

NORSK HYDRO ASA (GROUP)

OSLO - Norway | Manufacture of basic precious and other non-ferrous metals

Company size: L | Assessment scope: Group

Overall score

↗ 83/100

Percentile

96th



Scorecard

Publication date: 29 Jul 2026

Valid until: 29 Jul 2027

Overall score

Percentile

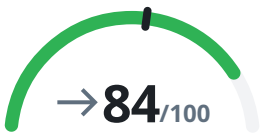
96th

↗ 83/100



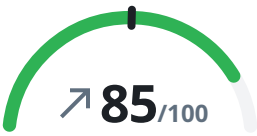
Environment

Impact on score ●●●●



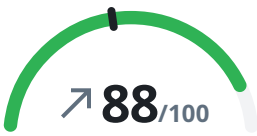
Labor & Human Rights

Impact on score ●●●●



Ethics

Impact on score ●●○○



Sustainable Procurement

Impact on score ●●○○



Environment

Impact on score ●●●●

● → 84/100

Environment | Policies

Impact on score ●●●●

● → 100/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Formal mechanisms to review and amend environmental policy
Environmental policy scope of application specified
Dedicated responsibility for environmental policy
Quantitative targets set on air pollution
Environmental policy on air pollution
Exceptional policy on major environmental issues
Environmental policy on materials, chemicals, and waste
Quantitative targets set on energy consumption and GHGs
Quantitative targets set on materials, chemicals, and waste
Environmental policy on energy consumption and GHGs
Environmental policy on water

Improvement areas

Low priority	No supporting evidence of quantitative target set on water
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Environment | Endorsements

Impact on score ●○○○

● → 100/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Public endorsement of ICMM guidelines and sustainable development framework
Endorsement of the Aluminium Stewardship Initiative (ASI)
Endorsement of the United Nations Global Compact (UNGC)

Environment | Measures

Impact on score ●●●●

● → 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Use of carbon capture and storage technology (CCS)
Work processes or technologies implemented to mitigate emissions of VOC, SO2, NOx or heavy metals
Regular noise measuring campaign (site boundary noise measurements undertaken)
Reduction of material consumption through process optimization
Integration of adaptive practices into operational processes to withstand environmental disruptions
Implementation of resilient facility infrastructure to withstand environmental hazards
Actions for labeling, storing, handling and transporting hazardous substances
Reduction in generation or toxicity of hazardous substances or waste
Environmental emergency measures in place
Physical climate risk assessment in place for the company's operations
Water basin risk assessment in place for the company's operations
Establishment of emergency reserves or safety nets for environmental disruptions
Improvement of energy efficiency through technology or equipment upgrades
Work processes or technologies implemented to mitigate emissions of dust and/or particulate matter
Reduction of internal wastes through material reuse, recovery or repurpose
Internal sorting & disposal of waste according to waste streams
Work processes or technologies implemented to mitigate noise
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Actions to prevent emissions of atmospheric pollutants and other environmental nuisances (e.g. noise, odor, vibration, road and light)
Training of employees on waste reduction and sorting
Purchase and/or generation of renewable energy
Training of employees on energy conservation/climate actions
Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity
Technologies or practices to recycle or reuse water
Implementation of a rainwater harvesting system
Wastewater quality assessment
Use of eco-friendly or bio-based process materials
Recovery and reuse of materials from company operations
Water audit
Training employees to safely handle and manage hazardous substances
Use of alternative, less hazardous substances in operations

Improvement areas

Low priority	No supporting evidence of use of waste heat recovery systems or combined heat and power units
Low priority	No supporting evidence of specialized treatment and safe disposal of hazardous substances or waste
Low priority	No supporting evidence of the allocation of dedicated budgets or capital investments for environmental resilience

Environment | Certifications

Impact on score ●●●○

● → 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

Environmental management system certification covers more than 75% of the assessed scope
ISO 50001 certified
ISO 14001 certified
Specific environmental certification

Environment | Coverage

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of environmental actions or certification throughout company operations
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Environment | Reporting

Impact on score ●●●○

● → 100/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting in accordance with ESRS Set 1
Reporting on total gross market-based Scope 2 GHG emissions
Reporting on total amount of water recycled and reused
Reporting on total gross location-based Scope 2 GHG emissions
Reporting in accordance with GRI Universal Standards
Exceptional reporting on environmental issues
Reporting on total water consumption
Reporting on total weight of waste recovered
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on total weight of hazardous waste
Materiality analysis in sustainability reporting
Reporting on total weight of non-hazardous waste
Reporting on total amount of renewable energy consumed
Reporting on total energy consumption
Reporting on total weight of air pollutants
Reporting on total gross Scope 3 GHG emissions
Reporting on total gross Scope 1 GHG emissions
Company reports to CDP
Reporting on total gross Scope 3 downstream GHG emissions

Improvement areas

Low priority	Total gross location-based Scope 2 GHG emissions value not confirmed in supporting documentation
Low priority	Total gross market-based Scope 2 GHG emissions value not confirmed in supporting documentation
Low priority	Declares some sites/operations located in or near biodiversity-sensitive areas, and the activities negatively affect those areas
Low priority	Total gross Scope 3 downstream GHG emissions reporting value not confirmed in supporting documentation
Low priority	Total gross Scope 3 GHG emissions reporting value not confirmed in supporting documentation
Low priority	Total gross Scope 1 GHG emissions reporting value not confirmed in supporting documentation

Environment | 360° Watch

Impact on score ●●●●

● → 25/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

- Medium priority

The 360° Watch has identified at least one significant adverse report regarding water management.
- Medium priority

The 360° Watch has identified at least one significant adverse report regarding energy and/or GHG emissions.
- Medium priority

The 360° Watch has identified at least one significant adverse report regarding materials, chemicals and/or waste.
- Medium priority

The 360° Watch has identified at least one significant controversy, fine or penalty regarding environmental issues in the last five years (see news with red downward arrow in the 360° Watch section).

News that impacted your score (63)

News stories about your company we found in public databases.

Hydro sentenced in Brazil to pay over NOK 100 million in compensation

www.nrk.no | 13 May 2024

Hydro's Brazil operations are ordered to pay over NOK 100 million in compensation for climate emissions. The judgment orders HYdro to pay around NOK 105 million more in moral compensation to the families due to greenhouse gas emissions in the local community of Barcarena.

360° Watch

Impact on Score

Negative ↘

Severity

Major ●●●

valid from May 2024 to Jun 2029



In 2023, Hydro Precision Tubing Suzhou was cited in the Insblue Database Environmental Supervision [CN]

www.insblue.com.cn | 21 Apr 2023

On 21/04/2023, Hydro Precision Tubing Suzhou was fined RMB 372,000 by Environmental Protection Bureau due to violation of Law on the Prevention and Control of Environmental Pollution by Solid Waste & Water Pollution Prevention and Control Act - stores waste improperly, and its wastewater exceeds discharge standards for COD, ammonia nitrogen, and total nitrogen.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from Apr 2023 to May 2028



U.S. EPA Final Order With Penalty against Hydro Extrusion Portland, Inc, OR, facility

echo.epa.gov | 21 Jan 2022

On January 2022, Hydro Extrusion Portland, Inc was issued a Total State/Local Penalty of \$16,356 for "other" violations of Clean Water Act.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from Jan 2022 to Feb 2027



Dutch court to judge Norwegian mining company Hydro over environmental impacts in Pará [PT]

g1.globo.com | 31 May 2024

The Dutch courts recognized the legitimacy of Cainquima (Association of Caboclos, Indigenous and Quilombolas of the Amazon) as a representative of the communities that suffered - and continue to suffer today - from the consequences of the environmental impacts caused by Norsk Hydro, since 2002, in the cities of Abaetetuba and Barcarena , in the northeast region of Pará. The lawsuit is filed in the Netherlands because the company has subsidiary activities in the country. In the lawsuit, nine individuals, in addition to Cainquima, seek compensation for moral and material damages caused to

360° Watch

Impact on Score

Severity

Neutral ●●●

valid from May 2024 to Jun 2029



U.S. EPA Final Order With Penalty against Hydro Extrusion Usa Llc, Delhi LA

echo.epa.gov | 14 Mar 2023

On March 14th 2023, Hydro Extrusion Usa Llc was issued a Total State/Local Penalty of \$1,250 for other violations of the Clean Air act.

360° Watch

Impact on Score

Severity
Neutral
valid from Mar 2023 to Apr 2028



[2022 CETESB NEWS] CETESB records for HYDRO EXTRUSION BRASIL S.A. [PT]

autenticidade.cetesb.sp.gov.br | 08 Apr 2022

CETESB is the State Government agency responsible for the control, inspection, monitoring and licensing of activities that generate pollution. April: Warning issued, for carrying out the Preliminary Assessment stage in non-compliance with the procedure established by CETESB through Board Decision 038/2017/C, as stated in the records of the Digital Process CETESB.

