



Pole Products
CSR report
2018 - 2019



About this report

In addition to the annual report of our parent company Norsk Hydro ASA, Pole Products publishes its own Corporate Social Responsibility (CSR) report.

The CSR report 2018/2019 includes information about Pole Products' business, viability performance, operating performance and corporate governance. The interests and concerns of Hydro's stakeholders have also been taken into consideration.

Throughout the report, Hydro refers to Norsk Hydro ASA and its consolidated subsidiaries if not otherwise stated.

The "CSR report Pole Products – 2018/2019" is available in PDF-format on our website www.hydro.com/poleproducts in English.

Paper copies of the report can be ordered on request. The report is published online to give more transparency regarding our CSR policy and to create awareness towards all our stakeholders.

We chose the time frame of this sustainability report to cross the calendar year. KPI's of 2018 and previous years are included, and operations and activities related to our viability performances that took place in the second half of 2018 and in the first half of 2019. This choice is made to give the sustainability report a more 'up-to-date character', as it is released every year in the summer.

Do you have questions or comments about our CSR initiatives? Please feel free to contact us at info.poleproducts.nl@hydro.com.

Year in brief

In Hydro we care about what we do and how we do it. We want to be able to demonstrate to our customers and other stakeholders that our products and solutions have been made in the most responsible way possible - resource and energy efficient, with minimal footprint on environment and climate, with respect for human rights and labor rights, and compliant with applicable laws and regulations. And last but not least: in a safe manner!

Our performance in Pole Products on safety in 2018 fulfilled our targets. We have shown again that zero accidents is possible. Despite all focus on safety and safety measurements within the Hydro organization, a Hungarian colleague lost his life during work in November 2018. Extrusion racks fell on top of him when something went terribly wrong. He became only 21 years old. This is unacceptable. We must eliminate all risks of possible fatal accidents, by learning from high risk incidents, share our learning from our best practices with our colleagues and focus on prevention of fatalities and serious injuries. That is our most important task.

We are proud to belong to the world's only 360 degrees aluminium company. Being engaged in the entire aluminium value chain provides advantages that are unmatched by our global peers. By integrating Extruded Solutions into Hydro through the initiative New Chapter, we have successfully created a common platform and identity for Hydro's 35,000 employees. We also have renewed the company's value platform the Hydro Way and the visual profile including a new logo.

But the real success of our businesses depends on the skills and commitment of our employees, who every day solve challenges and seize opportunities to make Pole Products perform and improve. We have started implementation of Hydro's common process for people performance and development, My Way, and Hydro Academy, a platform for learning and development.

To demonstrate responsibility in our value chain, Hydro is an active member of the Aluminium Stewardship Initiative (ASI), the internationally recognized standard for robust environmental, social and governance practices across the aluminium lifecycle of production, use and recycling. Hydro Extrusion Hoogezand is the world's first aluminium extruder to be awarded the Performance Standard ASI certificate. The Hydro location in Drunen, including Pole Products, is in the process of ASI certification.

Hydro is also at the forefront of sustainability with premium products. In this report you can read more on low carbon Hydropower-based aluminium Hydro 4.0™ and high grade aluminium Hydro 75R®.

In addition to new developments, we are constantly improving existing initiatives. We design for disassembly and help customers reach their sustainability goals by retaining resources in an infinite loop through our Cradle to Cradle Certified products and Take Back system. Besides light poles, we have now received Cradle to Cradle certification also for our TRI solutions.

All our efforts to improve natural resource efficiency and minimize the environmental impact of our processes are enhancing the attractiveness of aluminium. We are aluminium!

Leopold Moormann
Managing Director
Pole Products

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1. Norsk Hydro ASA

Hydro is a fully integrated aluminium company with 35,000 employees in 40 countries on all continents, combining local expertise, worldwide reach and unmatched capabilities in R&D.



Hydro is a global supplier of aluminium with activities throughout the value chain. In addition to production of primary aluminium, rolled and extruded products and recycling, Hydro also extracts bauxite, refines alumina and generates energy. Hydro is present within all market segments for aluminium, with sales and trading activities throughout the value chain serving more than 30,000 customers.

Based in Norway and rooted in more than a century of experience in renewable energy, technology and innovation, Hydro is committed to strengthening the viability of its customers and communities, shaping a sustainable future through innovative aluminium solutions.

CSR

We constantly strive to make a positive difference in the societies we are part of. This is integrated into our purpose, values and business strategy. We aim to contribute to the development of local communities because it is right, and because we can only succeed as a company if the communities around us also succeed. For us, this means that we prioritize:

- Contributing to quality education
- Promoting decent work and economic growth
- Strengthening local communities and institutions through capacity building

Environment/ climate

Producing aluminium has an impact on the environment: locally where we operate, and on the global climate due to greenhouse gas emissions. The main inputs related to our production are bauxite, energy, water. As the leading fully integrated aluminium company, we are responsible for operating in an environmentally conscious way.

By continuously improving the way we produce aluminium, we strive to minimize the impact our activities have on the environment, especially in biodiversity, water stewardship and climate change.

It is our strategy to minimize the environmental impact of our operations along the aluminium value chain. Our goal is to mitigate emissions to land, water and air, conserve biodiversity and reduce waste production. To achieve this, we monitor, identify and reduce environmental risk throughout the lifetime of our operational sites.

Responsible business partner

Being a responsible business partner means that we continuously engage, influence and work with our suppliers and business associates. It is fundamental for us to understand and mitigate risks of non-compliance with our corporate responsibility requirements in the supply chain. The requirements cover issues related to environment, human rights, anti-corruption and working conditions, and are built upon the UN Global Compact, the UN Guiding Principles on Business and Human Rights and other international standards.

Working to create a greener economy

By continuously improving the way we produce aluminium we strive to minimize the impact our activities have on the environment. We are on track to become carbon neutral from a life cycle perspective by 2020.

Hydro is committed to global sustainable initiatives

Hydro embraces the UN Sustainable Development Goals (SDGs), a universal approach to the sustainable development agenda. They explicitly call on business to use creativity and innovation to address development challenges and recognize the need for governments to encourage sustainability reporting.

Hydro has been included in the Dow Jones Sustainability Indices each year since the index series started in 1999. We are also listed on the corresponding UK index FTSE4Good, the UN Global Compact 100 stock index and we have taken part in developing the standards of the Aluminium Stewardship Initiative.

Aluminium Stewardship Initiative

Hydro is an active member of the Aluminium Stewardship Initiative (ASI). ASI's mission is to recognize and collaboratively foster the responsible production, sourcing and stewardship of aluminium.

We have been involved at all stages in the multi-stakeholder development of ASI standards to date. We have participated in

developing ASI's certification program. The third-party certification platform was launched in December 2017.

Our first site, the extrusion plant Hoogezand in the Netherlands, was certified according to the ASI Performance Standard in 2018. Hydro's first rolling mill was certified in the first quarter 2019, and several other plants, representing the complete value chain, are under certification.

