

Global Reporting Initiative (GRI) index

We use the Global Reporting Initiative's (GRI) G4 guidelines for voluntary reporting of sustainable development. The guidelines include financial, 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 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. Some other references have also been found in [GC Advanced COP Self-Assessment](#) (external link). The references to the ICMM'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.

We believe that our reporting practice is consistent with GRI's reporting principles in all material respects. We report in accordance with the GRI G4 guidelines, including the Mining & Metals Sector Supplement and certain Electric Utility Sector Supplement indicators that are relevant to us. Our report is in accordance with the "Core" option.

The report is externally assured by KPMG. The external assurance, as outlined in the Independent Auditor's Assurance report, concludes that the report is presented, in all material respects in accordance with the Sustainability Reporting Guidelines (G4) of the GRI, see page 127 in [Hydro's Annual Report 2015](#).

The GRI Index, 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

The process of identifying material aspects has been performed by internal expert groups, executive management and in dialogue with external stakeholders. The result is displayed on page 71 in Hydro's annual report 2015. Certain aspects 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 **Hydro' Annual Report 2015**, while name of a chapter under the page references, refer to a complete chapter in the annual 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 96
Note Sxx	Notes to the social statements on page 109
Note xx	Notes to the consolidated financial statements on page F1

Standard disclosures

Strategy and Analysis

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4.1a	<p>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.</p> <p>The statement should present the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of its relationships with others (such as suppliers, people or organizations in local communities). The statement should include:</p> <ul style="list-style-type: none"> • Strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognized standards and how such standards relate to long term organizational strategy and success • Broader trends (such as macroeconomic or political) affecting the organization and influencing sustainability priorities • Key events, achievements, and failures during the reporting period • Views on performance with respect to targets • Outlook on the organization’s main challenges and targets for the next year and goals for the coming 3-5 years • Other items pertaining to the organization’s strategic approach 	<p>Page no: 6-7, 10-11, 21-27 Web: Letter to shareholders</p> <p>Page no: 11-12, 31, 72, 78-79, 82, 85</p>	<p>Criterion 19 Principle A1.1, 1.2, A1.3, 2.2</p> <p>Principle A2.2</p>	Principle 2	
G4.2a	<p>Provide a description of key impacts, risks and opportunities.</p> <p>The organization should provide two concise narrative sections on key impacts on sustainability and effects on stakeholders, including rights as defined by national laws and relevant internationally recognised standards. This should take into account the range of reasonable expectations and interests of the organization’s stakeholders. This section should include:</p> <ul style="list-style-type: none"> • A description of the significant economic, environmental and social impacts of the organization, and associated challenges and opportunities. This includes the effect on stakeholder’s rights as defined by national laws and the expectation in internationally recognized standards and norms • An explanation of the approach to prioritizing these challenges and opportunities • Key conclusions about progress in addressing these topics and related performance in the reporting period. This includes an assessment of reasons for underperformance or over-performance • A description of the main processes in place to address performance and relevant changes <p>Section two should focus on the impact of sustainability trends, risks and opportunities</p>	<p>Page no: 6-7, 10-12, 17-20, 36, 45, 50, 54, 59, 62-67, 69-126, 150-155 Web: Letter to shareholders</p>	Criterion 19	Principle 4	

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
<p>on the long-term prospects and financial performance of the organization. This should concentrate specifically on information relevant to financial stakeholders or that could become so in the future. Section Two should include the following:</p> <ul style="list-style-type: none"> • A description of the most important risks and opportunities for the organization arising from sustainability trends • Prioritization of key sustainability topics as risks and opportunities according to their relevance for long-term organizational strategy, competitive position, qualitative, and (if possible) quantitative financial value drivers • Table(s) summarizing: <ul style="list-style-type: none"> • Targets, performance against targets, and lessons learned for the current reporting period • Targets for the next reporting period and medium term objectives and goals (that is, 3-5 years) related to key risks and opportunities • Concise description of governance mechanisms in place specifically to manage these risks and opportunities, and identification of other related risks and opportunities 				

Organizational Profile

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-3a Report the name of the organization	Norsk Hydro ASA		Operational context and profile	
G4-4a Report the primary brands, products, and services	Page no: 29-62 Web: Products		Operational context and profile	
G4-5a Report the location of the organization's headquarters	Drammensveien 264, 0283 Oslo, Norway		Operational context and profile	
G4-6a Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Page no: Backside Web: Hydro worldwide		Operational context and profile	
G4-7a Report the nature of ownership and legal form.	Page no: 164 Web: The Hydro share		Operational context and profile	
G4-8a Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Page no: 29-62 Web: Products		Operational context and profile	
G4-9a Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations 	Page no: 2, 29-62, 132, F4, Note S1.1 Web: Key figures , Hydro worldwide		Operational context and profile	

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	<ul style="list-style-type: none"> • 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 				
G4-10	a) Report the total number of employees by employment contract and gender	Page no: Note S1.1-1.2	Operational context and profile. Principle 6		
	b) Report the total number of permanent employees by employment type and gender	Page no: Note S1.2	Principle 6		
	c) Report the total workforce by employees and supervised workers by gender	We currently do not register the gender of supervised employees, but the large majority is men. Page no: 86, Note S1.1, Note S3	Principle 6		
	d) Report the total workforce by region and gender	Page no: Note S1.1	Principle 6		
	e) Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors	Only a very small proportion of the work is performed by people who are self-employed, typically consultants.	Principle 6		
	f) Report and significant variations in employment numbers (such as seasonal variation in employment in tourism or agricultural industries)	Hydro does not employ seasonal workers except summer interns etc. In addition there can be significant variations in the number of contractor employees related to changes in the project portfolio.	Principle 6		
G4-11a	Report the percentage of total employees covered by collective bargaining agreements	Page no: 80	Criteria 8 SDG 8		
G4-12a	Describe the organization's supply chain	Page no: 81	Criteria 2		
G4-13a	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <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) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Page no: Note 6 Page no: 159 Page no: 81-82	Operational context and profile.		
G4-14a	Report whether and how the precautionary approach or principle is addressed by the organization	Page no: Viability performance Web: Environment			
G4-15a	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Page no: 7, 70, 72, 78, 83, 125-126, 172 Web: Partnerships , Norwegian code of conduct for corporate governance		Principle 1	
G4-16a	List 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 	Page no: 7, 70, 72, 83, 84 Web: Partnerships	Criterion 17-18	Principle 1	Criterion 4.2

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	<ul style="list-style-type: none"> Provides substantive funding beyond routine membership dues Views membership as strategic <p>This refers to primarily to memberships maintained at the organizational level</p>				
G4-EU1	Installed electricity generation capacity, broken down by primary energy source and by regulatory regime	All Hydro's consolidated electricity generation takes place in Norway. The 50/50 JV Qatalum in Qatar produces its own electricity from an integrated natural gas-fired power plant. Page no: 47, 59-60	SDG 7		
G4-EU2	Net energy output broken down by primary energy source and by regulatory regime	All Hydro's consolidated electricity generation takes place in Norway. The 50/50 JV Qatalum in Qatar produces its own electricity from an integrated natural gas-fired power plant. Page no: 47,140	SDG 7, 14		
G5-EU5	Allocation of CO ₂ e. emissions allowances or equivalent, broken down by carbon trading framework	Web: CDP climate change data 2015	SDG 13, 14, 15		