360° Watch

Impact on Score

Severity
Neutral
valid from Apr 2022 to May 2027



Paying the Price of the Green Transition: Communities Affected By Brazil's Bauxite-Aluminum Supply Chain Still Don't Have Enough Say

transparentem.org | 01 May 2026

A 2025 Transparentem investigation into Brazil's bauxite and aluminum supply chain revealed severe community concerns regarding environmental destruction and lost livelihoods. While crucial for the green energy transition, the mining and processing of these materials heavily impact local families. Transparentem traced connections to 68 companies, but noted a widespread lack of constructive engagement. Notably, Norsk Hydro was among the four site owners that declined to substantively engage with the investigation's findings. To prevent worsening human and environmental crises, the

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from May 2026 to Jun 2031



Clean200 companies hit \$2.8 trillion in sustainable revenues

corporateknights.com | 18 Feb 2026

Norwegian materials company Norsk Hydro ASA has been named one of the global Clean200 companies, which collectively achieved \$2.8 trillion in sustainable revenues. Ranked 146th on the list, the company generated a 2024 sustainable revenue ratio of 27.0%. This percentage translates to approximately \$4.76 billion (PPP\$) in sustainable revenue. The inclusion highlights Norsk Hydro's significant financial alignment with the sustainable economy taxonomy, anchoring its position as a major contributor to clean energy solutions and responsible industrial operations within the global

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Feb 2026 to Mar 2031



Norsk Hydro's World Benchmarking Alliance Sustainability Assessment Summary

www.worldbenchmarkingalliance.org | 01 Jan 2026

According to the World Benchmarking Alliance (WBA), Norsk Hydro is a prominent, integrated aluminum and renewable energy company headquartered in Norway. Spanning the entire aluminum value chain, it scored highly in WBA's Social and Nature Benchmarks, ranking among the top leaders in its industry. The company exhibits strong practices in governance, environmental sustainability, and social inclusion—specifically respecting community health, land rights, and Indigenous Peoples' rights. However, under WBA's climate assessments, Hydro was noted to need improvement in its long-term

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Jan 2026 to Feb 2036



Norsk Hydro makes largest hydropower investment in decades with Illvatn pumped storage project

www.waterpowermagazine.com | 14 Nov 2025

Norsk Hydro has approved construction of the Illvatn pumped storage power plant in Luster Municipality, marking its largest hydropower investment in more than 20 years. Work is set to begin this mornth, with operations planned for 2030. The plant will add 107GWh of annual renewable generation dedicated to Norsk Hydro's aluminium production.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2025 to Dec 2030



Norwegian giant Norsk Hydro reinforces "green aluminum" discourse in actions linked to COP 30 and ignores socio-environmental impacts in Pará [PT]

observatoriodamineracao.com.br | 12 Nov 2025

While trying to convey the image that it produces "green aluminum", the Norwegian group Norsk Hydro, founded in 1905, is involved in clashes with traditional communities in Pará and has a long history of socio-environmental impacts in the state. The multinational chose the popular singer Fafá de Belém to be the face of the company's advertising in the actions aimed at COP 30. This strategy can be classified as greenwashing, according to experts and researchers who analyze the mining company's actions. According to a manifesto signed by associations of indigenous, quilombola, and riverside

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2025 to Dec 2030



Calix and Hydro Partner to develop Zero Emissions ALumina

www.environmental-expert.com | 12 Oct 2025

Calix and Hydro, a leading global aluminium and renewable energy company, have signed a Memorandum of Understanding (MOU) and services agreement to jointly develop its electric calcination technology for Zero Emissions ALumina (ZEAL).

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2025 to Nov 2030



Mercedes-Benz pays premium for greener aluminium in new EVs

www.thailandnews.net | 01 Oct 2025

Mercedes-Benz is reducing the carbon footprint of its new electric vehicles by using renewable-powered aluminium and recycled metal, in collaboration with Norsk Hydro. The new electric CLA model emits 40% less CO2 than its predecessor. Although Mercedes incurs higher costs for low-emission materials, the demand for sustainable products remains strong. Norsk Hydro's smelter significantly reduces CO2 emissions, contributing to Mercedes' ambition to appeal to eco-conscious consumers while complying with stricter EU climate regulations.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2025 to Nov 2030



Dutch court acquits Hydro in lawsuit for environmental damage in Pará [PT]

diariodopara.com.br | 24 Sep 2025

On September 24, 2025, the Rotterdam District Court acquitted Norsk Hydro ASA and its Dutch entities of all charges related to environmental damage, health issues, and economic conditions filed by the association Cainquiama and nine local residents from Barcarena, Brazil. The court found no legal basis for claims made regarding the operations of Alunorte and Albras. Norsk Hydro has denied the allegations, citing comparable health indicators and emphasizing their licensed and audited activities. Cainquiama plans to continue seeking accountability.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2025 to Oct 2030



Hydro expands recycled-content Circal line

www.recyclingtoday.com | 05 Sep 2025

Norsk Hydro, an aluminum producer that operates facilities in the United States and Europe, is now offering its recycled-content Hydro Circal-branded aluminum in both extrusion ingot and foundry alloy formats. By introducing foundry alloys to the Circal portfolio, Hydro says it has strengthened its support for automotive customers seeking to reduce emissions and increase circularity practices.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2025 to Oct 2030



GreenCap Solutions and Hydro collaborate on carbon capture technology

aluminiumtoday.com | 04 Sep 2025

GreenCap Solutions is partnering with Hydro to test its innovative carbon capture technology for primary aluminium production, focusing on capturing CO₂ from low-concentration sources, a challenge in the industry. Hydro's emissions from electrolysis reach 1.5 kg of CO₂ per kg of aluminium, but flue gas concentration is around 1%. GreenCap's method uses solid sorbents for efficient capture, supported by Norway's Gassnova through the CLIMIT program. The project runs from May 2025 to May 2026.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2025 to Oct 2030



Alunorte celebrates 30 years and a green leap with 700 thousand tons less carbon [PT]

revistaaluminio.com.br | 25 Jun 2025

Alunorte, Norsk Hydro's alumina refinery in Barcarena, PA, is celebrating 30 years of operation in 2025 and a reduction of approximately 700,000 tons of carbon emissions annually. This achievement is due to replacing fuel oil with natural gas in thirteen units, which emits 50% less greenhouse gases. With investments of R\$ 1.3 billion and a goal to reduce carbon emissions by 30% by 2030, Alunorte aims for a 35% reduction in CO₂ by 2025, showcasing Hydro's commitment to decarbonization.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2025 to Jul 2030



Norsk Hydro successfully issues €500 million inaugural European Green Bond

www.alcircle.com | 11 Jun 2025

Norsk Hydro ASA has successfully issued its first European Green Bond (EuGB), raising EUR 500 million with an eight-year tenure and a fixed annual coupon of 3.75%. Listing on the Irish Stock Exchange, this bond supports Hydro's green aluminium transition and sustainable finance goals. The issuance has received positive assessments from Sustainable Fitch and Cicero, highlighting its alignment with green regulations. The funds will finance environmentally responsible projects, reinforcing Hydro's leadership in the sustainable aluminium industry and the broader European market.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2025 to Jul 2030



Hydro signs billion-euro deal to supply NKT with low-carbon aluminium for EU grid

www.reuters.com | 29 Apr 2025

Hydro has signed a long-term deal to supply low-carbon aluminium wire rod to Denmark's NKT for the production of power cable to upgrade Europe's grid infrastructure.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2025 to May 2030



Hydro building new aluminium recycling plant in Spain

www.euwid-recycling.com | 19 Mar 2025

The Norwegian aluminium producer Hydro began the construction of a new recycling plant in Torija, Spain, at the start of this week. The €180m project is expected to be operational by 2026. Once completed, the plant is to produce around 120,000 tonnes of extrusion billets per year, to be sold to customers in the automotive, construction, transport and renewable energy sectors.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2025 to Apr 2030



Hydro hosts groundbreaking ceremony for its recycling plant in Torija, Spain

www.alcircle.com | 18 Mar 2025

On March 17, Norsk Hydro inaugurated a €180 million recycling plant in Torija, Spain, aimed at enhancing its circular economy strategy by increasing the use of post-consumer aluminium scrap. The facility, operational by 2026, will have a capacity of 120,000 tonnes of low-carbon extrusion ingots, benefiting various Iberian industries. Executive VP Hanne Simensen emphasized the importance of utilizing domestic aluminium scrap for energy efficiency and urged for supportive policies to strengthen Europe’s industrial competitiveness.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2025 to Apr 2030



PyroGenesis signs \$2.4M contract with Norsk Hydro

www.stockwatch.com | 24 Feb 2025

PyroGenesis Inc. has signed a 1.63-million-euro (\$2.4-million) contract with aluminum and renewable energy company Norsk Hydro ASA as part of its stated plan to test plasma technology as one of the ways to replace fossil fuel with renewable alternatives in its aluminum casthouses.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2025 to Mar 2030



Clean200 list shows sustainable companies on path to dominate global economy

corporateknights.com | 20 Feb 2025

Norwegian materials company Norsk Hydro ASA secured the 142nd position on the global Clean200 list, highlighting its role among sustainable enterprises poised to influence the global economy. This index recognizes large, publicly traded corporations successfully transitioning toward green business practices by tracking revenue generated from clean energy products. Norsk Hydro’s high ranking underscores its strategic focus on low-carbon aluminum and renewable energy integration, demonstrating how industrial companies can successfully align core business models with sustainable

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2025 to Mar 2030



Newsweek Excellence Index 2025

www.newsweek.com | 01 Jan 2025

Newsweek has partnered with Best Practice Institute (BPI) to introduce the Newsweek Excellence 1000 Index, recognizing companies across more than 25 industries and 100 categories identified as examples of corporate success and responsibility. These companies exhibit a firm commitment to best practices in business and financial growth while serving customers, stakeholders and communities with a dedication to social responsibility and ethical standards. Norsk Hydro was ranked 635 with a 4.19 rating on the Newsweek Excellence Index 2025.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



Norsk Hydro decides to pull back on batteries, green hydrogen

renewablesnow.com | 28 Nov 2024

Norsk Hydro ASA has decided to cease investments in its battery materials and green hydrogen business, with plans to phase out these ventures as they are no longer considered strategic growth areas. The move, explained by challenging market conditions, will allow the company to focus on its 2030 strategy that aims at growth in aluminium recycling, extrusions and renewable power generation.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2024 to Dec 2029



HydrogenPro and J.H.K. Enter Into an Exclusive Partnership for Green Hydrogen Projects in Germany, Austria and Benelux

fuelcellsworks.com | 12 Nov 2024

HydrogenPro and J.H.K. announced an exclusive partnership focused on the implementation of green hydrogen projects in Germany, Austria and the Benelux countries. As part of this collaboration, HydrogenPro will supply its state-of-the-art high-pressured alkaline electrolyzer technology, while J.H.K. will act as plant integrator and EPC (Engineering, Procurement and Construction) contractor, managing project execution and successful delivery to customers. The partnership targets green hydrogen projects in the range of 5 to 50 MW, creating a powerful combination aimed at accelerating the