Hydro 4.0™ warranting a low-carbon footprint

Producing some of the aluminium with the lowest carbon footprint in the world, Hydro wants to make sure that this attractive metal is made available to consumers who care about the sustainability of the products they use. Hydro 4.0™ is hydropower-based aluminium with a maximum carbon footprint of 4.0 kg CO₂ per kg aluminium, a figure comprising total emissions from mining, refining, transportation, energy generation, anode production, electrolysis and casting. These Hydro 4.0™ series are certified according to ISO 14064 by DNV GL.

Hydro 75R® with a high rate of post-consumer recycled content

In line with our drive to continuously improve and push boundaries, Hydro develops more recycle-friendly alloys and new scrap sorting technologies. Hydro 75R® extrusion ingot contains a minimum of 75 percent post-consumer scrap from façades, windows, cans and demolished buildings. These Hydro 75R® series are verified by DNV GL based on traceability and quality principles developed by Hydro.

2. The Hydro Way

The Hydro Way is our way of doing what we do; it expresses who we are and aspire to be.



The Hydro Way has been forged and shaped through more than 100 years of continually finding new and better ways of working. And this is how we will continue to develop innovative products and solutions that benefit our customers and society, now and in the future. We are constantly evolving. But the essence of everything we do remains the same, even though the way we express it may change: The Hydro Way, our *purpose* and our *core values*.

Our purpose is to create a more viable society by developing natural resources into products and solutions in innovative and efficient ways.

We marked our new chapter by modernizing our values. We are still the same purpose-driven company aiming to create a more viable society, and our contribution is to help engineer the future and lightweight our planet through innovative and sustainable aluminium products and solutions. We aspire to become better, bigger and greener through continuous improvement of existing

operations, selective growth and expansion, and setting new standards within the global aluminium industry. And the values Care, Courage and Collaboration are our guidelines for the way we work to achieve it.

Care. Courage. Collaboration.

These are the values we build on

Care; We act with respect for people and the environment and place safety at the heart of our operations.

Courage; We break new ground and take measured risks with agility, accountability and foresight.

Collaboration; We work as partners internally and externally to unite competencies and create win-win opportunities.

Acting responsibly, always with integrity, and as a good corporate citizen, is not just the right way to behave - it is the Hydro Way.

3. Compliance and integrity

Building lasting, sustainable value is important. To do so, being compliant, always with integrity, and being a good corporate citizen is not just the only viable way – it is the Hydro Way.



As a global aluminium company with mining interests, ensuring responsible conduct in relation to society at large is important throughout Hydro's value chain. We have to consider our impact on society, spanning from construction to divestment and closure activity, as well as the exposure to corruption and human rights violations, both within our own operations, the communities we are part of, and in the supply chain.

Our compliance system shall ensure that all persons acting on behalf of Hydro comply with applicable laws and regulations and with the requirements adopted by Hydro.

We recognize that our activities impact the societies in which we operate, and we have a long tradition of conducting dialogues with the relevant parties affected by our activities. These include unions, works councils, customers, suppliers, business partners, local authorities and non-governmental organizations.

Code of conduct

Hydro's Code of Conduct builds on our values - care, courage and collaboration - and provides a framework for what we consider responsible business conduct. Our values form the basis of how we interact with colleagues, customers, suppliers, shareholders and the communities where we operate.

The Code of Conduct, supported by company policies and procedures, reinforces our commitment to integrity and

compliance and sets expectations on all employees to maintain the highest ethical standards. As part of our annual performance review process, our employees' performance is assessed in relation to Hydro's values and compliance with the Code of Conduct.

All employees are expected to contribute to Hydro's ethical culture by understanding Hydro's Code of Conduct and embracing Hydro's commitment to compliance and integrity, enforcing compliance requirements and avoiding violations.

Reporting a concern

We are committed to building a culture of trust where employees are comfortable to ask questions, seek guidance, raise concerns, and report suspected violations. Normally, concerns and complaints should be raised with the employee's superior. However, if the employee is uncomfortable with that, he or she may raise the issue with Human Resources, HSE, a union/safety representative, Compliance, Legal or Internal Audit.

The employee can also use Hydro's whistle-blower channel, AlertLine, where concerns can be reported anonymously. All employees and on-site contractors can use the AlertLine in their own language via tollfree phone numbers, Hydro's intranet or through a dedicated address on the Internet. The AlertLine web reporting tool and the phone number service is operated by an external third-party supplier.

Compliance in the supply chain

Hydro's Supplier Code of Conduct is based upon internationally accepted and advocated principles for ethical and legally compliant business practices. Hydro has a systematic approach to the application of its Supplier Code of Conduct in respect of its supply chain business partners, including suppliers, contractors, consultants and agents ('Business Partners'). In doing so, Hydro's goal is to ensure that its business relationships are based upon a foundation of integrity and sustainability and reflect the values and principles that Hydro promotes internally and externally.

Hydro's supplier requirements regarding corporate responsibility are, as stated in our global directives and procedures, an integral part of all stages of the procurement process. The requirements cover issues related to environment, human rights, anti-corruption and working conditions including work environment.

Hydro expects that its Business Partners will comply with the principles set out in this Supplier Code of Conduct and will actively promote such principles with their own supply chain business partners.

Living the Hydro values

To monitor how well we live the Hydro values it is important to measure how our customers assess our performance. To do so all Hydro's business units conduct a customer satisfaction survey on a regular basis. This type of survey gives concrete angles from which to maximise the harmonisation of our products and services with our clients' wishes and needs.

4. Resource efficiency and recycling

Moving towards a circular economy involves a need of recycling aluminium.



Aluminium is a key metal in the transport, construction, packaging and electrical sector. It is light, strong, durable, flexible, thermally and electrically conductive and non-corrosive. It is not without reason that aluminium is called 'the material of the future'.

Raw material

Aluminium production starts with mining bauxite, a clay-like soil found in the tropics. Bauxite is one of the most abundant minerals in the earth's crust. Alumina or aluminium oxide is extracted from the bauxite through refining.

In the metal plant, the refined alumina is transformed into aluminium in a smelting process known as electrolysis. Three main raw materials are needed to produce aluminium: aluminium oxide, electricity and carbon. Electricity runs between a negative cathode and a positive anode, both made of carbon. The anode reacts with the oxygen in the alumina and forms CO₂ and what remains in the bottom of the melting pot is liquid aluminium.

Approximately 4 kilos of bauxite are required to refine 2 kilos of alumina, which in turn are melted to make 1 kilo of aluminium metal.

Climate change

Alumina refining and electrolysis of primary aluminium are energy-intensive processes and constitute most of the Hydro's greenhouse gas (GHG) emissions. The energy source is a decisive factor on relative as well as total emissions. On the other hand, aluminium can save significant amounts of energy and GHG emissions in the use phase.