Identified material aspects and boundaries

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-17	<p>a) List all entities included in the organization's consolidated financial statements or equivalent documents</p> <p>b) Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report</p> <p>The organization can report on this standard disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.</p>	Page no: 123-124, Note 6			
G4-18	<p>a) Explain the process for defining the report content and the Aspect Boundaries</p> <p>b) Explain how the organization has implemented the Reporting Principles for Defining Report Content</p>	Page no: 70-71, 94-95	Principle B2		
G4-19a	List all the material Aspects identified in the process for defining report content	Page no: 71	Principle B1		Criterion 3.1
G4-20a	<p>For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> Report whether the Aspect is material within the organization If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> The list of entities or groups of entities included in G4-17 for which the Aspect is not material or The list of entities or groups of entities included in G4-17 for which the Aspects is material Report any specific limitation regarding the Aspect Boundary within the organization 	This index Web: Hydro.com/gri	Principle B1		Criterion 3.1
G4-21a	For each material Aspect, report the Aspect Boundary outside the organization, as follows:	This index Web: Hydro.com/gri	Principle B1		

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	<ul style="list-style-type: none"> Report whether the Aspect is material outside of the organization If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified Report any specific limitation regarding the Aspect Boundary outside of the organization 				
G4-22a	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Page no: 70-71, 94-95, Note 3, Note 6			
G4-23a	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Page no: 94-95, Note 6	Principle B1		

Stakeholder Engagement

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-24a	Provide a list of stakeholder groups engaged by the organization	Page no: 83, 94, 160, 166, 170, 173-174	Criterion 21 Principle C2		
G4-25a	Report the basis for identification and selection of stakeholders with whom to engage.	Page no: 83, 94, 160, 166, 170, 173-174	Criterion 21 Principle C2		
G4-26a	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	Stakeholder groups and frequency varies 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: 83, 94, 160, 166, 170, 173-174	Criterion 21 Principle C2	Principle 4, 9-10	
G4-27a	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: 83, 94, 160, 166, 170, 173-174	Criterion 21 Report profile Principle C2	Principle 4, 10	

Reporting profile

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-28a	Reporting period (such as fiscal or calendar year) for information provided.	1 Jan - 31 Dec 2015 Page no: 94			
G4-29a	Date of most recent previous report (if any)	Hydro's Annual Report - 2014 was published on 13 March 2015.			
G4-30a	Reporting cycle (such as annual, biannual)	Annual			
G4-31a	Provide the contact point for questions regarding the report or its contents	Head of Extra-Financial Reporting Kirsten Margrethe Hovi			
G4-32	a) Report the 'in accordance' option the organization has chosen	Core Page no: 125		Principle 10	Principle 3

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	b) Report the GRI Content Index for the chosen option	Web: hydro.com/gri This index Web: hydro.com/gri		Principle 10	
	c) 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	All parts of the Viability performance section in Hydro's Annual Report 2015 and this index (including adherence with GRI, UN Global Compact, ICMM and ASI) are included in the scope of external auditor's review. Page no: 127-128		Principle 10	Principle 3
G4-33	a) Report the organization's policy and current practice with regard to seeking external assurance for the report	Page no: 95	External assurance of COP	Principle 10	
	b) If not included in the assurance report accompanying the sustainability report, report the scope and basis of external assurance provided	Page no: 127-128			
	c) Report the relationship between the organization and the assurance providers	Page no: 177, Note 45			
	d) Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	Page no: 127, 177 Web: Pre-approval policy of audit and non-audit services			

Governance

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-34a	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 impacts.	Economic, environmental and social impacts are an integrated part of Hydro's strategy work. The board has the overarching responsibility for Hydro's strategy, and has also specific sessions on enterprise risk management. Related to new projects, acquisitions, closure and follow-up of normal operations, economic, environmental and social issues are included on a regular basis. Page no: 164, 170-171, 175-176 Web: Governance Bodies, Principles and tools	Criterion 1, 20		
G4-35a	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to the senior executives and other employees	Hydro's governance system is based on the delegation of responsibility from the board of directors to the President and CEO and from the President and CEO to the executive vice presidents (EVPs) of the business areas and to EVPs of corporate functions. Hydro's governance system is the system by which Hydro is directed and controlled. At the core of the governance system is Hydro's steering documents, including Hydro's Code of Conduct. The steering documents include governance of economic, environmental and social topics and describe how legal entities and employees are expected to carry out activities and operations. Page no: 9, 165, 170-171 Web: Governance Bodies, Principles and tools	Criterion 1, 20		
G4-36a	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether the post holders report directly to the highest governance body	This is a line responsibility in Hydro. In addition, the supervisory responsibilities are divided within Hydro's Corporate Management Board: <ul style="list-style-type: none"> Eivind Kallevik is Executive Vice President (EVP) and CFO, and is overseeing economic issues. Anne-Lene Midseim is EVP of CSR, Legal and Compliance Hanne Simensen is EVP of People & HSE Arvid Moss is EVP and head of Energy and Corporate Business Development and is responsible for overseeing climate change 	Criterion 1, 20		

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-37a	<p>Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.</p>	<p>All four EVPs are members of Hydro's Corporate Management Board and report to the President and CEO. Page no: 8-9, 170-171 Web: Corporate management</p>		
G4-38a	<p>Report the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> • Executive or non-executive • Independence • Tenure on the governance body • Number of each individual's other significant positions and commitments, and the nature of the commitments • Gender • Membership of under-represented social groups • Competencies relating to economic, environmental and social impacts • Stakeholder representation 	<p>The stakeholder engagement process in Hydro is generally ruled at an administrative level in the organization and is a line responsibility at all levels. Under special circumstances the board, represented by the chairperson, may conduct dialog with investors. The board of directors communicates indirectly - and in certain cases directly - with the shareholders through the corporate assembly and directly through the general meeting of shareholders. Through the employee representatives, the board also communicates directly with the employee organizations. Page no: 173-174 Web: Corporate assembly, General meeting.</p> <p>Page no: 8-9 Web: Governance bodies, Management and board</p> <p>Hydro has a two-tier board structure. All members of the board of directors are non-executive. Page no: 171 Page no: 167 Page no: 166-167</p> <p>Page no: Note S3.1 Page no: 166-167 Three of the directors are employee representatives, and two are non-Norwegians (Brazilian and Swedish). Page no: 166-167</p> <p>Employee (30 percent) and shareholder (70 percent) representatives</p>	, Criterion 1, 20 SDGs 16	Criterion 2.5
G4-39a	<p>Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement)</p>	<p>The chairperson of Hydro's board of directors is not an executive officer. Page no: 8-9 Web: Board of directors</p>	Criterion 1, 20 SDGs 16	
G4-40a	<p>Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including:</p> <ul style="list-style-type: none"> • Whether and how diversity is considered • Whether and how independence is considered • Whether and how expertise and experience related to economic, environmental and social topics are considered • Whether and how stakeholders (including shareholders) are involved 	<p>Page no: 8, 170, 174 Web: Nomination committee</p> <p>Diversity regarding experience, gender, geography and nationality, age and cultural background are all considered.</p> <p>Independence is considered and consistently reported on.</p> <p>Such competencies are included in the evaluation when new board members are nominated, to consider all these competencies in the combined board of directors.</p> <p>All shareholders may nominate candidates. Page no: 174 Web: Governance bodies, Nomination committee</p>	Criterion 1, 20 SDGs 16	
G4-41a	<p>Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to</p>	<p>This is a requirement in Hydro's Code of Conduct which is valid even to the board of directors. All board meetings are started by evaluating any possible conflict of interest</p>	Criterion 1, 20.	