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2024 to Dec 2029



Norsk Hydro invests R\$1.6bn to produce “green aluminum” in Brazil [PT]

valorinternational.globo.com | 07 Sep 2024

Norsk Hydro is investing R\$1.6 billion (approximately \$300 million USD) in its Brazilian operations to produce 100% "green" aluminum. The Norwegian company, which runs a bauxite mine, the Alunorte alumina refinery, and the Albras aluminum producer in Brazil, aims to exceed global emission reduction targets. This initiative is driven by the belief that the market will eventually pay a premium for sustainably produced aluminum, a strategic metal vital for the energy transition and infinitely recyclable. The broader Brazilian aluminum industry has announced R\$30 billion in investments by

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2024 to Oct 2029



Norsk Hydro ASA - ESG Score

www.spglobal.com | 02 Sep 2024

ESG Score Result of Norsk Hydro, is 66. The company scored 63 in environment, 63 in social and 72 in governance & economic.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2024 to Oct 2029



Porsche and Hydro concretise planned co-operation

www.aluminium-journal.com | 26 Jul 2024

Hydro and Porsche accelerate collaboration by launching new business model for low-carbon aluminium supplies. The agreement signed in Stuttgart on July 9 pioneers a new business model for low-carbon aluminium to drive sustainability and transparency in the automotive industry.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2024 to Aug 2029



Hydro helps to clean UK beaches and contribute to ocean research

www.thescarboroughnews.co.uk | 15 Jul 2024

Hydro Aluminium has a strong sustainability ethos and as part of a new project within their Environmental, Social and Governance plans, employees and suppliers joined the Marine Conservation Society to collect and record 37kg of rubbish from two UK beaches.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2024 to Aug 2029



Fagerhult explores circular process in aluminium recycling pilot project

www.alcircle.com | 25 Jun 2024

In a pilot project, Fagerhult and Hydro Extrusion Sweden explored circular processes for reusing aluminium, focusing on efficiency and preserved material properties.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2024 to Jul 2029



Hydro Sweden generates renewable energy on site

www.aluminium-journal.com | 10 Jun 2024

Hydro Extrusion in Sweden starts onsite production of renewable energy. The end goal is a switch to 100 % locally produced energy from renewable sources for the operation of Hydro's extrusion plants in Vetlanda and Finspång.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2024 to Jul 2029



List of Clean 200 companies captures the green transition in full flight

corporateknights.com | 15 Feb 2024

Norsk Hydro ASA is ranked 77 in the List of Clean 200 companies.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2024 to Mar 2029



Hydro pioneers plasma technology to achieve zero CO2 emission during aluminium production

www.alcircle.com | 11 Jan 2024

Hydro is advancing its commitment to achieving zero CO2 emissions in aluminum production by implementing emission-free plasma technology in the Sunndal cast house. The Norwegian Government has provided soft funding for this innovative project, recognizing its potential to significantly impact hard-to-abate industries globally.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Feb 2029



Hydro says Circal's carbon footprint is shrinking

www.recyclingtoday.com | 10 Jan 2024

Norway-based Norsk Hydro ASA says it can now ship its Hydro Circal branded recycled-content aluminum with a documented carbon footprint of 1.9 kilograms, or less than 4.2 pounds, of CO2-equivalent per kg of aluminum. Circal was launched in 2019 and Hydro calls it a prime quality, recycled aluminum made with a minimum of 75 percent recycled postconsumer scrap, certified by an independent third party.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Feb 2029



The ranking of Austria's best employers 2026 [DE]

www.trend.at | 01 Jan 2024

Norwegian aluminum and renewable energy giant Norsk Hydro secured the 209th position in a major global index, earning a distinguished evaluation score of 7.04. This definitive ranking highlights the multinational corporation's ongoing operational success and strategic positioning across the international materials and energy markets. Norsk Hydro's commendable score reflects the company's robust financial metrics, industrial efficiency, and steady integration of low-carbon aluminum and sustainable business initiatives, further cementing its reputation as an industry leader dedicated to

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Jan 2029



Aluminium Industry Backs New Greenhouse Gas Initiative

www.businessworld.in | 08 Dec 2023

The International Aluminium Institute (IAI) backed a new initiative that commits to transparently and publicly track the ambition and progress in greenhouse gas reduction of all its member companies. This initiative, which is being launched at the United Nations Climate Change Conference (COP 28) in Dubai, has already been backed by major aluminium producers as the sector continues to act on reducing its greenhouse gas emissions. Signatories include, among others, Norsk Hydro. It complements a range of continual activities and programmes by the IAI to ensure the industry can

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2023 to Dec 2028



Hydro, UK EV startup WEVC partner up on low-carbon aluminium.

www.reuters.com | 15 Nov 2023

Aluminium maker Hydro (NHY.OL), opens new tab and Watt Electric Vehicle Company (WEVC) said on Wednesday they will explore using recycled and low-carbon aluminium to help meet the climate goals of the UK commercial electric van startup's potential customers.Hydro's low-carbon aluminium is produced using renewable energy and has a CO2 footprint of 4.0 kg per tonne compared with a global average of 16.7kg.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2023 to Dec 2028



Hydro inaugurates recycled-content billet line

www.recyclingtoday.com | 14 Sep 2023

Norway-based aluminum producer Norsk Hydro says it has started operating a new HyForge casting line at its recycled-content aluminum casting plant in Rackwitz, Germany. The company says its \$42.5 million investment will help address “the automotive industry's drive to decarbonize, significantly increasing the use of recycled, postconsumer aluminum scrap” in the aluminum it uses.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2023 to Oct 2028



Norsk Hydro to Convert Aluminium Extrusion Plants In Sweden to Solar Power

aluminiuminsider.com | 20 Aug 2023

Norwegian aluminium producers Norsk Hydro ASA will begin a project at its extrusions plants in Sweden to convert their power sources to solar power generation. As part of the Greener Sweden project, Norsk Hydro intends to convert its plants in Vetlanda, Sjunnen, and Finspång to all locally-produced sustainable energy. Ultimately, Hydro hopes to reduce the carbon dioxide emissions at those plants to zero while enhancing the community around those plants.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2023 to Sep 2028



Hydro earns ASI certifications in North America

www.recyclingtoday.com | 20 Jul 2023

The Extrusion North America business unit of Norway-based Norsk Hydro ASA has achieved Aluminium Stewardship Initiative Performance Standard V2 certification at 23 of its sites in the United States and Canada. Hydro calls the Australia-based Aluminum Stewardship Initiative (ASI) “the only comprehensive, voluntary sustainability standard initiative for the aluminum value chain.” To attain the certifications, third-party audits of Hydro Extrusion North America’s sites were conducted by Norway-based DNV GV. The ASI Performance Standard has been designed to define environmental, social and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2023 to Aug 2023



Hydro produces hydrogen-powered recycled aluminium in Spain

www.mining-technology.com | 16 Jun 2023

Hydro has produced green hydrogen-fuelled recycled aluminium as part of a test at its extrusion plant in Navarra, Spain, via its subsidiary Hydro Extrusions. The company claims the development to be a world first. It used carbon-free hydrogen as a replacement for natural gas as fuel for aluminium recycling in the test, which was conducted by hydrogen experts from subsidiary Hydro Havrand, in association with hydrogen technology provider Fives. Fives designed and supplied the key components and controls needed for the safe operation of the system.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2023 to Jul 2028



SolarDuck Partners With TNB Renewables, TNB Research, And Hydro To Launch Offshore Floating Solar Project In Malaysia

solarquarter.com | 16 Jun 2023

As part of the global rollout of Offshore Floating Solar, SolarDuck AS together with its project partners, TNB Renewables Sdn Bhd (TRe) and TNB Research Sdn Bhd (TNBR), wholly owned subsidiaries of Tenaga Nasional Berhad, the largest electricity utility in Malaysia, and Hydro Extrusion Norway AS, a leading aluminium and energy company committed to a sustainable future, is pleased to announce an exciting new project in Malaysia.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2023 to Jul 2028



Hydro Energi signs 15-year power contract with Statkraft

www.hydroreview.com | 08 Jun 2023

Hydro Energi AS has signed a long-term power purchase agreement (PPA) with Statkraft for the delivery of 0.44 TWh per year to Hydro’s Norwegian aluminum plants from 2024 to 2038. The PPA secures this supply to Hydro’s plants in the NO3 bidding zone in central Norway from Statkraft’s power plants in the price area. Access to renewable power and modern technology enable Hydro to produce aluminum in Norway with a carbon footprint of about 75% less than the global average, Hydro said.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2023 to Jul 2028



U.S. EPA Final Order With Penalty against Hydro Extrusion Usa Llc, Delhi LA

echo.epa.gov | 11 May 2023

On May 11th 2023, Hydro Extrusion Usa Llc was issued a Total State/Local Penalty of \$1,250 for other violations of the Clean Air act.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from May 2023 to Jun 2028



Norsk Hydro to supply Porsche with low-carbon aluminium

www.reuters.com | 26 Apr 2023

Norsk Hydro will supply Porsche AGwith low-carbon aluminium and eventually recycle its battery materials as the luxury carmaker moves to decarbonise its supply chain. Makers of electric cars are looking to replace steel with aluminium to make car bodies and batteries lighter to increase mileage.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Apr 2023 to May 2028



Reynosa plant achieves Hydro’s first ASI certification in Mexico

aluminiumtoday.com | 05 Apr 2023

Hydro Precision Tubing Reynosa in Mexico is Hydro’s first aluminium extrusion plant in North America to be certified according to the Aluminium Stewardship Initiative (ASI) Performance Standard. ASI aims to see sustainability and human rights principles increasingly embedded in supply chains. The ASI Performance Standard recognizes the responsible production, sourcing and stewardship of aluminium. The certification in Reynosa covers the plant’s extrusion operations as well as its fabrication activities.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Apr 2023 to May 2023



Norsk Hydro is ranked in World Benchmarking Alliance

www.worldbenchmarkingalliance.org | 01 Jan 2023

World Benchmarking Alliance represent organisations working at global, regional, and local levels to shape the private sector’s contributions to achieving the SDGs. Norsk Hydro demonstrates strong performance in the 2022 Nature Benchmark with a score of 48/100. Ranking first among companies in its industry, it has several leading practices in the governance and strategy, respecting planetary boundaries, and social inclusion and community impact areas. In the social inclusion and community impact area, Norsk Hydro outperforms every other company in the benchmark, demonstrating a high

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Dec 2022 to Jan 2028



Norsk Hydro to supply Mercedes-Benz with low-carbon aluminium

kfgo.com | 15 Dec 2022

Norsk Hydro will supply Mercedes-Benz with low-carbon aluminium for a range of models from 2023, including its electric EQ models, as the luxury carmaker plans to decarbonise its supply chain, the companies said on Thursday. Mercedes-Benz, which already uses Hydro-supplied components, aims to reach near-zero carbon aluminium by the end of 2030 and targets halving its CO2 emissions by 2030 and becoming CO2-neutral by 2039. Makers of electric cars are looking to use more aluminium to make them lighter to increase mileage and the batteries themselves contain the lightweight metal.