Using viable energy sources

The overall carbon footprint of primary aluminium is highly dependent on the source of energy used to produce the metal. The energy source available is a determinant for localization of Hydro's investments and for the carbon footprint of the metal produced. About 70 percent of Hydro's production of primary aluminium is based on renewable power.

Hydro's ambition is to be carbon-neutral in a life-cycle perspective by 2020. Carbon neutrality can be defined in many ways, and our definition is the balance between the direct and indirect emissions from our own operations, and the savings of applying our metal in the use phase. By taking the life-cycle perspective in our production, we aim to reduce total GHG emissions globally through our activities.

Resource efficiency

Minimizing losses of aluminium across the value chain is a high priority. Resource efficiency is a guiding principle and actions to minimize losses include optimization of material use in the first place, tailoring material use to specific applications, designing for the environment and recycling, or recycling of scrap.

Increasing recycling of aluminium

The inherent properties of aluminium make recycling attractive. It can be recycled infinitely without degradation in quality, and recycling requires 95 percent less energy than primary aluminium production. Post-consumer scrap is one of the most sustainable materials in the world.

Hydro is a large remelter and recycler of aluminium. Hydro remelts process scrap from their own production and from other companies, as well as post-consumer scrap from the market.

Hydro makes considerable investments in improving productivity in existing cast houses, as well as in setting up new ones. We have developed processes to combine clean scrap with post-consumer scrap, and we are investing in existing remelters to increase our post-consumer scrap capacity.

Hydro's patented technology in scrap shredding and sorting is under further development, making it possible to produce high-quality extrusion and sheet ingot from post-consumer building and automotive scrap. Hydro's 75R product line with a guaranteed minimum of 75 percent post-consumer scrap, provides the lowest carbon footprint in the aluminium industry and is competing with PVC and even wood.

Design for recycling

There is a growing demand for high-quality aluminium scrap. However, the demand exceeds the supply on the market. We see exciting challenges in this situation of scarcity. By developing solutions that facilitate the disassembly, we can help to increase the future availability of scrap and help our customers adjust to a circular economy.

5. World of Pole Products

Pole Products, part of Hydro, offers innovative, intelligent and sustainable aluminium solutions to our international client base. Using aluminium extruded profiles we produce light poles, flagpoles and complete systems for mounting traffic lights for public infrastructure projects.



Pole Products, located in Drunen, the Netherlands has 80 employees and more than 50 years of experience in the design and machining of aluminium poles. First as LIPS, later as Alcoa Infrastructures, followed by Sapa Pole Products and since 2017 as Pole Products, part of Hydro.

Pole Products is ISO 9001, ISO 14001, ISO 45001 and CE certified. To ensure their safety and quality, our products comply with the European standards EN 40-6, EN 12899-1, EN 12767 and EN 1090-3.

Health, Safety and Environment (HSE)

Pole Products believes in HSE excellence for the benefit of all our stakeholders and is committed to continuous improvement within this area. HSE plans are developed annually describing environmental, health and safety goals and objectives. Pole Products' approach to Health, Safety and Environment is an integrated process and a fundamental part of our business system (Genesis).

We are committed to active involvement of all our employees in the improvement process of all HSE related risks and solutions and in the initiatives related to sustainable employability.

Expertise in passive safety

We are eager to bring the topic of Passive Safety to the attention of the public. The extensive knowledge of Pole Products in this area is shared and built through our presence in the Dutch norm committee EN 40 (the European standard for light poles) and our presence in WG10 (the European working group that is responsible for writing and revising the EN 12767 norm). Our expertise and years of experience in the execution of crash tests have contributed to the creation of a Whitepaper about passive safe light poles and support structures.

Educating young minds in aluminium properties

Pole Products is committed to transferring knowledge about the possibilities of aluminium. Therefore, Pole Products, together with Hydro in the Netherlands, is sponsor of the 'aluminium chair' at the University of Technology in Eindhoven, the Netherlands.

The aluminium section of the Unit of Structural Design focuses on the general aspects as well as the integration of aluminium design with other related building aspects like Architecture, Building Physics, Design of Technical Services, Construction Technology, Sustainability, Flexibility and Adaptability.

Represented in the Aluminium Center

The Aluminum Center is an umbrella organization for the aluminum producing, processing and application industry and functions as a knowledge and information center. The organization aims to promote the application of aluminum in the Netherlands. By means of knowledge transfer, promotion and research, the Aluminum Center seeks to increase the use of aluminum and strengthen the position of aluminum in the construction, transport, packaging and other industrial and consumer applications sectors.

Pole Products is a member of the aluminum center and is represented in the Board of Directors.

Involved in Metal Valley

Hydro is represented in the Board of both Metal Valley and the Park Management of Metal Valley.

Metal Valley is a high-tech knowledge center for metal in the Netherlands. Much more can be done with metal than people often think, even solutions that were previously thought impossible. To arrive at such solutions, we need an exchange of knowledge about metal as a basic material.

Within Metal Valley cooperation between industry, education and government is the keyword. Every day specialists and skilled workers are working on the future of metal.

Hydro is one of the participants, together with LDM, Wärtsilä and FME-CWM.

Adapted to a circular economy

Pole Products has embraced the Cradle to Cradle® philosophy 'waste equals food'. Our products are designed to circle in an endless loop and fit into a circular economy.

On a grand scale, the circular economy can be described as a mindset or philosophy. In a more practical sense, it is a framework for thinking about sustainability at all levels of society by eliminating waste, using renewable materials and energy, and operating with a deep-rooted respect for both human and natural systems.

The Take Back system (see chapter 7) is developed by Pole Products to maximize the reusability of products and raw materials and to retain valuable, clean raw materials in the cycle.

Seeking for collaboration in circularity

Pole Products is an active participant in the 'knowledge cafes' organized by IGOV. IGOV has started a series of these meetings to give concrete meaning to circularity in public lighting. IGOV is a knowledge platform established by various Dutch municipalities to stimulate the exchange of knowledge and experience. The abbreviation stands for Inter Municipal Consultation Public Lighting.

6. Health, Safety and Environment

HSE is a fundamental part of our business. Pole Products has long-term objectives to avoid all types of injuries. We roll out comprehensive Health, Safety and Environment (HSE) programs.



Everyone is responsible for considering health and safety in their daily work. Our efforts are based on key elements, such as HSE Management System, leadership, employee engagement and HSE training.

Pole Products, as each business unit within Hydro, has an HSE Manager, who participates in an exchange program between Hydro locations, to learn from each other and to benchmark. To stimulate employee engagement and promote a safety culture,

Pole Products has implemented programs and team activities to involve employees in HSE. The engagement is active and focuses on achieving excellence by doing, not merely passive listening.

We are active in identifying risks and the risk KPI remains an important leading indicator helping monitor and manage processes and tasks with high inherent risks.