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	stakeholders, including, as a minimum:	related to the agenda items.	SDGs 16		
	<ul style="list-style-type: none"> • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures 	<p>The Norwegian state represented by the Ministry of Industry and Fisheries own 34.3 percent of the Hydro shares (as of 31.12.2015)</p> <p>This is covered by Hydro's code of conduct and additional procedures for insiders and primary insiders. Page no: 173, Note 11 Web:Hydro's code of conduct</p>			
G4-42a	Report the highest governance body's and senior executives roles in the development, approval and updating of the organisations purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts.	Page no: 21-27, 164 Web: Principles and tools	Criterion 1, 20		Criterion 2.3
G4-43a	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Page no: 27	Criterion 1, 20, SDG 4		
G4-44	<p>a. Report the process for evaluation of the highest governance body's performance with respect to economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.</p> <p>b. Report actions taken in response to the highest governance body's performance with respect to economic, environmental and social topics, including as a minimum, changes in membership and organisational practices.</p>	<p>The board of directors conducts a private session following each board meeting that includes evaluation of the efficiency of the meeting. In addition, a self-assessment facilitated by the corporate advisory firm Lintstock is conducted annually. The reviews include all parts of the board's responsibility. Page no: 27</p> <p>Page no: 27</p>	Criterion 1, 20		
G4-45	<p>a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. Include the highest governance body's role in the implementation of due diligence processes.</p> <p>b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks and opportunities.</p>	<p>According to Norwegian corporate law, this is the responsibility of the Corporate Management Board (Hydro's executive board) and is being overseen by the board of directors. Page no: 10-12, 21-27, 70, 170-171 Web: Board of directors, Norwegian code of practice for corporate governance</p> <p>The stakeholder engagement process in Hydro is generally ruled at an administrative level in the organization and is a line responsibility at all levels. Under special circumstances the board, represented by the chairperson, may conduct dialog with investors. The board of directors communicates indirectly - and in certain cases directly - with the shareholders through the corporate assembly and directly through the general meeting of shareholders. Through the employee representatives, the board also communicates directly with the employee organizations. Hydro's capital expenditure process sets clear requirements of stakeholder dialog at an early stage. Page no: 83, 166, 170-171</p>	Criterion 1, 20, SDGs 16, Principle A2.2		Criterion 2.5
G4-46a	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	<p>Risk management is a dedicated topic on the board agenda annually. Page no: 17-20, 27</p>	Criterion 1, 20, Principle A2.2		
G4-47a	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	<p>This is an integrated part of Hydro's strategy process, all new projects and investments, the annual business planning process and the financial and extra-financial reporting process.</p>	Criterion 1, 20, Principle	Principle 4	Criterion 2.5

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	Sustainability performance is addressed in every board meeting. Page no: 27 Web: Board of directors , Norwegian code of practice for corporate governance	A2.2		
G4-48a	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	The board of directors' report, Financial statements, NUES and the country by country report are approved by the board itself. The rest of the annual report is approved by the Corporate Management Board. Page no: 28, 70, F76	Criterion 1, 20	
G4-49a	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 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: 8, 79, 164, 173-174 Web: General meeting	Criterion 1, 20	
G4-50a	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: 79	Criterion 1, 20	
G4-51	a. Report on the remuneration policies for the highest governance body and senior executives for the following types of remuneration: <ul style="list-style-type: none"> • Fixed pay and variable pay <ul style="list-style-type: none"> • Performance-based pay • Equity-based pay • Bonuses • Deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Claw backs • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees 	Page no: 27, Note 8, 9 and 10 Page no: Note 8, 9 and 10	Criterion 1, 20	
	b. Report how performance criteria in the remuneration policy relates to the highest governance body's and senior executives' economic, environmental and social objectives.	Not applicable Page no: Note 8, 9 and 10 Page no: Note 8 In Brazil, Hydro matches employee pension contributions up to 9 percent of base salary. In addition comes social security, which is very low in the country. There are no special provisions for executives. In Norway and Germany pension schemes follow legal requirements and good business practice. Page no: Note 8, 9, 10 and 38		
G4-52a	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have within the organisation.	The members of the Board of Directors are given a fixed annual remuneration. Economic, environmental and social objectives are included in senior executives' balanced scorecards. Page no: 27, 176, Note 8, 9 and 10		
G4-53a	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have within the organisation.	Hydro uses data from certain independent service providers, but no consultants are used in the process. Page no: 171, 176, Note 8	Criterion 1, 20	
G4-53a	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	Page no: 170, 176 Web: General meeting	Criterion 1, 20, SDGs 16	
G4-54a	Report the ratio of the total annual compensation for the organisation's highest-paid individual in each country of significant operations to the median and annual total	We report on highest-paid individual in each country of significant operations, but do currently not have reliable data for all employees.	Criterion 1, 20	

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
	compensation for all employees (excluding the highest paid individual) in the same country.	Page no: Note S2.2, Note S1.1			
G4-55a	Report the ratio of the percentage increase in total annual compensation for the organisation'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 each country of significant operations, but do currently not have reliable data for all employees. Page no: Note S2.2, Note S1.1	Criterion 1, 20		

Ethics and integrity

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference	ASI reference
G4-56a	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Page no: 70, 79, 164 Web: Policies and tools	Principle 10, Criterion 12-14, SDGs 16, Principle A2.3	Principle 1	
G4-57a	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	Page no: 79	Principle 10, Criterion 12-14, SDGs 16, Principle C6	Principle 1	
G4-58a	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms of hotlines.	Page no: 79	SDGs 16, Principle 6		

Aspects and indicators

We have chosen to define the reporting boundaries per indicator (and not per aspect as recommended by GRI) as we experience that the boundaries can vary significantly between the indicators of one aspect. 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.
- **Ownership equity (specific country)** – refers to the same as above, but only in specific countries.
- **Hydro's value chain** – refers to all Hydro's activities – from we receive supplies to the final product is distributed.
- **Value chain** – refers to the total value chain including the whole life cycle from cradle to grave.
- **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.

Economic

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Economic Performance						
	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.				
		Page no: Letter to shareholders, 10-12, 23, 71, 90, Financial and operating performance Web: Policies and tools			Criteria 15-18, especially criterion 16	
G4-EC1	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: 2, 22, 122, F2-F6, Note 7 Web: Key figures , Country by country report	Consolidated activities	SDG 2, 5, 7, 8, 9		Criterion 3.4
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Page no: 6, 22, 62-69, 143 Web: CDP climate change data 2015	Ownership equity		Principle 7, SDG 13	
G4-EC3	Coverage of the organisations defined benefit plan obligations	Page no: 87, Note 8 and 38	Consolidated activities			
G4-EC4	Financial assistance received from government	Page no: Note 15, Note S7 and S8	Ownership equity			
Market Presence						
	Disclosure on	Report a.) why the aspect is material, b.) how the organization manages				
		Page no: 26-27, 71, 85-87			Criteria	Principle 9 Criterion