360° Watch

Impact on Score

Neutral

Severity
Neutral
valid from Dec 2022 to Jan 2028



Velux partners with hydro to cut carbon emissions

buildersmerchantsjournal.net | 29 Sep 2022

VELUX Group and Hydro have agreed to a joint target to reduce CO2 emitted per kilo of aluminium, contributing to the VELUX Group goal to halve value chain emissions by 2030. The partnership agreement target is for VELUX to reach a level below 2.0 kg carbon emitted per kilogram of aluminium by 2030, which is less than one fifth of the European average of 11.3 kg. This ambitious target includes the entire aluminium value chain and is based on the average of all the extruded aluminium components that Hydro delivers to VELUX.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2022 to Oct 2027



Norsk Hydro: Hydro publishes green and sustainability linked financing framework

www.ariva.de | 20 Jul 2022

Norsk Hydro ASA has established a green and sustainability linked financing framework. Under the new framework, Hydro can issue green financing instruments and sustainability linked financial products.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2022 to Aug 2027



Hydro starts construction of new recycling plant in Rackwitz [DE]

www.euwid-recycling.de | 19 Jul 2022

The Norwegian aluminum group Hydro started the expansion of its aluminum foundry Rackwitz in the north of Leipzig at the beginning of July. The planned new "HyForge" production line will make it possible to significantly increase the use of post-consumer scrap and thus further improve the CO 2 footprint.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2022 to Aug 2027



Norsk Hydro To Partner With Equinor And Scatec On US\$430 MM Solar Power Project In Brazil

aluminiuminsider.com | 11 Jul 2022

Norwegian aluminium producer Norsk Hydro ASA's subsidiary Hydro Rein is partnering with renewable energy firms Equinor and Scatec to build a solar power project that will provide power to the world's biggest alumina refinery in Brazil.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2022 to Aug 2027



Hydro and Macquarie plan wind and solar energy plant in Brazil

sg.finance.yahoo.com | 01 Jun 2022

Norsk Hydro's Rein and Macquarie Asset Management's Green Investment Group plan to build and operate a 586-megawatt wind and solar power plant in northeast of Brazil.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2022 to Jul 2027



Hydro plant in Commerce, Texas, certified to produce Hydro Circal

www.recyclingtoday.com | 25 May 2022

Norsk Hydro, an aluminum manufacturing company based in Oslo, Norway, has announced its aluminum plant in Commerce, Texas, has been certified by DNV, independent risk management, and quality assurance company based in Oslo, to produce Hydro Circle. This is the company’s first facility in the U.S. to achieve this certification. Hydro Circle is a low-carbon recycled aluminum product containing at least 75 percent postconsumer end-of-life scrap.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2022 to Jun 2027



Hydro JV starts up battery recycling plant

www.recyclingtoday.com | 17 May 2022

Hydrovolt, a battery recycling joint venture (JV) firm created in 2020 by Norway-based aluminum producer Hydro and Sweden-based Northvolt AB, has started commercial recycling operations at its plant in Fredrikstad, Norway. The JV says the Hydrovolt facility is Europe’s largest electric vehicle (EV) battery recycling plant, with the capacity to process 12,000 metric tons of battery packs on annual basis, corresponding to about 25,000 EV batteries. The JV firm says it is using a “fully automated recycling process” at Hydrovolt that enables up to 95 percent of materials to be recovered from

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2022 to Jun 2027



Norsk Hydro Begins Construction Of New Aluminium Recycling Plant In SW Michigan

aluminiuminsider.com | 24 Apr 2022

Norwegian aluminium producer Norsk Hydro ASA broke ground last week on a new US\$150 million aluminium recycling plant in Cassopolis, Michigan.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2022 to May 2027



Hydro Alunorte signs USD 200 million sustainability-linked loan to finance fuel switch project

aluminiumtoday.com | 05 Apr 2022

Alunorte has signed a USD 200 million sustainability-linked loan for the fuel switch project. The pricing of the loan will be linked to the performance of the company’s greenhouse gas emission reduction target.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2022 to May 2027



Dow Jones Sustainability Europe Index 2022

portal.csa.spglobal.com | 22 Mar 2022

The Dow Jones Sustainability™ Europe Index comprises European sustainability leaders as identified by S&P Global through the Corporate Sustainability Assessment (CSA) and Norsk Hydro ASA in Norway was selected among the top sustainability leader in 2022.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2022 to Apr 2032



Shell teams up with Norsk Hydro to work on green hydrogen projects

www.cnn.com | 09 Nov 2021

Norsk Hydro and fossil fuel giant Shell are to look into the potential of joint projects focused on green hydrogen production.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2021 to Dec 2026



U.S. EPA Final Order With Penalty against Hydro Extrusion Portland, Inc, OR, facility

echo.epa.gov | 26 Oct 2021

On October 2021, Hydro Extrusion Portland, Inc. was issued a Total State/Local Penalty of \$800 for "other" violations of Clean Water Act (CWA).

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2021 to Nov 2026



Norsk Hydro To Boost Aluminium Recycling Capacity By Half At Sjunnen

aluminiuminsider.com | 26 Aug 2021

Norwegian aluminium firm Norsk Hydro ASA announced this week plans to invest €11.3 million to increase the aluminium recycling capability at its plant in Sjunnen by 20 thousand metric tons per annum. Also factoring in is the ease of accessibility of recyclable aluminium, as transporting scrap aluminium long distances only increases its carbon footprint.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2021 to Sep 2026



No records found for this company on Compliance Database

08 Jul 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2026 to Jul 2031

Labor & Human Rights

Impact on score ●●●●

● ↗ 85/100

Labor & Human Rights | Policies

Impact on score ●●●●

● → 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Quantitative target set on living wage
Living wage target publicly announced
Dedicated responsibility for labor and human rights policy
Labor and human rights policy scope of application specified
Formal mechanisms to review and amend labor and human rights policy
Quantitative targets set on preventing discrimination and harassment
Comprehensive policy on a majority of labor or human rights issues
Labor and human rights policy on social dialogue
Labor and human rights policy on working conditions
Labor and human rights policy on employee health and safety
Labor and human rights policy on child labor, forced labor, and human trafficking
Labor and human rights policy on career management and training
Labor and human rights policy on preventing discrimination and harassment
Committed to continuously pay a living wage

Improvement areas

Low priority	No supporting evidence of quantitative target set on career management and training
Low priority	No supporting evidence of quantitative target set on employee health and safety

Labor & Human Rights | Endorsements

Impact on score ●○○○

● → 100/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of external initiative on labor or human rights issues
Public endorsement of ICMM guidelines and sustainable development framework
Endorsement of the Aluminium Stewardship Initiative (ASI)
Endorsement of the United Nations Global Compact (UNGC)

Labor & Human Rights | Measures

Impact on score ●●●●

● → 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Analysis of employees’ wage levels against a living wage benchmark methodology recognized by IDH
Remediation procedure in place for victims of discrimination and/or harassment
Remediation procedure in place for identified victims of child labor, forced labor and/or human trafficking
Collective bargaining agreement on preventing discrimination and harassment
Collective bargaining agreement on career management & training
Employee representatives or employee representative body (e.g. works council)
Regular employee health check-up
Preventive actions for repetitive strain injury (RSI)
Collective bargaining agreement on employees’ health & safety
Other actions to protect young workers
The company declares its main operation(s) is located in a region where the right to freedom of association is not restricted by local law/regulation (not verified)
Collectively bargained wages
Regular assessment of individual performance
Impact assessments identifying potential child labor, forced labor and/or human trafficking
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Skills development program tailored to employee needs
Training of employees on child labor, forced labor and human trafficking
Individual development and career plan for all employees
Actions to prevent discrimination in professional development and promotion processes
Collective bargaining agreement on working hours, overtime, or leaves
Actions to ensure equal pay for equal work
Actions to promote the inclusion of employees with disabilities
Grievance mechanism on discrimination and/or harassment issues
Employee resource or support groups open to all
Actions to prevent discrimination during recruitment phase
Other actions towards closing the living wage gap
Awareness training on discrimination and harassment
Flexible organization of work (eg. remote work, flexi-time)
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Actions to control hazardous substance exposure
Employee health and safety emergency action plan
Training of employees on health and safety risks and best working practices
Equipment safety inspections or audits
Health care coverage of employees in place

Employee satisfaction survey
Compensation for extra or atypical working hours
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Grievance mechanism on working conditions
Actions to ensure adequate wages
Complaints procedure in place for employees to report on occupational health and safety issues
Actions to prevent noise exposure
Employee health & safety risk assessment
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises
Actions to address stress and psychological wellbeing in the workplace
Actions to promote equal opportunities for all in the workplace

Improvement areas

Low priority	No supporting evidence of actions to manage working hours and overtime
Low priority	No supporting evidence of actions to promote internal mobility
Low priority	No supporting evidence of age verification of candidates before hiring
Low priority	No supporting evidence of process to prevent the retention of employee identification documents
Low priority	No supporting evidence of actions to prevent workplace harassment

Labor & Human Rights | Certifications

Impact on score ●●●○

● → 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

Labor and human rights management system certification covers more than 75% of the assessed scope
ISO 45001 certified
Specific labor or human rights certification

Labor & Human Rights | Coverage

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting

Impact on score ●●●○

● ↗ 100/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Exceptional reporting on labor and human rights issues
Reporting in accordance with ESRS Set 1
Reporting on the number of identified discrimination or harassment incidents or corrective actions
Reporting in accordance with GRI Universal Standards
Reporting on the percentage of direct employees covered by a living wage benchmarking analysis
Reporting on the percentage of direct employees paid below living wage
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on the percentage of women employed in relation to the whole organization
Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees
Report on average unadjusted gender pay gap
Report on percentage of women within the organization's board
Reporting on number of days lost to work-related injuries, fatalities and ill health
Reporting on number of recordable work-related accidents
Reporting on the percentage of women at top management level

Improvement areas

Low priority	No supporting evidence of reporting on the average hours of training per employee
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Labor & Human Rights | 360° Watch

Impact on score ●●●●

● → 50/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company’s sustainability management.