HSE Management System

The Pole Products' HSE Management System includes comprehensive Health, Safety and Environment programs that are implemented across all Hydro businesses worldwide. The

system complies with ISO 14001, the international standard that specifies requirements for an effective environmental management system (EMS). In April 2018, we were audited for ISO 14001 and were successfully recertified.

Pole Products works according to ISO 45001, providing a framework for managing the prevention of death, work-related injury and illness, with the intended outcome of improving and providing a safe and healthy workplace for workers and persons under an organization's control. In March 2019, we received ISO 45001 certification.

HSE and risk management audits

Hydro's corporate HSE team conducts HSE audits at the Pole Products location to verify compliance with legal and corporate standards and to identify good practices and opportunities for improvement. These audits are managed by the HSE group team and supported by our local HSE staff and line management.

Risk assessment identifies levels of risk for all unwanted incidents and defines preventive or corrective improvement measures to reduce the risk to acceptable levels.

Hydro Corporate Risk Management conducts property risk surveys at Hydro operations on a routine basis to identify the potential for property loss and assist in reducing this potential through loss prevention efforts.

WOC - Walk Observe Communicate

Pole Products undertakes a so called WOC (Walk, Observe, Communicate) program on a regular basis, to promote safe behavior among employees and improving a safe work place environment. A WOC observation involves the line manager observing an area or a process based on a plan. In addition, the employee who performs the work is invited to a discussion focusing on safety at the work unit. One of the intentions is to identify areas for improvement that might otherwise be overlooked, as it is easy to have a blind spot when it comes to safety in your own area. Another intention is to compliment and emphasize safe behavior and work methods to the team members.

Journey towards world-class safety performance

Pole Products' aim is to reach the Interdependent Stage, the ultimate stage in the Bradley curve. In this stage employees feel ownership for safety and take responsibility for themselves and others. They do not accept low standards and risk-taking. Employees actively converse with others to understand their point of view. They believe true improvement can only be achieved as a group, and that zero injuries is an attainable goal.

The Bradley Curve is a proven, proprietary system, designed to help understand the journey towards world-class safety performance. The Bradley Curve makes it simple for everyone to understand the shifts in mind-set and actions that need to occur over time to develop a mature safety culture.

Lean 5S Visual Workplace Organization

Housekeeping is part of our daily work routine. The Lean 5S Visual Workplace Organization is a workplace organization methodology to improve safety, quality and productivity. The 5S Visual Workplace Organization methodology also facilitates a structured dialogue about standardization which builds a clear understanding, between employees, of how work should be done. The 5S's stand for Sort, Set-in-Order or Simplify Access, Shine, Standardize and Sustain.

Employees receive a two days training to learn the basics of 5S. 5S principles are implemented in the daily routine and are supervised by a daily management round.

Work safely campaign

To keep safe behavior alive, Pole Products participates in the Hydro "I Work Safely" campaign. The campaign helps to create a positive impact on HSE performance in the form of posters which are presented throughout the plant and calendars that have been distributed to all employees. Each image contains a picture of a Pole Products employee in his working environment, making a safety statement about the motivation for carrying out duties in a way that ensures quality of life, or employee issues that are extremely important or matter most to them.



Pole Products extra focuses on preventing hand injuries. Research shows that 70 percent of the total number of injuries concerns the hands, of which 80 percent occurs when we leave the standard.

Hydro HSE critical 6 campaign

The most important accidents can be traced to six causes. A campaign has been introduced in 2018 to focus on compliance with the protocols for each cause. These protocols are so important for Hydro that they are called the BIG 6 or also the Critical 6.

The protocols are actively controlled and audited. Every location performs a cross-audit at another Hydro location. In this way we keep each other sharp and learn from each other's solutions.

The Big 6 protocols:



Mobile Equipment



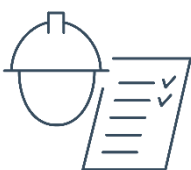
Energy Isolation



Confined Space Entry



Fall Prevention



Contractor Management



Molten Metal

Reporting unsafe situations is rewarded

Rewards and recognition for HSE excellence are a core part of the Pole Products culture. By encouraging employees to report unsafe situations, called Injury Free Events (IFE's), we involve our people directly in creating a safe working environment. Each reported unsafe situation is registered in the Incident Management System (IMS) and followed up.

During each quarterly meeting, the IFE's of the month are put in the spotlight and rewarded, and updates on safety improvements are communicated. Every year the IFE of the year is selected among the 12 monthly IFE winners.

Reported IFE's are included in the safety KPI's (Key Performance Indicators) and connected to our result-oriented bonus system.

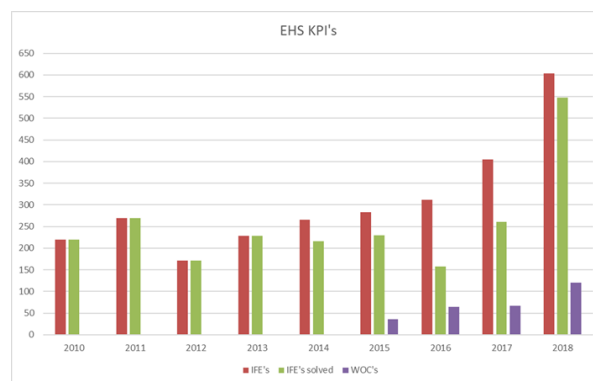


Figure 1 – Overview IFE's

The reported IFE's and WOC observations contribute to a safer working environment. The work safely campaign, and the commitment of our employees help to prevent injuries and to reach our goal of ZERO incidents.

HSE Training

By offering internal and external HSE related trainings for its employees, Pole Products invests in a safe working environment by creating awareness and encouraging safe behavior.

Some examples of these trainings are:

- IOHS training
- HSE induction program for new employees
- Behavior-based safety training
- Risk assessment training
- Forklift- and crane training
- Emergency response training
- Security awareness course
- Fatality prevention training

RISK awareness training - life saving behaviors

To reduce risk of an accident to the minimum, the Management of Hydro has rolled out a risk assessment training for all plants. The training consists of a theoretical part and a practical part on the work floor, to test the learned theory directly in the own work situation.

The training is mainly about safety and risk consciousness and behavior and has ingredients from all BIG 6 protocols (TLV, machine guarding, etc). In May 2018, the first pilot training was set up in Drunen.

IOHS training

All leaders within Pole Products are well trained on safety. Every year there are several training sessions on this topic. The Institution of Occupational Safety and Health (IOSH) is the world-leading chartered body for health and safety professionals. The IOSH leading safely course is designed to equip business leaders or those with management responsibilities with the skills and knowledge necessary to safeguard their employees and their business through accredited health and safety practices. The training program has been structured to provide the tools and knowledge necessary to make visible improvements to health and safety standards across organizations. All line management functions within Pole Products have followed the 3-days training.