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
	management approach the aspect or its impacts and c.) how the management approach is evaluated.	Web: The-workplace		15-18, especially criterion 16		10.7
G4-EC5	Ratios of standard entry level wage by gender compared to the local minimum wage at significant locations of operation	Page no: 87, Note S2.3	Consolidated activities	Principle 6, SDG 1, 5, 8		Criterion 10.7
G4-EC6	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 G4-10).	Page no: Note S3.2	Consolidated activities	Principle 6, SDG 8	Principle 9	
Indirect Economic Impacts						
	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.	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. The Barcarena Intersectorial Forum, with participation from civil society, government and industry, supports this approach. Page no: 71, 84-85, 122-124 Web: Community engagement		Criteria 15-18, especially criterion 16	Principle 9	
G4-EC7	Development and impact of infrastructure investments and services supported	Page no: 22, 83, 84-85, 109, Note S9, 122-124	Local communities	SDG 2, 5, 7, 9, 11	Principle 9	
G4-EC8	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. Hydro is a cornerstone company in several municipalities. This includes Paragominas and Barcarena in Brazil and the smelters in Norway. In Barcarena, more companies are getting established and dependency on Hydro is therefore reducing, yet still significant. 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: Community impact, 122 Web: The role of mining in national economies	Local communities	SDG 1, 2, 3, 8, 10, 17	Principle 9	
Procurement practices						
	Disclosure on mgmt. 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.	Page no: 22, 39-40, 48-49, 56-57, 60-61, 71, 81-82, Note S11, 122 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy		Criteria 15-18, especially criterion 16, SDGs 1, 5, 8, Principle A2.3, C1	Principle 9	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	Page no: 81-82, Note S11, 122	Supply chain of Hydro's consolidated activities	Criterion 2, SDG 12		

Availability and Reliability

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Disclosure on mgmt. approach	Electric Utilities Sector specific aspect: Management approach to ensure short and long-term electricity availability and reliability.	The technical availability of Hydro's power stations is measured as a separate key performance indicator (KPI) on a monthly basis. Reliability of the operations is ensured through comprehensive, preventive maintenance programs supported by relevant maintenance KPIs. Page no: 58	Hydro's energy operations			
G4-EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime.	Our production of hydro power has a normal capacity of 10TWh, and the actual production and the forecasted production is followed-up on a weekly basis. Page no: 58-60	Hydro's energy operations	SDG 7		

Environment

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Materials						
Disclosure on mgmt. 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.	Page no: 10-11, 23-24, 71, 74-75, 78 Web: Recycling		Criteria 9-11, 15-18	Principle 6	Criterion 4.3-4.6
G4-EN1	Materials used by weight and volume	Page no: Note E4.1	Consolidated activities	Principles 7-8, Criterion 11, SDG 8, 12		
G4-EN2	Percentage of materials used that are recycled input materials. Includes both post-consumer recycled material and waste from industrial sources (e.g. new scrap from fabricators and old scrap from end-of-life equipment), but excludes internal recycling within the facility (home scrap).	Page no: 96, Note E4.3	Consolidated activities	Criteria 11, SDG 8, 12		Criterion 4.3-4.6
Energy						
Disclosure on mgmt. 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.	Page no: 6-7, 10-11, 23-24, 48, 52, 56, 60, Energy and climate change, 89-91 Web: Letter to shareholders , Recycling , Energy		Criteria 9-11, 15-18	Principle 6	
G4-EN3	Energy consumption within the organisation	Page no: Energy and climate change, 96, Note E3.1 Web:	Consolidated activities	Principles 7-8, Criteria 11, SDG 7, 8, 12, 13		Criterion 5.1
G4-EN4	Energy consumption outside of the organisation	As an integrated aluminium company the large majority of its total energy consumption takes place inside the company.	Hydro's value chain	Principle 8, Criteria 2, SDG 7, 8, 12, 13		Criterion 5.1
G4-EN5	Energy intensity	Page no: 48, Energy and climate change, 96, Note E3.2	Consolidated activities	Principles 8, SDG 7, 8, 12, 13		Criterion 5.1
G4-EN6	Reduction of energy consumption	Page no: 72, 89-90, 96, Note E3.1	Consolidated activities	Principles 8-9, Criterion 11, SDG 7, 8, 12, 13		Criteria 5.2, 5.4

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
	G4-EN7	Reductions in energy requirements of products and services	Page no: 73, 90-91, 96 Web: Environment	Hydro's value chain	Principles 8-9, Criterion 11, SDG 8,12, 13	Criteria 5.2, 5.4
Water						
Disclosure on mgmt. 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. <i>Electric Utilities sector supplement: 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>	Water is a key resource utilized across the entire value chain at Hydro and monitored at all Hydro operations. The hydro power production in Norway is operating within a strict concession regime controlled by the Norwegian authorities. The concessions are regulating water regulation levels, requirements for flow-rates and requirements regarding biodiversity and environment. Page no: 10, 24, 56, 60 62-63, 65, 71, 74, 75-77		Criteria 9-11, 15-18	Principle 6	Criteria 7.1, 7.2
	G4-EN8	Total water withdrawal by source	Page no: 96, Note E4.2	Consolidated activities	Principles 7-8, Criterion 11, SDG 6	Criterion 7.1
	G4-EN9	Water sources significantly affected by withdrawal of water	Page no: 56, 60, 62-63, 96, Note E4.2	Consolidated activities	Principle 8, SDGs 6	Criterion 7.1
	G4-EN10	Percentage and total volume of water recycled and reused	Page no: Note E4.2	Consolidated activities	Principle 8, Criterion 11, SDG 6, 8, 12	Criterion 7.1
Biodiversity						
Disclosure on mgmt. 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: Disclosures on the approach to biodiversity management should include consideration of ecosystems services and associated values.	Page no: 10, 24, 38-40, 78, 71, 74-75 Web: Guidance note on biodiversity		Criteria 9-11, 15-18	Principles 6-7	Criteria 2.5, 6.3, 8.1, 8.2
	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	In addition to Hydro's hydropower production in Norway, the minority-owned bauxite mine MRN is situated within the borders of the national forest of Saracá-Taquera in Brazil. The Paragominas mine in Brazil also operates in an area of high biodiversity value. Page no: 74-75	Ownership equity in Norway and Brazil	Principle 8, SDG 6, 14, 15	Principle 2
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity protected areas and areas of high biodiversity value outside protected areas. <i>Mining and Metals Sector Supplement: Include impacts identified as a consequence of any resettlement and closure activities reported under indicators MM9 and MM10.</i>	Page no: 74-75, Note E6.3 Web: Guidance note on biodiversity Page no: 80, Note S10.3	Ownership equity in Norway and Brazil	Principle 8, SDG 6, 14, 15	Criterion 2.5
	G4-EN13	Habitats protected or restored. <i>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.</i>	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: 74-75	Consolidated activities	Principle 8, Criteria 11, SDG 6, 14, 15	Principle 7