Improvement areas

Medium priority	The 360° Watch has identified at least one significant adverse report regarding employee health & safety.
Medium priority	The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).

News that impacted your score (64)

News stories about your company we found in public databases.

OSHA Penalty for Serious H&S Standard Violation

www.osha.gov | 04 Apr 2024

On 04/04/2024, Hydro Extrusion Usa, Llc's facility in Spanish Fork, UT, was fined a \$1,800 penalty for 1 Serious violation of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Apr 2024 to May 2029



OSHA Penalty for serious H&S Standard Violation(s)

www.osha.gov | 14 Jun 2022

On June 14, 2022, Hydro Extrusion USA, LLC's facility in Yankton, SD, was fined a \$8,500 penalty for one serious violations of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from Jun 2022 to Jul 2027



Hydro plans closure of Lucé extrusion plant in France

eurometal.net | 09 Mar 2026

Norwegian aluminum producer Hydro has decided to close its extrusion plant in Lucé, France, as part of a strategy to optimize its European extrusion operations and enhance competitiveness. The proposed closure affects approximately 80 employees at the plant, and a formal consultation process with employee representatives will begin shortly.

360° Watch

Impact on Score

Severity

Neutral

valid from Mar 2026 to Apr 2031



McMillan-Booker v. Hydro Extrusion USA, LLC

unicourt.com | 08 Jun 2023

On 06/08/2023 McMillan-Booker filed a Civil Right - Employment Discrimination lawsuit against Hydro Extrusion USA, LLC. This case was filed in U.S. District Courts, Pennsylvania Middle District Court. The Judge overseeing this case is Robert D Mariani. The case status is Pending - Other Pending.

360° Watch

Impact on Score

Severity

Neutral

valid from Jun 2023 to Jul 2028



Companies that announced Major Layoffs and Hiring Freezes

intellizence.com | 30 Jun 2026

In August 2025, Norwegian aluminum giant Norsk Hydro announced plans to reduce its global white-collar workforce by approximately 750 positions to achieve an annual cost reduction of NOK 1 billion. This downsizing initiative primarily targets staff, support, engineering, IT, and commercial roles across group functions, leaving blue-collar production positions unaffected. The workforce adjustment—structured to cut 600 roles by the end of 2025 and 150 more through 2026 efficiency initiatives—follows a previously implemented hiring freeze and a 10% reduction in its 2025 capital expenditure

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2025 to Sep 2030



Le Garric. La grève des salariés d'Hydro Extrusion se prolonge

www.lejournaldici.com | 18 Jun 2026

Depuis le 11 juin 2026, 140 des 220 salariés de l'usine Hydro Extrusion au Garric sont en grève. Ils protestent contre des salaires non indexés sur l'inflation et une modification des plannings estivaux entraînant une perte de jours de congés. Malgré les demandes des grévistes, la direction du leader mondial de l'extrusion d'aluminium refuse pour l'instant tout compromis et n'a pas communiqué. Le mouvement, qui pourrait durer, a reçu le soutien de figures politiques locales, notamment le maire de Saint-Benoît de Carmaux et un représentant du PCF, venus à leur rencontre.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2026 to Jul 2031



Europe’s best employers 2026: ranking

www.ft.com | 21 May 2026

Norwegian industrial manufacturing giant Norsk Hydro has been recognized as one of Europe’s Best Employers for 2026, securing the 997th spot out of the top 1,000 corporate workplaces on the continent. The company earned a final evaluation score of 61.15 in the prestigious annual index. Compiled jointly by the Financial Times and Statista, the 2026 ranking is determined by an extensive independent survey compiling more than 6 million anonymous employee evaluations across Europe, assessing critical workplace factors such as overall career development opportunities, fair

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2026 to Jun 2031



Accord d'entreprise chez EXTRUSION SERVICES

www.maitredata.com | 16 Mar 2026

Face à une baisse conjoncturelle de production, la fonderie de recyclage d'aluminium de Lucé (société Extrusion Services) a mis en place un accord d'Activité Partielle de Longue Durée Rebond (APLDR) du 1er mai 2026 au 30 avril 2028. Ce site est stratégique pour la trajectoire bas carbone du groupe Hydro, qui y maintient ses investissements malgré la fermeture parallèle de son usine d'extrusion attenante. L'accord prévoit une réduction maximale du temps de travail de 40 % par salarié, un maintien de l'emploi et un plan de formation renforcé pour préparer la reprise attendue dès 2028.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2026 to Apr 2031



Accord d'entreprise chez HYDRO BUILDING SYSTEMS FRANCE

www.maitredata.com | 13 Jan 2026

Signé le 13 janvier 2026 à Toulouse entre la direction d'Hydro Building Systems France et les syndicats CFDT, CFE-CGC et CGT, cet avenant modifie l'accord Diversité et QVCT valable de 2025 à 2030. Il supprime toute condition d'ancienneté pour bénéficier du maintien de salaire à 100 % lors des congés de maternité, paternité ou d'adoption. Applicable rétroactivement au 22 septembre 2025, ce texte sera notifié aux syndicats, déposé auprès des autorités compétentes (Dreets et prud'hommes de Toulouse) et publié dans la base de données nationale après anonymisation.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2026 to Feb 2031



L'index égalité professionnelle pour HYDRO EXTRUSION LUCE/CHATEAUROUX pour 2026

egapro.travail.gouv.fr | 01 Jan 2026

HYDRO EXTRUSION LUCE/CHATEAUROUX a reçu une note de 93 sur l'index de l'égalité professionnelle entre les femmes et les hommes pour 2026.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2026 to Feb 2031



Germany’s Best Employers 2026

rankings.statista.com | 01 Jan 2026

Hydro Aluminium has been recognized as one of Germany’s Best Employers for 2026, ranking 385th with a score of 70.08. This placement highlights the company’s strong reputation, workplace culture, and employee satisfaction within the German industrial manufacturing and materials sector.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2026 to Feb 2031



Norsk Hydro’s World Benchmarking Alliance Sustainability Assessment Summary

www.worldbenchmarkingalliance.org | 01 Jan 2026

According to the World Benchmarking Alliance (WBA), Norsk Hydro is a prominent, integrated aluminum and renewable energy company headquartered in Norway. Spanning the entire aluminum value chain, it scored highly in WBA's Social and Nature Benchmarks, ranking among the top leaders in its industry. The company exhibits strong practices in governance, environmental sustainability, and social inclusion—specifically respecting community health, land rights, and Indigenous Peoples' rights. However, under WBA's climate assessments, Hydro was noted to need improvement in its long-term

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2026 to Feb 2036



Notice of Temporary Operational Extension and Layoff Suspension: Hydro Extrusion Italy [IT]

www.ilgazzettino.it | 17 Dec 2025

Following a high-stakes regional technical meeting in Venice, Hydro Extrusion Italy and trade unions reached an agreement to halt over 115 layoffs and keep the Feltre production site fully operational until February 2025. This "Christmas truce" comes after weeks of industrial action, including strikes and gate blockades, and marks a shift in the company's stance as it now expresses openness to exploring a potential sale of the plant. While the dispute remains complex, the three-hour negotiation provided immediate relief for the workforce by postponing collective dismissal procedures and reopening a

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2025 to Jan 2031



Accord d'entreprise HYDRO EXTRUSION ALBI

www.maitredata.com | 09 Dec 2025

Signé le 9 décembre 2025 entre la direction et les syndicats CGT et FO, cet accord NAO fixe les mesures salariales pour 2026. Une augmentation générale de 1,9 % est accordée à l'ensemble du personnel, incluant les apprentis, parallèlement à la revalorisation des salaires minima. Côté primes, la prime vacances passe à 950 € brut. Les indemnités de repas (jour et nuit) ainsi que la valeur du ticket restaurant (portée à 12,10 €) sont augmentées et indexées sur le barème URSSAF 2026. Cet accord, conclu pour un an, s'applique à tous les établissements de l'entreprise dès le 1er janvier 2026.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2025 to Jan 2031



Accord d'entreprise pour Hydro Extrusion Luce/Chateauroux

www.maitredata.com | 08 Dec 2025

Hydro Extrusion Lucé/Châteauroux a signé un avenant à son plan d'épargne retraite d'entreprise collectif (PERECO) afin de se mettre en conformité avec la loi française sur le partage de la valeur (loi n° 2023-1107). Signé le 8 décembre 2025 par la direction et les syndicats (CGT, FO et CFDT), cet avenant élargit les options d'investissement proposées aux salariés dans le cadre de la « Gestion Libre ». Il introduit spécifiquement des fonds labellisés pour la transition énergétique, la transition écologique ou l'Investissement Socialement Responsable (ISR), tels que la gamme BNP Paribas Phileis. Ces nouveaux