Security awareness course

An online interactive training course, which offers security advice and guidance on personal safety and protection for all Hydro employees is in place. The Hydro travel safety course provides guidelines, practical advice and tools which will help to identify and mitigate the risks an employee may face whilst travelling and working for Hydro. The interactive course is published on the Learning Management System (LMS) portal from Hydro, called Hydro Academy.

Fatality prevention training

An important initiative for all Hydro locations, including Pole Products, is the prevention of fatal accidents. We must prevent the loss of human life through sound risk management programs.

The fatality prevention training aims at raising awareness of risk assessment and the fatality prevention protocols within Hydro, and the reinforcement of lifesaving behaviour and other tools designed to save lives. The Big 6 are used as the basis for the training.

The training and awareness process are aimed at shop floor personnel with all initiatives to be led by line management with support from HSE, HR and Communications teams.

Continuously improving working conditions

Improvements in the field of health and safety are part of our HSE policy. By improving our machines and work places and train our employees, we optimize the daily operations. Many investments and activities are based on safer, healthier and more ergonomic working conditions.

Some examples:

- In the second half of 2018 we have invested in a new lathe machine. With more often and longer downtimes, the reliability of the machine was decreasing. The new machine also enables us to insource bigger products. The operators have received an extensive training to safely operate the new lathe.
- In December 2018 the forklift has been replaced. The more advanced equipment is provided with a gas bottle exchange, which offers ergonomic advantages.
- In the beginning of this year a crane has been installed at the special welding unit.
- In the first half of 2019 cameras are installed in and around the plant in according to Hydro policy and in cooperation with the works council, for incident analysis and job-safety-analysis. The 18 cameras surveille areas identified as risk areas, such as unloading and loading areas, M&M machine, puller bench and aging oven.
- Since 2019 the plant access has been restricted by completely fencing off the site. Visitors must first report at the gate before they can access the site. Employees can enter with their tag. This measurement was taken to avoid access of unauthorized persons and 'lost' traffic. Trucks for Hydro Extrusion and other destinations entering on our location by mistake generated extra traffic, with additional safety risks as a result.



Team up to clean up

Pole Products organizes yearly a 'Team up to clean up' day. Selected workplaces in production, warehouse and offices are organized in a structured way through the 5S method, with the aim to reduce the chance of incidents, improve machines maintenance, creating pleasant and organized workplaces and reduce losses.

The day program also includes workshops where employees are educated in the value of good communication, as this is an important source to strengthen the team spirit and to improve a sound safety culture. During the team to clean up day the members of the emergency response team are recognized for their effort and commitment.

Safety communication guidelines in Hydro

Safety is Hydro's first priority. The safety communication guidelines describe the key activities to ensure this is reflected in internal and external communication channels. Included in the guidelines are communication procedures to be followed in case of incidents with personal injuries (TRI cases), high-risk incidents, incidents with severe personal injuries and fatal accidents.

Emergency response team

Pole Products has an emergency response team in place composed of employees from various departments. The emergency response team members are trained for their duties through internal and external training in which both theory and practice are part of the program.

Personal protective equipment

To optimally protect our employees during the performance of their duties, work clothing, footwear and personal protective equipment (PPE) are available. All employees working in production, all other employees and visitors entering the production department are obliged to wear the personal protection equipment.

Prevent absenteeism

The absenteeism level in 2018 was 8.1 percent; much higher compared to previous years. Most of the absence is not related to workplace injuries. The main influences on this figure are long-term cases. Guidance and best practices to reduce absenteeism have been developed as a joint effort between HR and HSE.

7. Reducing environmental impact

By continuously improving the way we produce aluminium poles, we strive to minimize the impact our activities have on the environment, especially in biodiversity, water stewardship and climate change.



Pole Products' most important topics to reduce environmental impact are the use of recycled aluminium, reducing energy consumption and water and waste management.

Our environmental strategy is an integral part of our overall business strategy, aiming at driving improvements and development within our company. Consequences to the environmental strategy is also a criterion for all significant investment decisions.

Use of recycled aluminium

Since aluminium is 100 percent recyclable we strive to use as much recycled aluminium for our poles. This reduces energy consumption by up to 95 percent. Our aim is to use more than 75 percent post-consumer scrap for the manufacturing of our poles. In order to achieve this we make use of the billets produced at the cast house at our own location.

We have an efficient system for recycling internal scrap from our production.

Water consumption

Pole Products handles water in an economical way and has strict guidelines for water consumption. The strategy regarding water consumption is to maintain the water quality and minimize water consumption.

Pole Products adopts the principles as described in the Hannover Principles: 'Design for Sustainability – Water' which illustrates the strategy of our facilities around protecting and preserving the quality and supply of water sources.

Water is mainly used during the brushing process of our poles, to avoid the release of dust particles into the air. The filter process prevents aluminium particles in the drain water after the filtration step. It agrees with the discharge permit, nevertheless the concentration of aluminium in the process water is slightly elevated. The investment necessary to obtain a higher yield of aluminium recovery and to prevent aluminium particles getting into the waste water is postponed to a later stage because of other investment priorities within Pole Products.

Reducing energy consumption and emissions in production

Energy efficiency is an important part of Hydro's ongoing efforts to reduce costs and CO₂ emissions. Pole Products' ambition is to work with energy efficiency in a systematic way and to manufacture our products with minimal impact to the environment. Energy consumption is monitored monthly, so any deviations can be noticed. To address energy issues, we purchase 100 percent green electricity for our production processes.

The manufacturing of poles depends on electricity mainly used for the different machines in the production process. Gas is used for the heating of our production hall and office building. There is no gas needed to produce our poles.

We strive for reduction of unnecessary operations by performing quality checks at every step in the production process, to avoid an adverse product to run throughout the whole process chain and consuming unnecessarily costly energy. By making conscious choices in replacing machines and electrical equipment we can reduce our electric consumption.

CO₂ footprint

CO₂ emissions to ambient air are calculated from Pole Products' direct CO₂ emissions (from burning fossil fuels at sites) together with indirect emissions (from purchased energy at the point of electricity generation).

Ongoing measures to reduce our CO₂ emissions are:

- Transition to LED lighting in the factory.
- Stimulate use of bicycles to come to work.
- Promote carpooling.
- Encourage the lease of electric company cars.

We have installed onsite a charging station with dual charging option to create charging capabilities for employees as well as to offer this service to our visitors.

Compensate CO₂ emissions

Pole Products together with the Climate Neutral Group compensates part of the remaining CO₂ emissions. For some years now, the Climate Neutral Group opts a mix of wind power projects in India, because they are very efficient, significantly reduce CO₂ emissions and supply the population in remote areas with clean energy. In addition, we find it important that the projects give a positive impulse to the region and the local inhabitants.

The projects are certified to the VCS standard (Verified Carbon Standard), which annually monitors and guarantees the quality and outcome of the projects. Since 2015 we have compensated the remaining CO₂ emissions with our German customers in cooperation with Naturefund.