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
		Web: Guidance note on biodiversity				
G4-EN14	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: 96, 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: 24, 39-40,74-75, 96, 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 Paragominas in Brazil and the hydropower operations inside national parks in Norway need biodiversity action plans. Energy's biodiversity plan is an integral part of its environmental management program and permits required by the relevant authority. Paragominas' biodiversity program includes the partnership with the Biodiversity Research Consortium Brazil-Norway (BRC). Page no: 60, 75-76	Consolidated activities	Principles 7-8, SDG 6, 14, 15	Principle 2	Criteria 8.1, 8.2
Emissions						
Disclosure on mgmt. 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. <i>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.</i>	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: 6, 23-24, 39-40, 44, 48, 52, 56, 62-63, 66, 71, Energy and climate change, 91		Criteria 9-11, 15-18	Principle 6	Criteria 5.2-5.4, 6.1
G4-EN15	Direct Greenhouse Gas (GHG) emissions (scope 1)	Page no: 96, Note E1	Ownership equity	Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15		Criterion 5.1
G4-EN16	Energy indirect Greenhouse Gas (GHG) emissions (scope 2)	Page no: 96, Note E1	Ownership equity	Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15		Criterion 5.1
G4-EN17	Other indirect Greenhouse Gas (GHG) emissions (scope 3)	As an integrated aluminium company Hydro has control over the large majority of its total energy consumption, both inside and outside the company. In addition, we recycle an increasing volume of used aluminium scrap. In the use phase, aluminium can reduce the customer's energy consumption. Hydro's ambition is to become climate neutral by 2020. <i>Hydro does currently not report fully on this indicator.</i> Page no: 71-74, 96, Note E2	Value chain	Principles 7-8, Criterion 2, SDG 3, 12, 13, 14, 15		Criterion 5.1
G4-EN18	Greenhouse Gas (GHG) emissions intensity	Page no: Energy and climate change, 96, Note E1.6-7 Web:	Consolidated activities	Principle 8 SDG 13, 14, 15		Criteria 5.1, 5.3
G4-EN19	Reduction of Greenhouse Gas (GHG) emissions	Page no: 22, Energy and climate change, 89, 96, Note E1	Consolidated activities	Principles 8-9, Criteria 11, SDG 13, 14, 15		Criteria 5.2, 5.3
G4-EN20	Emissions of Ozone Depleting Substances (ODS)	Page no: Note E2.1	Consolidated activities	Principles 7-8, Criteria 11,		Criterion 6.1

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
G4-EN21	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	SDG 3, 12 Principles 7-8, Criteria 11, SDG 3, 12, 14, 15		Criterion 6.1
Effluents and waste						
Disclosure on mgmt. 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: 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.	Page no: 24, 43, 48, 76-77, 71		Criteria 9-11, 15-18	Principle 6	Principle 6, Criteria 6.2-6.3, 6.6-6.7
G4-EN22	Total water discharge by quality and destination	Page no: 96, Note E4.2	Consolidated activities	Principle 8, SDG 3, 6, 12, 14		
G4-EN23	Total weight of waste by type and disposal method. Large-volume mining and mineral processing waste should be reported under MM3.	Page no: 96, Note E5	Consolidated activities	Principle 8, SDG 3, 6, 12		Criteria 6.5, 6.8
G4-EN24	Total number and volume of significant spills. Include spillage of tailings, slimes, or other significant process materials.	Page no: 96, Note E2.2	Consolidated activities	Principle 8, SDG 3, 6, 12, 14, 15		Criteria 6.2-6.4
G4-EN25	Weight of transported, imported, exported or treated wastes deemed hazardous under the terms of the Basel Convention	Page no: 96, Note E5.2	Consolidated activities	Principle 8, SDG 3, 12		Criterion 6.5
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisations discharges of water and runoff	Our hydropower plants in Norway have a biodiversity/ecosystem impact on their relevant water bodies. Strategies are in place to address this. An environmental impact assessment has been performed at our mine in Paragominas by a third party. The assessment mapped the ecological status of the river downstream of the mine. As a result, a minimum ecological flow was set. <i>Hydro does currently not report fully on this indicator.</i> Page no: 74-76	Hydro's hydropower operations in Norway	Principle 8, SDG 6, 14, 15		
G4-MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Page no: 76-77, Note E6.1, Note E5.1	For Hydro's consolidated activities, this indicator is applicable only for Paragominas and Alunorte, both in Brazil	Principle 8, SDG 3, 6, 12		

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Products and services					
G4-EN27	Extent of impact mitigation of environmental impact of products and services	<i>Not material.</i>		SDG 6, 8, 12, 13, 14, 15	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	<i>Not material.</i>		SDG 8, 12	
Compliance					
Disclosure on mgmt. 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.	Page no: 11, 20, 62-63, 71, 153		Criterion 9-11	Principle 6 Criteria 1.1, 3.3
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Page no: Note S10.1	Consolidated activities	Principle 8, SDGs 16	Criterion 3.3
Transport					
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisations operations, and transporting members of the workforce	<i>Not material.</i> Transportation represents a marginal contribution to the environmental impacts posed by Hydro's business activities. Our internal calculations show that transportation stand for less than 5 percent of Hydro's total environmental impact.		SDG 11, 12, 13	
Overall					
Disclosure on mgmt. 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.	Page no: 23-24, 63, 71 Note E2.4		Criteria 9-11, 15-18, especially 16	Principle 6
G4-EN31	Total environmental protection expenditures and investments by type	Environmental protection expenditures and investments are an inseparable part of operational costs and investments. New operations and maintenance will normally also give environmental benefits through improved energy efficiency and/or reduced emissions. Environmental provisions are reported, see page reference below. Page no: 90, Note E2.4	Consolidated activities	Principles 7-9, SDG 9, 12, 13, 14, 15, 17	
Supplier Environmental Assessment					
Disclosure on mgmt. 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.	Page no: 62-63, 81-82 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
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Page no: 81-82, Note S10.5	Supply chain	Principle 8, Criterion 2, Principle A2.1	
G4-EN33	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.	Supply chain	Principle 8, Criterion 2, Principles A2.5, C3	

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
	The business areas have different systems in place - based on different needs - to comply with corporate requirement, 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>				
Grievance Mechanisms					
Disclosure on mgmt. 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.	Page no: 10, 21, 41, 71, 78-79, 80-81 Web: Canal Direto		Criteria 9-11, Principle C6	Principle 6,9 Criterion 3.2
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	In 2015, one formal complaint was filed through the grievance mechanism in Hydro in Brazil. This was a request for information about air monitoring data. The request was solved through including information as a fixed agenda point of the annual community meeting, Community Dialogue.	Consolidated activities and supply chain	Principle 8, SDG 16, Principle C6	Criterion 3.2

Society

Labour Practices and Decent Work (LPDW)

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Employment					
Disclosure on mgmt. 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. <i>Mining and Metals Sector Supplement: Report how all policies, standards and practices are applied to contractors.</i>	For contractors, suppliers and commercial contracts, we shall exert our influence to create consistency with Hydro's policies. Labour rights of contractor employees are being secured through Hydro's code of conduct and requirements towards our suppliers. Page no: 11, 25-26 39-40, 48, 56-57, 60-61, 86, 164 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , People policy , Code of conduct , The-workplace		Criteria 6-8, 15-18, Principle C1	Criterion 10.8
G4-LA1	Total number and rates of new employees hires and employee turnover by age group, gender and region	Page no: Note S1.3	Consolidated activities	Principle 6, SDG 5, 8	
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations	In Norway and Germany, part time employees are provided the same benefits as full-time employees, but the size of the benefit varies depending on employment fraction. Examples of benefits are bonuses, shares, employee loans and use of company cabins. In Norway, such benefits are provided to permanent employees only. 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	Consolidated activities	SDG 8	
G4-LA3	Return to work and retention rates after parental leave, by gender	In Norway, Germany and Brazil almost 100 percent return to work after parental leave.	Consolidated activities	Principle 6, SDG 5, 8	
G4-EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and region.	Page no: Note S1.1	Consolidated activities	SDG 8	