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2025 to Jan 2031



Accord d'entreprise HYDRO EXTRUSION PUGET

www.maitredata.com | 08 Dec 2025

Signé en décembre 2025 entre la direction et les syndicats CFTC, CFDT et CGT, cet accord NAO définit la politique salariale pour 2026. L'ensemble du personnel, y compris les apprentis, bénéficie d'une augmentation générale de 1,9 % au 1er janvier 2026, complétée par la revalorisation des salaires minima. La prime vacances est portée à 950 € brut. Concernant les avantages sociaux, la valeur du ticket restaurant passe à 12,10 € tandis que les indemnités de repas (jour et nuit) sont revalorisées selon le barème URSSAF 2026. Cet accord d'un an s'applique à tous les établissements de l'entreprise.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2025 to Jan 2031



Norsk Hydro to Close Five European Plants in Strategic Footprint Optimization

www.recyclingtoday.com | 26 Nov 2025

Norway-based aluminum producer Norsk Hydro has announced plans to close five European extrusion plants in the United Kingdom, Germany, Italy, and the Netherlands by next year to optimize its regional footprint and strengthen long-term competitiveness. Driven by a challenging market landscape, this restructuring will affect approximately 730 employees and involves the decommissioning of eight extrusion presses and three recycling units. CEO Eivind Kallevik emphasized that while the decision was difficult, it is a necessary step to ensure the business's sustainability, noting that customers will be

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2025 to Dec 2030



More layoffs at large Norwegian companies

www.newsinenglish.no | 27 Aug 2025

Norway's largest bank, DNB, is eliminating an additional 100 positions in its technology and services division, following a previous cut of 500 jobs last year. This reduction aligns with broader job losses across Norwegian companies like Norsk Hydro and Yara, driven by evolving technology and a challenging global environment. To facilitate these cuts, DNB is offering employees voluntary departure incentives, including up to six months' pay and job placement assistance.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2025 to Sep 2030



Hydro to cut 750 white-collar jobs: Cost control or structural overhaul?

www.alcircle.com | 15 Aug 2025

Norsk Hydro plans to lay off around 750 white-collar employees, escalating earlier hiring freeze measures. This decision is part of a strategy to reduce 2025 capital expenditure from NOK 15 billion to NOK 13.5 billion, aligning resources with evolving business needs. Despite widespread job cuts in the aluminium industry due to a 50% US import tariff, Hydro remains relatively insulated due to strong domestic sourcing and limited exposure to the US market.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2025 to Sep 2030



Hydro Extrusion announces layoffs - third time in 1.5 years [SE]

www.metal-supply.se | 14 Aug 2025

15 white-collar workers in Vetlanda were given notice of termination on Tuesday. According to Henrik Futtrup, CEO of Hydro Extrusion, the notice should not come as a big surprise, as the company announced a global hiring freeze before the holiday season.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2025 to Sep 2030



Hydro confirms permanent shutdown of its Birtley extrusion plant, cites challenging market conditions

www.alcircle.com | 21 May 2025

Amid challenging market headwinds, Hydro has announced the permanent closure of its Birtley extrusion plant in the United Kingdom. The Norwegian aluminium giant cited a sharp drop in demand and tightening recycling margins across the downstream aluminium sector as key drivers behind the decision. The closure will result in approximately 100 redundancies. Hydro has expressed a strong commitment to supporting affected employees, including offering roles at its other UK sites and providing transition assistance for those leaving the company.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2025 to Jun 2030



Proposed OSHA Penalty for H&S Standard Violation

www.osha.gov | 05 May 2025

On 05/05/2025, Hydro Extrusion Usa Llc's facility in Cressona, PA, was proposed a \$13,240 penalty for 1 serious violation of U.S. OSHA health and safety standards.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2025 to Jun 2030



2025-26 Gender pay gap report for HYDRO ALUMINIUM UK LIMITED

gender-pay-gap.service.gov.uk | 05 Apr 2025

In this organisation, women’s median hourly pay was 5.9% lower than men’s – this means they earned 94p for every £1 that men earn when comparing median hourly pay.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2025 to May 2030



Hazardous substance leak at Hydro Extrusion: building evacuated, companies started cleanup [NL]

www.harderwijksezaken.nl | 10 Feb 2025

A hazardous substance leak occurred Monday morning at the Hydro Extrusion company on Industrieweg in Harderwijk. Around 6:18 a.m., the fire department was alerted to reports of a strange smell in the building. As a precaution, the building was immediately evacuated and closed to all employees. The area was cordoned off with tape due to the risk of hazardous substances.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2025 to Mar 2030



Improvement Notice served against Hydro Aluminium UK Limited

resources.hse.gov.uk | 15 Jan 2025

On January 15, 2025, Hydro Aluminium UK Limited was issued an Improvement Notice for failing to conduct proper face-fit testing for tight-fitting Respiratory Protective Equipment (RPE) used to protect employees from hazardous wood dust exposure. The notice highlights the company’s lack of a suitable and sufficient risk assessment regarding this health hazard, as required by law. Initially due by April 7, 2025, the compliance deadline was extended to May 14, 2025. The case remains ongoing.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



Ornago: Hydro strikes against two layoffs, with protests also taking place at the reception desk [IT]

www.ilcittadinomb.it | 10 Jan 2025

Layoffs at Hydro Extrusion in Ornago : unions are ready to take to the barricades . On Friday, January 10, a four-hour strike took place in front of the plant, with a picket line at the gates on Via Ciucani. Union delegates explained that the reason for the strike concerns two employees at the plant .

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2025 to Feb 2030



L'index égalité professionnelle de HYDRO BUILDING SYSTEMS FRANCE

egapro.travail.gouv.fr | 01 Jan 2025

HYDRO BUILDING SYSTEMS FRANCE a reçu une note de 85 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour l'année 2025.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2023 to Feb 2028



Improvement Notice served against Hydro Aluminium UK Limited

resources.hse.gov.uk | 05 Dec 2024

On December 5, 2024, Hydro Aluminium UK Limited received an Improvement Notice for failing to ensure safe circulation of pedestrians and vehicles in the area known as "The Middle." The notice cited a lack of suitable separation between foot and vehicle traffic, posing safety risks. The original compliance date was February 13, 2025. The company has since complied with the notice.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2024 to Jan 2030



Warning strikes: IG Metall puts pressure on [DE]

lokaldirekt.de | 11 Nov 2024

On November 11, 2024, around 1,000 metalworkers, including employees from Hydro Extrusion, joined a warning strike organized by IG Metall in Lüdenscheid. The strike aimed to pressure employers ahead of the fourth round of collective bargaining negotiations. IG Metall demanded a 7% wage increase, rejecting the employers' 1.7% offer set for July 2025. Union leaders argued the proposal was inadequate, especially as inflation adjustments would end, potentially reducing real income compared to pre-pandemic levels.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2024 to Dec 2029



Sweden: Hydro Extrusions may be forced to lay off more workers [NO]

www.metalsupply.no | 14 Oct 2024

Hydro Extrusion in Sweden, employing about 800 people across three sites, faces further layoffs due to declining demand from the struggling global automotive industry. Since spring 2024, 19 employees have already been let go, and more may follow. CEO Henrik Futtrup confirmed new layoff notices, attributing the situation to falling production volumes, especially in Europe. He clarified that the layoffs are unrelated to IF Metall's strike against Tesla, emphasizing the need to manage factory costs responsibly while hoping for a recovery in the automotive sector.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2024 to Nov 2029



Indigenous mobilization prevents police from imposing multinational work on quilombola territory [PT]

almapreta.com.br | 20 Sep 2024

A mobilization of indigenous people of the Turiwara and Temb  ethnic groups prevented police forces from imposing works by the Norwegian multinational Norsk Hydro in quilombola territories in the Vale do Acar  region, northeast of Par . For more than a week, about 100 indigenous people have blocked a section of the access road to the company, preventing the passage of employees.

360  Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2024 to Oct 2029



TIME World's Best Companies of 2024

time.com | 12 Sep 2024

Norsk Hydro was named one of the TIME World's Best Companies of 2024, ranking 660th globally with an overall evaluation score of 84.68. Headquartered in Norway, the multinational industrial corporation is categorized within the Resource Generation and Infrastructure Sector, supported by a global workforce of 22,637 employees. Developed by TIME and Statista, this prestigious ranking recognizes top-performing companies worldwide based on a comprehensive formula evaluating high employee satisfaction, robust revenue growth, and strong environmental, social, and corporate governance (ESG)

360  Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2024 to Oct 2029



Norsk Hydro ASA - ESG Score

www.spglobal.com | 02 Sep 2024

ESG Score Result of Norsk Hydro, is 66. The company scored 63 in environment, 63 in social and 72 in governance & economic.

360  Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2024 to Oct 2029



Hydro Aluminium UK elevates health and safety status with two RoSPA Awards

bdcmagazine.com | 09 May 2024

Hydro Aluminium UK Ltd was awarded both a Gold Achievement Award and a Best New Entry Award (UK) at this year's RoSPA Awards for its strong commitment to health and safety. It was awarded the accolade after it took a thorough approach to clearly explaining and demonstrating its health and safety management system in action during the past year. The organisation also ran a series of initiatives such as a family fun day, safety stand down days and extracurricular first aid training, and installed a series of defibrillators for general public use.

360  Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2024 to Jun 2029



2024-25 Gender pay gap report for Hydro Aluminium UK Limited

gender-pay-gap.service.gov.uk | 05 Apr 2024

In this organisation: Women's median hourly pay was 3.7% lower than men's – this means they earned 96p for every  1 that men earn when comparing median hourly pay and women's mean (average) hourly pay was 8.6% lower than men's.