Other emissions to air

Pole Products continuously works to minimize environmentally harmful emissions released into the air. Other emissions to air, besides CO₂ emissions, are minimal and remain within the legal requirements regarding greenhouse emissions.

Waste

We strive for the reduction of waste of raw materials. At Pole Products we have implemented an effective waste management system that targets metal scrap, hazardous waste and other general waste and it enhances waste collection, the sorting process, storage and treatment of waste.

Because we are aware of the scarcity of raw materials we are trying to reduce the use of resources on multiple fronts as much as possible:

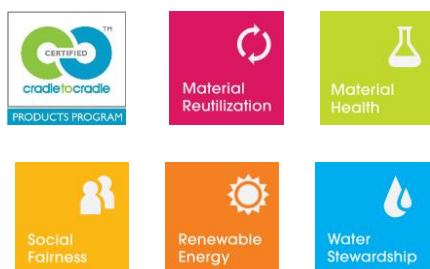
- Reduce wood consumption.
- Standardize packing methods and materials.
- Reduce amount of aluminium in cast pieces.
- Focus on reduction of complaints, internal rejects and the return of products because of those complaints.
- Specific measurements to reduce waste.

Light poles and TRI solutions *Cradle to Cradle Certified™ Silver*

Companies play a crucial role in sustainable change. Through Cradle to Cradle®, we can have a positive impact on the environment, rather than just trying to reduce the environmental impact. Applying the Cradle to Cradle® principles supports a focus on sustainability in our company and ensures continuous improvement of our products and our processes.

The purpose of the Cradle to Cradle® concept is to improve the quality of products:

- Make use of environmentally friendly and healthy materials;
- Design products for material reuse in a technical or biological cycle;
- Consciously deal with energy;
- Consciously deal with water;
- Implement a CSR policy.



Out of the Cradle to Cradle® philosophy a certification is born: The *Cradle to Cradle Certified™* Product Standard (administered by the Cradle to Cradle Products Innovation Institute) provides a continuous improvement pathway towards the development of quality products.

Cradle to Cradle Certified Product Scorecard	
MATERIAL HEALTH	Silver
MATERIAL REUTILIZATION	Gold
RENEWABLE ENERGY & CARBON MANAGEMENT	Gold
WATER STEWARDSHIP	Silver
SOCIAL FAIRNESS	Silver
OVERALL CERTIFICATION LEVEL	Silver

Figure 2 - Cradle to Cradle® scorecard Pole Products

Pole Products' aluminium light poles and TRI solutions are certified at Silver level, according to the *Cradle to Cradle Certified™* Products Standard Version 3.1. The silver level is based on the results of the last recertification assessment in February 2019 as presented in the Cradle to Cradle® scorecard Pole Products (see figure 2). Since 2019, the TRI solutions have been added to the certification.

When Pole Products first received the certification in October 2011, we were the first manufacturer, worldwide, of *Cradle to Cradle Certified™* light poles.

Efficiently closing the loop: TAKE BACK

Taking back scrap for recycling aluminium (onsite) has already been a part of the sustainability policy of Pole Products. It formed the basis for the adoption of the Cradle to Cradle® philosophy. The Take Back system is a logical next step.

To close the technical cycle, Pole Products introduced the Take Back system: Old aluminium light poles are 'taken back' from customers completely (including fittings, cabling, etc.). All components are stripped and returned to the technical cycle. Hydro remelts the poles, extrudes the billets into tubes and produces new light poles. The residues that we cannot process are brought back into the chain by a waste specialist. The system provides an understanding of the recycling of materials and the sustainable processing of them. By coordinating the entire logistical process, Pole Products releases the burden from municipalities.



Employees of Baanbrekers, a local public company for social employment for the municipalities Heusden, Loon op Zand and Waalwijk, dismantle the poles. This way the Take Back system does not only help to control the material flows, but also contributes to social labor participation.

8. Reaching out to communities

We invest in a better community by contributing to local needs. We inspire our employees to participate and help our community.



Pole Products wants to be a good neighbor and seeks to positively impact and strengthen the quality of life within the communities where we live and work. Besides creating job opportunities and local sourcing, Pole Products provides resources to support charities and volunteer initiatives.

Sponsor policy

Pole Products has a wide range of sponsorships and support programs based on local needs. We encourage our employees to initiate sponsor actions that meet the guidelines of our sponsor policy, which are:

- The employee or his direct family member must be member of the (sport)club or association involved;
- The preference is to sponsor (aluminium) material;
- The charity goal suits the company philosophy of Pole Products.

By sponsoring sport events we stimulate a healthy and active lifestyle to obtain a vital workforce because it is a combined effort of employers, employees and society to enhance the health and well-being of people at work.

Some examples of our sponsor activities / donations:

'Drunense Duinenloop'

Hydro Benelux sponsors and participates in the 'Drunense Duinenloop', a running event in and around Drunen, the Netherlands, where Hydro Extrusion and Pole Products is located. Hydro is one of the main sponsors of this event to support the local community. A large part of the registration fee is donated to charity.

Tilburg Ten Miles

A team of the Hydro Drunen location participates in the Tilburg Ten Miles, a yearly local running event. In addition to the registration fee of which a large part goes to charity, Hydro organizes fundraising.

Flagpoles for the local cultural center

Pole Products has donated the Foundation 'De Voorste Venne', the cultural center in the local community in Drunen, two flagpoles for the entrance of the building, as part of a large-scale renovation which also included the outside area.

Aluminium poles for Relay for Life

Pole Products sponsors material in the form of aluminium poles for 'Relay for Life', the largest worldwide fundraising event (hiking trails) for the benefit of cancer control.

Donation old workwear

As part of the rebranding, the workwear in production has been replaced. The old workwear of all employees is donated to a good cause and will be re-used.

Automatic External Defibrillator for community service

Pole Products is located in the Groenewoud Business Park in Drunen. The Association Park Management Groenewoud has made an inventory of the existing AED (Automatic External Defibrillator) devices at the business park. Several companies, including Pole Products, have indicated that their AED with expert service, as a form of community service, is available for collective use to the other entrepreneurs of the Groenewoud Business Park.

Food bank

In the framework of the World Food Day, the employees of Pole Products every year collect food supplies for the Food Bank, a charity that provides free food to those who are financially not or barely able to provide food for their own livelihood.

9. Passionate people deliver high quality

We want to be the preferred employer, able to attract talent by offering good career prospects, by acting in a transparent manner and by running our company in an open management style.



People are the key to our success, even more than technology. Every employee knows how to contribute to our goals. Motivated, proud and well-trained employees advance our organization in a demanding environment. Every employee within Pole Products has a personal development plan, in which training and education play an important role.

In the metal sector, as in other industries, it is difficult to find and retain technical personnel. Pole Products therefore pays extra attention to training and training opportunities to be an attractive employer.