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
G4-EU17	Days worked by contractor and subcontractor employees involved in construction, operation & maintenance	Page no: Note S1	Consolidated activities	SDG 8		
G4-EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	All contractors and sub-contractor employees receive HSE training before they start their work at any of Hydro's plants.	Consolidated activities	SDG 8		
Labour/Management relations						
Disclosure on mgmt. 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: 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.	Page no: 26, 30, 70-71, 82-83, 85-86 Web: The-workplace , Society , Employee-relations		Criteria 6-8, 15-18		Criterion 10.5
G4-LA4	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. In cases where employees are made temporary redundant the notice period in Norway is 14 calendar days and the duty to pay period is 20 working days. In Germany we have a similar system. There are no requirements under the national law or the collective bargaining agreements on this issue in Brazil.	Consolidated activities	Principle 3, SDG 8		
G4-MM4	Number of strikes and lock-outs exceeding one week's duration, by country	We had no strikes or lock-outs in 2015.	Consolidated activities	SDG 8		
Occupational Health and Safety						
Disclosure on mgmt. 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. <i>Mining and Metals Sector Supplement: Organizations should report in particular on the application of ILO Convention 176 on health and safety in mines.</i>	Hydro complies with the requirements in the ILO Convention 176 on health and safety in mines. Page no: 5, 7, 11, 25, 71, 85, 87-88, 91 Web: Policies and tools		Criteria 6-8, 15-18	Principle 5	Criteria 11.1, 11.2, 11.4
G4-LA5	Percentage of total workforce represented in formal joint management-worker H&S committees that help monitor and advise on occupational health and safety programs	Most sites have formal management-worker health and safety committees or other joint forums where occupational health and safety is discussed. With exception of a few remelters with 30-50 employees, the workforce in Germany, Norway, Spain, Slovakia and the US is represented in formal joint management-worker H&S committees. Alunorte in Brazil fully attends the Brazilian legislation (no. 5) with 24 employees elected by the company and 24 employees elected by the employees in an Internal Committee to Prevent Accidents (CIPA) with the aim of preventing accidents and occupational diseases, promoting training and suggesting changes in facilities.	Consolidated activities	SDG 8		Criterion 11.3
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, 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. <i>Electric Utilities sector addition:</i> Report on health and safety performance of contractors and subcontractors working onsite or on behalf of the reporting organization off site.	Page no: 109, Note S5.1	Consolidated activities	Principle 6, SDG 3, 8		Criterion 11.4
G4-LA7	Workers with incidence or high risk of diseases related to their	Page no: 87-88, 109, Note S5.3	Consolidated	Principle 3,		

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
	occupation		activities	SDG 3, 8		
G4-LA8	Health and safety topics covered in formal agreements with trade unions	In Europe, health and safety topics are covered through legal requirements. In Brazil, certain health issues (including health insurance) are covered through the labor contracts. In Norway, health insurance is imposed by law ("Yrkesskadeloven"), not by labor contracts. Page no: 80	Consolidated activities	SDG 8		
Training and Education						
	Disclosure on mgmt. 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.				Criterion 2.1
G4-LA9	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 G4-LA11. Page no: 39-40, 48-49, 57, 60-61, 85-86	Consolidated activities	Principle 6, SDG 4, 5, 8		
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Page no: 86	Consolidated activities	SDG 8		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	In 2015, 75 percent of all employees had a My Way dialogue with their leader, including updating an individual development plan. The target for 2016 is 96 percent. Page no: 39-40, 48-49, 57, 60-61, 86	Consolidated activities	Principle 6 SDG 5, 8		
Diversity and equal opportunity						
	Disclosure on mgmt. 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.				Criteria 9.2, 10.4
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	Page no: 11, 26, 48-49, 57, 71, 85, 87 Web: People Policy	Consolidated activities	Criteria 6-8, 15-18	Principle 6, SDG 5, 8	
Equal remuneration for men and women						
	Disclosure on mgmt. 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.				Criteria 9.2, 10.4
G4-LA13	Ratio of basis salary and remuneration of women to men by employee category, by significant locations of operation	Page no: 26, 71 Web: People Policy	Consolidated activities	Criteria 6-8, 15-18	Principle 3	
		Page no: Note S2.1	Consolidated activities	Principle 6, SDG 5, 8, 10		
Supplier assessment for labour practices						
	Disclosure on mgmt. 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.				Criterion 2.4
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	Page no: 21, 41, 49, 57, 61, 71, 78, 81-82 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Corporate social responsibility in the supply chain	Supply chain	Criteria 2, 6-8, 15-18, Principles A2.4, C1	Criterion 2 SDG 5, 8, 16,	

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	The most significant <i>potential</i> negative impacts for labor practices in our supply chain are related to long working hours without paid overtime, being fired without notice and reason and limited influence of unions in some industries. We are, on a corporate level, not aware of any significant negative impacts being identified as part of our procedures (within group or supply chain) during 2015. <i>Hydro does currently not report fully on this indicator</i> Page no: 81-82	Supply chain	Principle A2.1 Criterion 2 SDG 5, 8, 16, Principles A2.5, C3		
Labour practices and grievance mechanisms						
Disclosure on mgmt. 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.	Page no: 10, 21, 41, 71, 80-81		Criterion 6-8, Principle C6	Principle 9	Criterion 3.2
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	None Page no: 80	Consolidated activities	SDGs 16, Principle C6		Criterion 3.2

Human Rights

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref. incl. SDGs	ICMM reference	ASI reference
Investment						
Disclosure on mgmt. 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.	Page no: 70-71, 83,122 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Hydro Integrity Handbook Corporate social responsibility in the supply chain		Criteria 3-5, 15-18, Principles A1.1, A1.2, A2.1, C1	Principle 3	Criteria 2.4, 2.5, 9.1, 9.10
G4-HR1	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: 83	Ownership equity	Principle 2		Criteria 2.5, 9.1
G4-HR2	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: 109, Note S10.4	Consolidated activities	Principle 1, Criterion 5, Principle A2.3		Criteria 2.1, 9.10
Non-discrimination						
Disclosure on mgmt. 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.	Page no: 71, 78, 80, 82 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Code of conduct You and Hydro ,		Criteria 3-5, 15-18 Principles A1.1, A1.2, A2.1, C1		Criteria 9.2, 10.6
G4-HR3	Total number of incidents of discrimination and corrective action taken	Page no: Note S10.1	Consolidated activities	Principle 6, Criterion 8, SDG 5, 16		