360  Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2024 to May 2029



Accords d'entreprise chez HEA - HYDRO EXTRUSION ALBI

www.droits-salaries.com | 23 Feb 2024

Les négociations entre la direction de HEA - HYDRO EXTRUSION ALBI et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HEA - HYDRO EXTRUSION ALBI précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Feb 2024 to Mar 2029



Accords d'entreprise chez HYDRO EXTRUSION LUCE/CHATEAUROUX

www.droits-salaries.com | 23 Feb 2024

Les négociations entre la direction de HYDRO EXTRUSION LUCE/CHATEAUROUX et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HYDRO EXTRUSION LUCE/CHATEAUROUX précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Sep 2023 to Oct 2028



Accords d'entreprise chez HYDRO EXTRUSION PUGET

www.droits-salaries.com | 23 Feb 2024

Les négociations entre la direction de HYDRO EXTRUSION PUGET et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HYDRO EXTRUSION PUGET précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from May 2023 to Jun 2028



Hydro Extrusion is forced to lay off staff as a result of IF Metall's industrial action [SE]

via.tt.se | 12 Jan 2024

IF Metall has caused extensive damage to collective agreement-affiliated Hydro Extrusion, which is now notifying approximately 20 people of termination, several of whom are members of IF Metall. These people are now thrown into unemployment during tough economic times, says Jonas Hagelqvist, CEO, IKEM.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2024 to Dec 2029



Trabajadores de Hydro Extrusion de Irurtzun denuncian los últimos despidos realizados en la empresa

www.pamplonaactual.com | 10 Jan 2024

El Comité de Empresa de la planta de Navarra de Hydro Extrusion Spain, ubicada en Irurtzun, desea informar públicamente sobre una serie de despidos que han tenido lugar en la empresa durante el último año y medio. En todos los casos, la dirección ha empleado razones como pérdida de confianza, bajo rendimiento o reorganización de la sección, todas las cuales han sido declaradas improcedentes por la justicia. Estos despidos, según el Comité, evidencian una falta de justificación por parte de la dirección de Europa Sur, sugiriendo una conducta arbitraria. Se argumenta que los valores

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2024 to Feb 2029



Hydro earns ASI certifications in North America

www.recyclingtoday.com | 20 Jul 2023

The Extrusion North America business unit of Norway-based Norsk Hydro ASA has achieved Aluminium Stewardship Initiative Performance Standard V2 certification at 23 of its sites in the United States and Canada. Hydro calls the Australia-based Aluminum Stewardship Initiative (ASI) “the only comprehensive, voluntary sustainability standard initiative for the aluminum value chain.” To attain the certifications, third-party audits of Hydro Extrusion North America’s sites were conducted by Norway-based DNV GV. The ASI Performance Standard has been designed to define environmental, social and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2023 to Aug 2023



Accords d'entreprise chez HYDRO BUILDING SYSTEMS FRANCE

www.droits-salaries.com | 16 Jun 2023

Les négociations entre la direction de HYDRO BUILDING SYSTEMS FRANCE et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HYDRO BUILDING SYSTEMS FRANCE précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2023 to Jul 2028



Accords d'entreprise chez Hydro Extrusion Puget

www.droits-salaries.com | 30 May 2023

Les négociations entre la direction de HYDRO EXTRUSION PUGET et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HYDRO EXTRUSION PUGET précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2022 to Jul 2027



Accords d'entreprise chez HEA - HYDRO EXTRUSION ALBI

www.droits-salaries.com | 22 May 2023

Les négociations entre la direction de HEA - HYDRO EXTRUSION ALBI et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HEA - HYDRO EXTRUSION ALBI précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2021 to Aug 2026



Strike At Hydro Karmøy and Hydro Årdal Ends

aluminiuminsider.com | 21 Apr 2023

Norsk Hydro ASA said yesterday that the strike at Hydro Karmøy and Hydro Årdal that began on Monday has come to an end. Norwegian aluminium producer Norsk Hydro ASA said yesterday that the strike at Hydro Karmøy and Hydro Årdal that began on Monday has come to an end.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



En Norvège, une grève conduit à des hausses de salaires dans la construction

www.batiactu.com | 21 Apr 2023

Les grévistes ont obtenu gain de cause. En Norvège, des salariés des secteurs de la construction, du transport et de l'hôtellerie avaient annoncé faire grève le 17 avril 2023 pour exiger des hausses de salaires. C'était notamment le cas des employés de Norsk Hydro, un fabricant de produits en aluminium, et d'Aker Solutions, une entreprise de l'industrie du pétrole et du gaz, précise l'agence de presse Reuters. Au total, environ 23.500 membres de syndicats avaient cessé de travailler durant quatre jours, un chiffre important dans un pays qui compte 5,5 millions d'habitants. Un accord salarial

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



Reynosa plant achieves Hydro's first ASI certification in Mexico

aluminiumtoday.com | 05 Apr 2023

Hydro Precision Tubing Reynosa in Mexico is Hydro's first aluminium extrusion plant in North America to be certified according to the Aluminium Stewardship Initiative (ASI) Performance Standard. ASI aims to see sustainability and human rights principles increasingly embedded in supply chains. The ASI Performance Standard recognizes the responsible production, sourcing and stewardship of aluminium. The certification in Reynosa covers the plant's extrusion operations as well as its fabrication activities.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2023



2023/24 Gender pay gap report for Hydro Aluminium UK Limited

gender-pay-gap.service.gov.uk | 05 Apr 2023

In this organisation, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.5% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



HYDRO ALUMINIUM UK LIMITED 2023/24 Gender pay gap report

gender-pay-gap.service.gov.uk | 05 Apr 2023

In this organisation, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.5% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 13.1% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2028



After layoffs in a Norwegian company, the union will seek legal measures and CTB-PA promises to sue the World Federation [PT]

ctb.org.br | 02 Mar 2023

The Chemical Union of Barcarena, in Pará, promised to seek legal measures to protect the rights of workers fired without just cause by Hydro Alunorte, in the Metropolitan Region of Belém. Affiliated to the Central dos Trabalhadores do Brasil (CTB), the entity was surprised this Wednesday (1st) with the dismissal of 23 employees from the solid waste sector of the Norwegian company, without prior communication with the class representation and with the non-compliance with an agreement made less than a month ago.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2023 to Apr 2028



Norsk Hydro is ranked in World Benchmarking Alliance

www.worldbenchmarkingalliance.org | 01 Jan 2023

World Benchmarking Alliance represent organisations working at global, regional, and local levels to shape the private sector’s contributions to achieving the SDGs. Norsk Hydro demonstrates strong performance in the 2022 Nature Benchmark with a score of 48/100. Ranking first among companies in its industry, it has several leading practices in the governance and strategy, respecting planetary boundaries, and social inclusion and community impact areas. In the social inclusion and community impact area, Norsk Hydro outperforms every other company in the benchmark, demonstrating a high

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2022 to Jan 2028



Accords d'entreprise chez HYDRO EXTRUSION PUGET

www.droits-salaries.com | 08 Nov 2022

Les négociations entre la direction de HYDRO EXTRUSION PUGET et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HYDRO EXTRUSION PUGET précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Nov 2022 to Dec 2027



Note of repudiation against the crimes committed by the mining company Hydro Alunorte in Barcarena [PT]

ctb.org.br | 25 Oct 2022

The Central dos Trabalhadores do Brasil (CTB Nacional) and CTB Pará strongly repudiate the crimes of anti-union practices and electoral harassment promoted by representatives of the Norwegian mining company Hydro Alunorte in Barcarena, in the state of Pará.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2022 to Nov 2027



In Pará, the multinational Hydro proposes a lower collective agreement for workers [PT]

ctb.org.br | 14 Oct 2022

After exhaustive negotiations through the Barcarena Chemicals Union (Sindiquímicas), a consensus was not reached for this year's collective agreement. With a base date of September, Hydro Alunorte presented a proposal with no real gain, which was rejected by the union. Hydro wants to impose a lowered collective agreement on workers, without any real gain, without considering that the category has given a lot of sweat, reaching exhaustive production targets, living with the greed of the company that doesn't even care about the correct maintenance of the facilities or with equipment safety.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Oct 2022 to Nov 2027



La grève prend fin, la production reprend à Sunndal

www.tradingsat.com | 25 Aug 2022

Le groupe industriel norvégien Hydro a annoncé jeudi que la production allait reprendre sur son site de Sunndal suite à l'accord trouvé entre le syndicat Industri Energi et l'organisation patronale Norsk Industri, dont le conflit était à l'origine de la grève d'une partie de ses salariés. Les deux parties ont en effet convenu de relever le taux de salaire minimum des employés du secteur de 4,5% pour le porter à 202,1 couronnes norvégiennes (21 euros) par heure à compter du 1er septembre.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2022 to Sep 2027



Norsk Hydro: Strike at Hydro Sunndal

www.bloomberg.com | 22 Aug 2022

The strike at Hydro Sunndal, announced on August 16, has been initiated today. As a result, around 30 members of Industri Energi will not report to work at the aluminium plant and the ramp down of production agreement will be implemented.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Aug 2022 to Sep 2027



After shutdown, only the recycling center would operate in the Slovalco aluminum plant [SK]

www.teraz.sk | 14 Jul 2022

The only Slovak aluminum producer has announced layoffs in response to rising electricity prices, high prices for emission allowances and low aluminum prices. Slovalco in Žiar nad Hronom employs approximately 450 people and claims that about 2,500 more jobs are linked to the production of the aluminum smelter. The majority owner of the company is the global aluminum giant Norsk Hydro, the minority company Penta Investments.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2022 to Aug 2027



Fewer fire incidents at Norsk Hydro [NO]

radioh.no | 24 Apr 2022

It was around 4.50pm that a report came in that there had been a small fire incident at Norsk Hydro. Some rubber hoses had then caught fire. There is no harm beyond this. The local industrial protection is working to get the situation back to normal.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2022 to May 2027



2022/23 Gender pay gap report for Hydro Aluminium UK Limited

gender-pay-gap.service.gov.uk | 05 Apr 2022

In this organisation, women earn 91p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 9.4% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 16.2% lower than men's.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2022 to May 2027



Dow Jones Sustainability Europe Index 2022

portal.csa.spglobal.com | 22 Mar 2022

The Dow Jones Sustainability™ Europe Index comprises European sustainability leaders as identified by S&P Global through the Corporate Sustainability Assessment (CSA) and Norsk Hydro ASA in Norway was selected among the top sustainability leader in 2022.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2022 to Apr 2032