Corporate culture

Pole Products represents significant diversity in education, experience, gender, age and cultural background. We see this diversity as a source of competitive advantage, as it encourages innovation, learning and better customer understanding. Through diversity and inclusion, we want all employees to know they are valued for their differences and that they contribute to the success of our business strategy.

Human resources development

Pole Products places significant emphasis on human resource development. Several targeted competence initiatives have been implemented, such as performance evaluation, training and education programs and personal development plans.

Some examples:

- Peak performance process
- Commercial excellence program for sales and commercial managers
- Manufacturing excellence program for production managers and technicians
- Pole Products Leadership Program for selected (to be) leaders
- Radical collaboration training
- Authentic leadership
- Advice & sustainable Employability
- Project management training
- Training time management
- Language and writing skills training

In the Hydro Academy tool employees can follow online training courses. Training can be offered in their transcript or employees can choose from the offered training material.

Achieving PEAK performance

We believe that the most important part of our leadership performance is the dialogue between employees and their managers throughout the process, with the aim of enhancing individual and organizational performance.

As part of achieving PEAK performance we also focus on individual development plans. Our ambition is that the PEAK process will serve to enhance focus, assure alignment, and generate energy. The goal is to give every employee the opportunity to make a meaningful contribution towards our company purpose and enrich their own personal development on the journey.

To have a healthy pipeline of leaders with the required breadth of experience, we strive to rotate employees early in their careers so that they gain skills from different parts of the organization.

In My Way the complete PEAK performance process is monitored. Two areas are emphasized in particular: Hydro's values and the associated behaviors, and the personal development plan of each individual employee. Through the succession planning and career part of My Way, we work with a leadership and specialist pipeline and identify required development needs.

My Way also houses the modules: Recruitment, Onboarding, Succession Planning and Learning.

Radical collaboration

Hydro has implemented 'radical collaboration', a tool to foster leadership. A 3-days highly interactive workshop and a 'how-to manual' is designed to teach people practical and useful skills that are essential to building more effective and collaborative relationships between individuals and within teams and organizations. It is particularly beneficial for leaders and managers responsible for creating more collaborative cultures.

All leaders and key employees of Pole Products have followed the training.

Authentic leadership

Authentic leadership is leadership where deepest sense of purpose (mission) and core values are the guiding principles of behavior. A leader's deepest motive is always focused on 'allowing his environment to grow'. Leaders and organizations which base their actions on authentic leadership create a higher sense of commitment and pride among employees and are demonstrably more successful in reaching their goals.

All desk sales employees followed a coaching process in authentic leadership in 2018. Product Development, Sales and Marketing rolled out in 2019.

Social employment

At Pole Products, we want to offer people with a distance to the labor market the opportunity, as a full member of our society, to be part of the workforce.

To carry out the TakeBack system (see chapter 7), Pole Products has set up a partnership with Baanbrekers: a local public company for social employment for the municipalities Heusden, Loon op Zand and Waalwijk. Employees of Baanbrekers dismantle the poles. The partnership fits perfectly in the social return measure that aims to reduce unemployment.

Hydro and Baanbrekers have been working together for years. Until recently, employees of Baanbrekers did, beside dismantling poles, all kinds of work for Hydro on their own production departments in Waalwijk. From the beginning of 2017, these activities are also taking place at the Hydro location in Drunen. Hydro's goal is multiple. On one hand, active participation in CSR, on the other hand, provide a re-integration site for Hydro employees with a long-term illness/sickness. Hydro employees who return to the labor process start in the department where the people of Baanbrekers are active. Here they perform alternative work until they can return to their own, regular workplace.

Through on-site work, employees (with and without limitations) make a new step towards the regular job market.

The maintenance of the outside area of the Drunen location is taken care of by a re-entry, employed by WML Facilitair, a subsidiary of Baanbrekers.

Part of the production work is also entrusted to people with a distance to the labor market. The door locks of the poles are assembled by 'UW Productie', a social workplace for disabled. The assembly of the mounting rails is outsourced to Prisma in Waalwijk, an organization that offers employment to people with disabilities.

Trainees

To give the future generation of employees the opportunity to gain experience in business, to apply their theoretical knowledge and to discover where their interests and competencies are, we offer students internships and graduation assignments at our departments in Marketing & Communication, Product Engineering, Maintenance & Engineering and Mechanical Engineering.

Works council

Pole Products has a strong and constructive cooperation with the Works Council and unions. The Works Council consists of people who work at Hydro. Once every four years there are elections for the Works Council. Every quarter the Works Council has a meeting. The minutes of meetings are communicated by email and on bulletin boards to all employees.

Members of the Works Council and its committees are given the opportunity by Pole Products to perform, for the benefit of their members, activities during working hours in addition to their business function. They also receive a contribution for their work in the Works Council.

Suggestion system

Within Pole Products we stimulate employees to generate ideas related to their work or to our products and services. We have a suggestion system where suggestions are judged by a commission. The idea committee, which judges all ideas, is composed of colleagues from different departments. Every six weeks the committee meets and discusses all new ideas and the status of pending ideas. An idea is rewarded, rejected or receives an encouragement award.

To underline the importance of good housekeeping, ideas that improve 'order and cleanliness' are extra rewarded.

During the quarterly meetings, the ideas are awarded, and the employees are put in the spotlight.

Hydro Vital

Sustainable employability affects organizations and people. When it comes to sustainable employability, we are convinced that attention to and investment in employees must be a spearhead when it comes to organization and personnel policy. That is why Pole Products and Hydro Extrusion Drunen, with the support of a consultancy firm, participate in a project called Hydro Vital, to better embed the theme of sustainable employability in the organization and to help employees think about this theme, the existing initiatives and possible other and additional solutions.

The aim of the sustainable employability project is to conduct research and advise on sustainable employability of Pole Products and Hydro Extrusion Drunen. The research is carried out together with (a reflection of) the employees. The resulting advice comes from the employees themselves. The adviser facilitates, informs, mirrors and contributes to ensuring continuity, signals and adjusts where necessary. The advice thus receives support for further implementation and follow-up.

Some of the topics described below are initiatives covered by Hydro Vital.

Medical check

Employees who work with forklifts or on cranes periodically have a medical check. For these functions, where mobile equipment is involved, good physical condition is necessary to ensure their own safety and the safety of our other employees.

Company physical therapy

We give training to make employees more aware of the dangers of a sitting job. By training our employees, we want to stimulate them to frequently get up from their desks during the day.

To improve employees' work places a physiotherapist frequently visits our site to help our employees to organize their workplace as ergonomically as possible.

All new staff employees have their work station installed together with a physiotherapist. Also, all production work places are regularly reviewed together with a physiotherapist to improve ergonomics and thereby prevent health problems.

Dynamically working

To offer more variety in posture and movement during working hours, stand-op desks and desk bikes are part of the office equipment. By offering dynamically working, employees are more creative, productive and feel fitter and more vital at the end of the day.