Standard disclosure		Hydro response	Reporting boundary	UN Global Compact ref. incl. SDGs	ICMM reference	ASI reference
Freedom of Association & collective bargaining						
Disclosure on mgmt. 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.	Page no: 22, 26, 71, 80 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Hydro Integrity Handbook , Labor-rights		Criterion 3-5, 15-18 Principles A1.1, A1.2, A2.1, C1	Principle 3	Criterion 10.5
G4-HR4	Operations and suppliers identified in which the 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.	Hydro operations: See page references below. Suppliers: Supplier segmentation indicates that the overwhelming majority of Hydro's active suppliers (by number) are based in Europe and Brazil, and are regulated by the individual country's law and EU regulations. For the remaining suppliers, in countries with restrictions on the right to form or choose trade unions and labor rights constitute an important part of Hydro's supplier requirements. This is included in Hydro's Supplier Code of Conduct which is to be attached to all contracts with supply chain business partners, regardless of value, criticality and type of contract/deliverable. The code is to be made binding through clauses in such contracts. 'Supply chain business partners' mean all suppliers of goods and services, including contractors, consultants and agents. <i>We do currently not report fully on this indicator</i> Page no: 80, 81-82, 109, Note S2.3	Consolidated activities and supply chain	Principle 3, Criterion 2, 8, SDGs 8, Principle C5		Criterion 10.5
Child labour						
Disclosure on mgmt. 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.	Page no: 22, 71, 81 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Hydro Integrity Handbook , Labor-rights , Code of conduct , People Policy		Criterion 3-5, 15-18, Principle A1.1, A1.2, A2.1, C1	Principle 3	
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Child labour is known to take place in certain sectors in Brazil. Through our supply chain management system we monitor that our suppliers do not breach human rights, including use of child labour. This is a standard issue in our supplier assessment program also outside Brazil. Page no: 78, 81-82, 109	Consolidated activities and supply chain	Principle 2, 5, Criterion 8, SDG 16, Principle B3, C5		
Forced or compulsory labour						
Disclosure on mgmt. 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.	Page no: 22, 71, 81-82 Web: Policies and tools , Hydro's Social Responsibility , Hydro's Human Rights Policy , Hydro Integrity Handbook		Criteria 3-5, 15-18 Principles A1.1, A1.2, A2.1, C1	Principle 3	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Forced or compulsory labour is known to take place in certain sectors in Brazil. Through our supply chain management system we monitor that our suppliers do not breach human rights, including use of forced or compulsory labour. This is a standard issue in our supplier assessment program also outside Brazil. Page no: 78, 81-82, 109	Consolidated activities and supply chain	Principle 4, Criteria 2, 8 SDG 8, Principles B3, C5		
Security practices						
Disclosure on mgmt.	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is	Page no: 11, 71, 89 Web: Policies and tools , Hydro's Social Responsibility , Hydro's Human		Criteria 15-18, Principles A1.1,	Principle 3	Criteria 9.9, 9.10

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref. incl. SDGs	ICMM reference	ASI reference
	approach	evaluated.				
G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Rights Policy , Hydro Integrity Handbook , Code of conduct Hydro does not have a system to measure this number today. This is however a global requirement through Hydro's steering documents. A new system also addressing these issues will be in place during 2016.	Consolidated activities	A1.2, A2.1, C1 Principle 1, SDGs 16	Principle 3	Criteria 9.9, 9.10
Indigenous Rights						
	Disclosure on mgmt. 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: 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.				
G4-HR8	Total number of incidents of violations involving the rights of Indigenous Peoples and actions taken	Page no: 71, 80, 83 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy No significant incidents of violation of the rights of indigenous people were identified related to Hydro's activities in 2015. Page no: 80, 109	Consolidated activities	Criteria 3-5, 15-18, Principles A1.1, A1.2, A2.1, C1 Principle 1, SDG 2, Principle C5	Principle 3	Criteria 2.5, 9.3, 9.4, 9.6, 9.7, 9.11 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: 80, 83	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
Assessment						
	Disclosure on mgmt. 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.				
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	We run human rights assessments as a part of our Human Rights due diligence system when appropriate. Page no: 21-22, 71, 79-80, 81-82 Web: Hydro's Social Responsibility , Hydro's Human Rights Policy , Hydro Integrity Handbook All relevant operations have been subject to human rights reviews or impact assessments. A human rights assessment was performed for our Brazilian assets in November 2014. Page no: 80, 83	Ownership equity	Criteria 3-5, 15-18, Principles A1.1, A1.2, A2.1, C1 Principle 1, Criteria 5, Principles A2.3, C3, C5	Principle 3	Criteria 2.5, 9.1-9.8 Criterion 2.5
Supplier human rights assessment						
	Disclosure on mgmt. 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.				
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Page no: 21, 71, Integrity and human rights Web: Policies and tools , Hydro's Social Responsibility , Hydro's Human Rights Policy , Corporate social responsibility in the supply chain Page no: 21, 41, 79, 80-82, 109, Note S10.5	Supply chain	Criteria 2, 3-5, 15-18, Principles A1.1, A1.2, A2.1, A2.4, C1 Principle 2, Criterion 2, 5, Principle A2.1	Principle 3	Criterion 2.4

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref. incl. SDGs	ICMM reference	ASI reference
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	We are, on a corporate level, not aware of any significant negative impacts being identified as part of our procedures (within group or supply chain) during 2015. <i>Hydro does currently not report fully on this indicator.</i> Page no: Integrity and human rights, 109	Supply chain	Principle 2, Principles A2.5, C3, C5		
Human rights grievance mechanism						
Disclosure on mgmt. 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.	Page no: 10, 21, 41, 71, 80-81 Web: Hydro's Human Rights Policy		Criterion 3-5, Principles A1.1, A1.2, A2.1, C3, C6	Principle 3,9	Criterion 3.2
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	None Page no: 78-79, 80-81	Consolidated activities and local communities and supply chain	Principle 1, Criteria 5, SDGs 16, Principles C5, C6		Criterion 3.2

Society

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Local communities						
Disclosure on mgmt. 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. <i>Electric Utilities sector supplement: Stakeholder participation in decision making processes related to energy planning and infrastructure development. Approach to managing the impacts of displacement. Report whether the organization's programs for managing community impacts have been effective in mitigating negative impacts and maximizing positive impacts, including the scale of persons affected. Include discussions of programs related to: Ways in which information is exchanged and local population is involved, prior, during and after the event and the provision for intervener funding for the local population; Influx of workers and impacts on neighboring communities (including changes to local social structures and culture); Changes to land-use including loss of global commons (e.g. access to land, natural resources, and heritage); Impacts on infrastructure (e.g. roads, housing), and access to services (e.g. education, utilities, healthcare); and Changes to the aesthetics and quality of the landscape.</i>	Good dialogue with communities, counties and authorities is a prerequisite for our operations. This also includes all of our hydropower regulation areas. The dialogue is maintained through meetings, information and discussions. Both men and women are represented in Hydro's dialogue with local communities. Page no: 21, 39-40, 48-49, 56-57, 60-61, Community impact Web: Community engagement , Hydro Integrity Handbook	Consolidated activities	Criteria 15-18	Principles 3, 9	Criteria 2.5, 9.2, 9.7, 9.8, 9.11
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs. Sector specific addition: Issues for particular consideration include: <ul style="list-style-type: none"> Community economic development planning processes, including sources of community income, community access to services and 	All major operations perform impact assessments, engage with the local communities and have development programs if relevant. Social programs in Brazil include income generation, education, agriculture and environmental education. Hydro participates in an intersectorial dialogue forum with civil society and the municipality in Barcarena. Page no: Community impact , Note S6, Note S10.3	Consolidated activities	Principle 1		Criteria 2.5, 9.3-9.7, 9.11

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. 					
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Page no: 73	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	Please refer to G4-HR8 Page no: 80, Note S10.2, Note S10.3	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	Hydro's grievance mechanisms are currently not used for such purposes. There are currently no such significant disputes in Hydro's consolidated operations. For information about disputes in MRN, see reference below. Page no: 80	Local communities	SDG 1, 2 Principle 9	Criterion 3.2
Anti-corruption					
Disclosure on mgmt. 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.	Page no: 20, 22, 71, 164-165 Web: Code of conduct , Hydro Integrity Handbook , Hydro's Social Responsibility, You and Hydro		Criteria 9-18 Principle 1	Criterion 1.2
G4-SO3	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, SDGs 16	
G4-SO4	Communication and training on anti-corruption policies and procedures	Page no: 20, 79, Note S10.4	Consolidated activities	Principle 10, Criteria 14, SDGs 16, Principle A2.3	Principle 2 Criteria 1.2, 2.1
G4-SO5	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption identified in 2015. Page no: 78-79	Consolidated activities	Principle 10, Criteria 14, SDGs 16	
Public policy					
Disclosure on mgmt. 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.	Page no: 84		Criteria 12-14, 15-18, especially 17	Principle 9
G4-SO6	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: 78 Web: Code of conduct	Consolidated activities	Principle 10, SDG 16	Principle 1