Over 1,000 Companies Have Curtailed Operations in Russia—But Some Remain

som.yale.edu | 01 Jan 2022

Over 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Norsk Hydro has reduced deliveries and supplies to the contractual minimum for some commitments, and is suspending deliveries and supply in several contracts and received a Grade C.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2022 to Feb 2027



No records found for this company on Compliance Database

08 Jul 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2026 to Jul 2031

Expired

Extraction of critical minerals generates human rights violations and lawsuits that put the energy transition at risk [PT]

observatoriodamineracao.com.br | 26 Aug 2024

From 2011 to 2024, Indigenous peoples and other communities filed 60 lawsuits against transition mineral and renewable energy extraction companies for human rights abuses. Of these, four occurred in Brazil. The data was gathered and presented in the report "The Unfair Transition in the Dock: Communities and Workers Litigate to Influence Business Practice," published in July by the Business & Human Rights Resource Centre (BHRRC). The four lawsuits registered in Brazil took place in the state of Pará, three against the multinational Norsk Hydro and one against Vale – all in the mining sector. The

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Dec 2018 to Jan 2024



Expired

Accords d'entreprise chez HYDRO EXTRUSION LUCE/CHATEAUROUX

www.droits-salaries.com | 13 Sep 2023

Les négociations entre la direction de HYDRO EXTRUSION LUCE/CHATEAUROUX et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez HYDRO EXTRUSION LUCE/CHATEAUROUX précisent les droits, avantages et obligations de l'employeur et des salariés.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jun 2021 to Jul 2026



Ethics Impact on score ●●○○

● ↗ 88/100

Ethics | Policies Impact on score ●●●●

● → 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

Formal mechanisms to review and amend ethics policy
Ethics policy scope of application specified
Dedicated responsibility for ethics issues
Detailed examples available regarding ethics issues
Comprehensive policies on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Policy on information security
Policy on money laundering
Policy on conflict of interest

Improvement areas

Low priority	No supporting evidence of employee signature acknowledgement of ethics policy
Low priority	No supporting evidence of quantitative target set on ethics

Ethics | Endorsements

Impact on score ●○○○

● → 100/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of external initiative on ethics issues
Public endorsement of ICMM guidelines and sustainable development framework
Endorsement of the Aluminium Stewardship Initiative (ASI)
Endorsement of the United Nations Global Compact (UNGC)

Ethics | Measures

Impact on score ●●●●

● → 100/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Audits of control procedures to prevent corruption
Audits of control procedures to prevent information security breaches
Incident response procedure (IRP) to manage breaches of confidential information
Whistleblower procedure for stakeholders to report corruption and bribery
Specific approval procedure for sensitive transactions (e.g. gifts, travel)
Anti-corruption due diligence program on third parties in place
Information security risk assessments performed
Whistleblower procedure for stakeholders to report information security concerns
Awareness training to prevent information security breaches
Training of employees on corruption and bribery prevention
Measures to protect third party data from unauthorized access or disclosure
Corruption risk assessments performed

Ethics | Certifications

Impact on score ●●●○

● → 75/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

Specific certification on ethics

Improvement areas

- Medium priority

No supporting evidence of ISO 27001 certification
- Medium priority

No supporting evidence of ISO 37001 certification

Ethics | Coverage

Multiplying factor

● 100/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show an exceptional level of coverage of ethics actions or certification throughout company operations

Ethics | Reporting

Impact on score ●●●○

● → 100/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting in accordance with ESRS Set 1
Reporting in accordance with GRI Universal Standards
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Exceptional reporting on ethics issues

Ethics | 360° Watch

Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (6)

News stories about your company we found in public databases.

Sanctions DGCCRF – Délais de paiement

rubypayeur.com | 15 Mar 2023

La Direction générale de la concurrence, de la consommation et de la répression des fraudes (DGCCRF) est chargée de contrôler le respect des règles du code de commerce relatives aux délais de paiement. Les articles L. 441-6 et L. 443-1 du code de commerce prévoient la sanction du non-respect des règles légales relatives aux délais de paiement par une amende administrative d'un montant maximal de 75 000 euros pour une personne physique et 2 millions d'euros pour une personne morale. Hydro Extrusion Albi a été condamné à une amende de 21000,00€.

360° Watch

Impact on Score

Severity

Neutral

valid from Mar 2023 to Apr 2023

Norsk Hydro's World Benchmarking Alliance Sustainability Assessment Summary

www.worldbenchmarkingalliance.org | 01 Jan 2026

According to the World Benchmarking Alliance (WBA), Norsk Hydro is a prominent, integrated aluminum and renewable energy company headquartered in Norway. Spanning the entire aluminum value chain, it scored highly in WBA's Social and Nature Benchmarks, ranking among the top leaders in its industry. The company exhibits strong practices in governance, environmental sustainability, and social inclusion—specifically respecting community health, land rights, and Indigenous Peoples' rights. However, under WBA's climate assessments, Hydro was noted to need improvement in its long-term

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jan 2026 to Feb 2036

Hydro earns ASI certifications in North America

www.recyclingtoday.com | 20 Jul 2023

The Extrusion North America business unit of Norway-based Norsk Hydro ASA has achieved Aluminium Stewardship Initiative Performance Standard V2 certification at 23 of its sites in the United States and Canada. Hydro calls the Australia-based Aluminum Stewardship Initiative (ASI) “the only comprehensive, voluntary sustainability standard initiative for the aluminum value chain.” To attain the certifications, third-party audits of Hydro Extrusion North America's sites were conducted by Norway-based DNV GV. The ASI Performance Standard has been designed to define environmental, social and

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Jul 2023 to Aug 2023

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38/42

Reynosa plant achieves Hydro’s first ASI certification in Mexico

aluminiumtoday.com | 05 Apr 2023

Hydro Precision Tubing Reynosa in Mexico is Hydro’s first aluminium extrusion plant in North America to be certified according to the Aluminium Stewardship Initiative (ASI) Performance Standard. ASI aims to see sustainability and human rights principles increasingly embedded in supply chains. The ASI Performance Standard recognizes the responsible production, sourcing and stewardship of aluminium. The certification in Reynosa covers the plant’s extrusion operations as well as its fabrication activities.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Apr 2023 to May 2033



Dow Jones Sustainability Europe Index 2022

portal.csa.spglobal.com | 22 Mar 2022

The Dow Jones Sustainability™ Europe Index comprises European sustainability leaders as identified by S&P Global through the Corporate Sustainability Assessment (CSA) and Norsk Hydro ASA in Norway was selected among the top sustainability leader in 2022.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2022 to Apr 2032



No records found for this company on Compliance Database

08 Jul 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2026 to Jul 2031

Sustainable Procurement

Impact on score ●●○○

● ↗ 74/100

Sustainable Procurement | Policies

Impact on score ●●●●

● ↗ 75/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company’s intention to reduce impact, mitigate risk or improve performance.

Strengths

- Sustainable procurement policy scope of application specified
- Formal mechanisms to review and amend sustainable procurement policy
- Comprehensive sustainable procurement policies on both social and environmental factors
- Policy on conflict minerals issues

Improvement areas

- Low priority No supporting evidence of dedicated responsibility for sustainable procurement policy

Sustainable Procurement | Endorsements

Impact on score ●○○○

● → 100/100

Endorsements are your company’s public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths

Endorsement of external initiative on sustainable procurement issues
Endorsement of the Aluminium Stewardship Initiative (ASI)
Endorsement of the United Nations Global Compact (UNGC)

Sustainable Procurement | Measures

Impact on score ●●●●

● ↘ 75/100

Measures are your company’s actions to support your sustainability policies and commitments.

Strengths

Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals
Supplier assessment on environmental and social practices
Risk assessment of adverse sustainability impacts in the supply chain
On-site audits of suppliers on environmental and social issues
Supplier sustainability code of conduct in place

Improvement areas

Medium priority	No supporting evidence of the integration of social and environmental clauses into supplier contracts
Medium priority	No supporting evidence of the training of buyers on social and environmental issues within the supply chain
Low priority	No supporting evidence of capacity building of suppliers on risks of adverse sustainability impacts
Low priority	No supporting evidence of incentive programs for suppliers based on their environmental and social performances
Low priority	No supporting evidence of sustainable procurement objectives integrated into buyer performance reviews

Sustainable Procurement | Certifications

Impact on score ●●●○

● ↗ 75/100

Certifications confirm your compliance with international standards (for example, ISO 14001, ISO 45001, ISO 37001, SA8000 or FSC Chain of Custody). They must be issued by an external certification body.

Strengths

Specific certification on sustainable procurement

Improvement areas

Low priority	Current sustainable procurement certification(s) are insufficiently stringent in their requirements. The existing frameworks lack the necessary depth and comprehensive scope to effectively address all material issues within the theme
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Sustainable Procurement | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It’s a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base

Low priority

No information on the percentage of suppliers for which conflict minerals information is available

Sustainable Procurement | Reporting

Impact on score ●●●○

● ↗ 100

/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting in accordance with ESRS Set 1
Exceptional reporting on sustainable procurement issues
Reporting in accordance with GRI Universal Standards
External assurance or verification of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Materiality analysis in sustainability reporting
Reporting on total gross Scope 3 upstream GHG emissions

Improvement areas

Low priority	Total gross Scope 3 upstream GHG emissions reporting value not confirmed in supporting documentation
Low priority	Declares sourcing tin, tantalum, tungsten, gold and/or their derivatives only from recycled sources but no supporting documentation
Low priority	No information on due diligence reporting on conflict minerals

Sustainable Procurement | 360° Watch

Impact on score ●●●●

● → 75

/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Strengths and improvement areas

No recommendations yet

News that impacted your score (2)

News stories about your company we found in public databases.

Dow Jones Sustainability Europe Index 2022

portal.csa.spglobal.com | 22 Mar 2022

The Dow Jones Sustainability™ Europe Index comprises European sustainability leaders as identified by S&P Global through the Corporate Sustainability Assessment (CSA) and Norsk Hydro ASA in Norway was selected among the top sustainability leader in 2022.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from Mar 2022 to Apr 2032



No records found for this company on Compliance Database

08 Jul 2026

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from Jul 2026 to Jul 2031

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