Bike plan

To encourage employees to go to work by bicycle, both from a sustainability point of view and for health reasons, Pole Products enables employees to purchase a bicycle with good secondary benefits.

Company fitness

Employees of Pole Products can practice company fitness at a gym of their own choice with financially attractive conditions. We herewith try to encourage people to practice more sports and exercises and thereby work towards good physical condition that contributes to a better well-being.

Pole Products also provides free fruit for all employees every week to motivate a healthy lifestyle.

Family day

To positively impact and strengthen the commitment of our neighbors and the family of our employees, Pole Products periodically organizes a family day/open day at our location in Drunen. During these days our location is open for the family of the employees, residents and retired employees, to give insight in the manufacturing process of our products and to meet (former) colleagues and Hydro staff. The last family day took place in June 2019.

Employee engagement survey

Our road to excellence would be impossible without motivated employees who are given the opportunity to utilize their skills to the maximum. To help us better understand the progress we are making toward becoming a safer and more collaborative, stimulating and creative workplace, Hydro's global employee engagement survey Hydro Monitor runs every second year.

Employee engagement is linked to several important business outcomes, for example:

- Engaged employees offer significantly higher levels of service to customers;
- Engaged managers are more likely to create a work environment that is collaborative, creative, and stimulating;
- Engaged work teams tend to have fewer accidents and injuries.

Pole Products participated in the corporate employee engagement survey conducted in March 2017 under the SAPA flag. The participation score was 87 percent. Overall the questions were answered positive. Pole Products implemented an action plan on personal development plans, better communication and more feedback regarding the outcome of the engagement survey.

Maintaining employee engagement is a key priority going forward.

The next engagement survey was planned for mid-2019. However, Hydro became subject to a cyberattack in March 2019. A side effect of the cyberattack was limited access to HR data and systems. This resulted in a delay in the implementation of the required actions for the survey. Therefore, the Hydro Monitor has been rescheduled to April 2020.

10. Innovation and design thinking

Everything we do begins with the customer in mind – we innovate to meet today's demands and to anticipate on future needs.



Everything we do begins with the customer in mind – we innovate to meet today's demands and to anticipate on future needs. Sustainability is a natural part of Pole Products' research and development, both on a strategic level and in our day-to-day operations.

Our solutions go far beyond aluminium, into research and development (R&D) based concepts and products. We know the art of bringing aluminium poles into new applications, by making the most of their unique properties.

In the design and development of our products and services we take sustainability in the utmost account. That includes, as much as possible, avoiding negative effects on the environment, using practical, intelligent design and the use of renewable resources. Although technical aspects are important we explicitly involve safety, ecological, economic and social aspects in the design and try to find the right balance.

We believe that the key to industrial progress is the combination of production and innovation, where research and development go hand-in-hand with full-scale production.

Our R&D efforts are concentrated on:

- Making products that promote the use of aluminium and sustainable development
- Ensuring optimal operations in existing assets, including cost and HSE
- Designing according to Cradle to Cradle requirements
- Increasing the share of value-added products and tailored solutions for the customer

Road safety improves with aluminium light poles



Traffic accidents. There are far too many of them. Choosing passively safe light poles may not be able to stop accidents, but it can help save lives. More than 40 years of research into passively safe light poles is making the difference between life and death by helping reduce road incidents with fatalities.

Aluminium is by nature a passively safe material. The use of passively safe light poles eliminates the need for excessive distances from the roadway, which is also important when it comes to the actual lighting of the roads, and the need to install expensive safety barriers.

Passive safety in public spaces refers to the use of light poles, signposts, camera poles and other street furniture that doesn't kill or severely injure the person who drives into it.

The European standard EN 12767 specifies performance requirements for passively safe support structures for permanent road equipment. It both defines and limits the levels of injury severity for the occupant when impacting these structures.

Pole Products is closely following the passive safe evolution and plays an active role in the development of the international standards regarding Passive Safety. We aim to contribute to make our roads safer. Therefore, we are continuously working on developments in the field of safe and secure crash friendly light poles, fully certified and endorsed by Notified Bodies.

Pole Products offers crash friendly solutions in all classifications (LE, NE and HE).

Safe operations with Raise & Lower poles

Cameras, traffic lights and Wig Wags require regular maintenance. The Raise & Lower poles from Hydro, can be operated by hand due to the low weight of aluminium, allowing the carrying out of maintenance in a safe and secure manner. Because a cherry picker is no longer needed, dangers of working at height are avoided and costs of maintenance and traffic management are significantly reduced.



11. KPI's

Environment	2018	2017	2016	2015	2014	2013
Total electricity consumption (MWh)	1,564	1,722	1,741	1,722	1,783	1,801
Total electricity consumed per net processed ton of product (MWh)	0.91	0.90	0.94	0.99	0.98	1.09
Total gas consumption (Nm3) ¹⁾	271,122	249,594	269,867	243,235	248,364	336,117
Water for industrial use (m³)	2,921	3,442	3,330	2,925	2,707	3,121
Water input per net processed ton of product (m³)	1.69	1.80	1.80	1.69	1.48	1.89
CO ₂ emissions compensated (tons)	706	404	808	845	1,510	1,485
CO ₂ emissions compensated per processed ton of aluminium (tons)	0.41	0.21	0.44	0.49	0.83	0.9
Health and Safety	2018	2017	2016	2015	2014	2013
Total recordable injuries	0	2	0	0	0	2
Total recordable rate ²⁾	0	10.92	0	0	0	13.5
Lost work day injuries	0	0	0	0	0	0
Lost work day rate ²⁾	0	0	0	0	0	0
WOC observations	123	68	64	61	--	--
Injury Free Event Reports	602	471	389	346	277	212
Absenteeism rate	8.1	3.7	4.5	3.6	4.1	5.2
Social ³⁾	2018	2017	2016	2015	2014	2013
Total fixed employees	82	80	74	73	80	66
Female employees in total workforce rate	10	14	15	13.3	--	--

1) Gas consumed is not calculated per net processed ton of product, because there is no gas needed for the production of our poles. Gas is mainly used for the heating of our production hall and office building.

2) Figures based on 183.199 working hours.

3) Reporting definitions on social KPI's changed. Hence the lack of historical data.



We are aluminium

Pole Products

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Hydro is a fully integrated aluminium company with 35,000 employees in 40 countries on all continents, combining local expertise, worldwide reach and unmatched capabilities in R&D. In addition to production of primary aluminium, rolled and extruded products and recycling, Hydro also extracts bauxite, refines alumina and generates energy to be the only 360° company of the global aluminium industry. Hydro is present within all market segments for aluminium, with sales and trading activities throughout the value chain serving more than 30,000 customers. Based in Norway and rooted in more than a century of experience in renewable energy technology and innovation, Hydro is committed to strengthening the viability of its customers and communities, shaping a sustainable future through innovative aluminium solutions.