Standard disclosure		Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Anti-competitive behaviour						
Disclosure on mgmt. 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.	Page no: 71, 79, 153-155, Web: Code of conduct, Policies and tools			Principle 2	Criterion 1.1
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	No significant incidents registered in 2015. Page no: 109, Note S10, 155	Consolidated activities	SDG 16		
Compliance						
Disclosure on mgmt. 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.	Page no: 5, 7, 8-9, 10-11, 13, 19, 20, 21, 27, 33, 49, 53, 57, 59, 62-69, 71, Integrity and human rights, 87, 150, 153-155.				Criteria 1.1, 3.3
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. Report a summary of judgments made against the organization in the areas related to health and safety and labor laws.	Page no: Note S10.1, 155	Consolidated activities	SDG 16		Criterion 3.3
Supplier assessment for impacts on society						
Disclosure on mgmt. 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.	Page no: 21, 71, 78, 81-82 Web: Corporate social responsibility in the supply chain		Criteria 2, 15-18, Principle A2.3		Criterion 2.4
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Page no: 81-82, 109, Note S10.5	Supply chain	Criterion 2, Principle A2.1		
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Corruption is the main potential negative impact on society. Any malpractice in the supplier's relationship to Hydro leads to exclusion as a supplier to the company. We have also experienced incidents of fraud or intended fraud involving Hydro and/or supplier employees. Suppliers are given the opportunity to tender again only if they can demonstrate that their practices have changed. Code of conduct training for our employees are undertaken in order to enable them to identify and say no to bribery. We did not identify any cases of corruption in the relationship between Hydro and the suppliers in 2015. <i>Hydro does currently not report fully on this indicator.</i> Page no: 79, 80-83	Supply chain	Criterion 2, Principles A2.5, C3		Criterion 2.1
Grievance mechanisms for impacts on society						
Disclosure on mgmt. 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.	Page no: 10, 21, 41, 71, 78-79, 80-81		Principle C6	Principle 9	Criterion 3.2
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	None Page no: 78-79, 80-81	Consolidated activities, local communities and supply chain	SDGs 16, Principle C6		Criterion 3.2

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
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	Not applicable for bauxite mining			
MM: Society: Resettlement					
Disclosure on mgmt. 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.	Page no: 71, 80		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	Page no: 80, Note S10.2, Note S10.3	Local communities	SDG 1, 2	
MM: Society: Closure planning					
Disclosure on mgmt. 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. 1. Mining and metal specific disclosure: Report the scope of closure planning; its associated financial provision, and its coverage of health, safety, social, environmental, legal, governance and human resource aspects.	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. Hydro's development of financial provisions is strictly following the requirements according to relevant legislation. Page no: 71, 82-83, E2.4 Web: Shutting down with respect		Principle 6,9	Criterion 2.8
G4-MM10	Number and percentage of operations with closure plans.	There are specific closure plan requirements for the Paragominas mine (rehabilitation of mine and tailing ponds). In addition there is a similar requirement for the bauxite residue disposal at Alunorte. Hydro has a dedicated corporate function which oversees legacy issues and addresses closure issues. For the time being such plans are developed on an ad hoc basis when relevant. Hydro's only consolidated mining operation is in Paragominas in Brazil. The mine was opened in 2006, and Hydro acquired 60 percent of it in 2011 and owned by year-end 2015 86 percent of it. Hydro has a long tradition in closing down operations with respect for employees and local society. The most recent example was in Kurri Kurri, Australia in 2012. Page no: 82-83 Web: Shutting down with respect	Local communities		
Disaster/Emergency Planning and Response					
Disclosure on mgmt. approach	Electric Utilities sector specific aspect: Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans.	Hydro Energy has a comprehensive emergency preparedness plan covering different kinds of incidents (flooding, fire, injuries etc.). It describes in detail our plans and responses, and are subject to training and exercises several times a year. Each power plant has a yearly set-up of mandatory training and exercises related to emergency and HSE. Similar plans are established and exercised at all relevant sites in Hydro and at business area and corporate level. Page no: 89	Consolidated activities		

Product responsibility

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
Customer Health and Safety						
	Disclosure on mgmt. 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.				
		<i>Not material</i>		Criteria 15-18		Principle 8
	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement				Principle 8
		<i>Not material</i>	Consolidated activities			
	G4-PR2	Total number of instances of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes				
		<i>Not material</i>	Consolidated activities and its customers	SDG 16		
Product and service labelling						
	Disclosure on mgmt. 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.				
		Strong relationships with customers lead to increased customer loyalty. Retaining customers is often more cost effective than acquiring new ones. All business areas have routines for customer satisfaction surveys, but the diversity of Hydro's businesses makes it not relevant to aggregate this. Page: 6-7, 11, 12, 21, 22, 23, 25, 33, 52-57, 72, 73-74, 90-92, 168		Criteria 15-18		
	G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements				
		<i>Not material</i>		SDG 12		
	G4-PR4	Total number of instances of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes				
		<i>Not material</i>		SDG 16		
	G4-PR5	Results of surveys measuring customer satisfaction				
		Customer surveys are consistently and systematically used throughout Hydro's organisation. Surveys will differ to reflect Hydro's different types of business They are also adapted to local needs, language and culture, still aiming at highlighting some common targets: customer satisfaction, Hydro's service level and room for improvement. The business area Primary Metal / Metal Markets have KPIs included in their balanced scorecard related to customer satisfaction (claims & complaints rate). These are followed up in the quarterly performance meetings with the CEO. In other units the results are systematically followed up locally through action plans. Web: Customer surveys in Primary Metal, see page 12	Consolidated activities			
Marketing communications						
	Disclosure on mgmt. 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.				
		Page no: 51, 54, 70-71, 150, 153-154				
	G4-PR6	Sale of banned or disputed products				
		Hydro avoids selling product 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	Consolidated activities			

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference	ASI reference
G4-PR7	Total number of instances of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type or outcome	Aluminium Association. <i>Not material</i>		SDG 16		
Customer privacy						
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	<i>Not material</i>		SDG 16		
Compliance						
Disclosure on mgmt. 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.	Page no: 20, 70-71, 78-79, Note S10, 150, 153-154, 164-165 Web: Policies and tools				Criteria 1.1, 3.3
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Page no: Note S10.1, 155		SDG 16		Criterion 3.3
MM: Materials stewardship						
Disclosure on mgmt. 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.	Page no: 70-71, 78, 83, 89-91 Web: R&D - Focus and strategy		Criteria 15-18	Principle 8	Criteria 4.1-4.3, 4.6
G4-MM11	Programs and progress relating to materials stewardship	Page no: 78, 89-91, Note E4.3 Web: HSE Policy	Ownership equity	SDG 12	Principle 2	Criteria 4.1-4.3, 4.6
MM: Emergency preparedness						
Disclosure on mgmt. 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: 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.	Page no: 10-11, 39-40, 70-71, 83, 89, 165 Web: Policies and tools , HSE Policy	Ownership equity		Principles 2-4	Criterion 2.6