-1	Monetary value of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	Page no: Note S10.1, 77,	Consolidated activities	SDG 16		Criterion 3.3

G4 MM: Materials stewardship

Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 15, 17, 15, 24, 77		Criteria 15-18	Principle 8	Criteria 4.1-4.3, 4.6
G4-MM11	Programs and progress relating to materials stewardship	Page no: 15, 77, Note E4.3 Web: HSE Policy	Ownership equity	SDG 12	Principle 2	Criteria 4.1-4.3, 4.6

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
---------------	---------------------	----------------	--------------------	------------------------	----------------	---------------

G4 EU: Disaster/Emergency Planning and Response

Disclosure on management approach	<i>Electric Utilities sector specific aspect: Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans.</i>	Hydro has defined this Electric Utilities sector specific aspect to be material to all our operations. See our response to GRI Standard 103 in this index. Page no: 29, 28, Web: HSE Policy , Alunorte situation	Consolidated activities			
-----------------------------------	--	---	-------------------------	--	--	--

G4 MM: Emergency preparedness

Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: <i>Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.</i>	See our response to GRI Standard 103 in this index. In February 2018, extreme rainfall in Barcarena in the state of Pará, Brazil, lead to regional flooding. Our refinery operations in Barcarena are linked to our mining operations. Page no: 28 Web: HSE Policy , Alunorte situation	Ownership equity		Principles 2-4	Criterion 2.6
-----------------------------------	---	--	------------------	--	----------------	---------------

Hydro defined topics

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
---------------	---------------------	----------------	--------------------	------------------------	----------------	---------------

Cyber security

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 28, Note S10.6				
-----------------------------------	---	---	--	--	--	--

GRI Standards	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
---------------	---------------------	----------------	--------------------	------------------------	----------------	---------------

Innovation

Disclosure on management approach	Report a.) why the topic is material, b.) how the organization manages the topic or its impacts and c.) how the management approach is evaluated.	See our response to GRI Standard 103 in this index. Page no: 29, 38	Consolidated operations			
HDD-2	R&D expenses in the reporting year	Hydro's response to GRI-201-4 is also relevant for this indicator. Page no: Note S8	Consolidated operations			