

2017 GRI INDEX

Elkem AS is reporting according to the CORE guidelines set by the Global Reporting Initiative.

The complete Global Reporting Initiative report is available online:

<https://www.elkem.com/sustainability/sustainability-reports/sustainability-reporting-2017/gri-report-2017/>

GENERAL STANDARD DISCLOSURES			
GRI indicator	Description	Page reference and information GRI: Global Reporting Initiative report AR: Annual report WEB: www.elkem.com	Other references UN SDG: UN Sustainable Development Goals target UN GC: UN Global Compact target
STRATEGY AND ANALYSIS			
GRI 102-14	Statement from senior decision-maker.	GRI: p. 3-4 WEB: www.elkem.com/sustainability	UN SDG: SDG 12 UN GC: Criterion 15, criterion 19
ORGANISATIONAL PROFILE			
GRI 102-1	Name of the organisation.	Elkem AS	Organisational information
GRI 102-2	Activities, brands, products, and services.	GRI: p. 5 AR: p. 1, p. 25 WEB: https://www.elkem.com/our-divisions/	Organisational information
GRI 102-3	Location of the headquarters.	Oslo, Norway	Organisational information
GRI 102-4	Location of operations.	GRI: p. 5 AR: p. 9-17 WEB: www.elkem.com/contact	Organisational information
GRI 102-5	Ownership and legal form.	GRI: p. 5-6 AR: p. 1, p. 5, p. 22-23 WEB: https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/	Organisational information

GRI 102-6	Markets served.	GRI: p. 5 AR: p. 9-17	Organisational information
GRI 102-7	The scale of the organisation.	GRI: p. 6 AR: p. 1, p. 4, p. 9-17	Organisational information
GRI 102-8	Information on employees and other workers.	GRI: p. 6, p. 22 AR: p. 9-17, p. 25-32 WEB: https://www.elkem.com/career/	UN SDG: SDG 5 UN GC: Principle 6
GRI 102-41	Collective bargaining agreements.	GRI: p. 25	UN SDG: SDG 8 UN GC: Principle 3
GRI 102-9	Supply chain.	GRI: p. 9, p. 28-29 AR: p. 18-19 WEB: https://www.elkem.com/globalassets/corporate/documents/modern-slavery-act-statement.pdf https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/	UN GC: Principle 2, 10; Criterion 2
GRI 102-10	Significant changes to the organisation and its supply chain	GRI: p. 6-7 AR: p. 2-3	Organisational information
GRI 102-11	Precautionary Principle or approach.	Elkem is a signatory to the UN Global Compact, that supports a precautionary approach.	UN GC: Principle 7
GRI 102-12	Memberships of associations.	GRI: p. 7 WEB: https://www.elkem.com/globalassets/corporate/documents/elkem_policy-for-csr.pdf	UN GC: Criterion 17-18
GRI 102-13	Collective bargaining agreements.	GRI: p. 7	UN GC: Criterion 17-18
GRI 102-45	Entities included in the consolidated financial statements.	GRI: p. 5 AR: p. 9-17 WEB: www.elkem.com/contact https://www.elkem.com/our-divisions/	Organisational information

GRI 102-46	Defining report content and topic boundaries.	GRI: p. 7-9	
GRI 102-47	List of material topics.	Corporate governance / compliance Sustainable economic performance Innovation Product safety Health and safety Human rights CO2 emissions Energy efficiency Training of employees Diversity management	GRI report information
GRI 102-48	Restatements of information.	There are no significant adjustments from previous reports.	GRI report information
GRI 102-49	Changes in reporting.	Not applicable.	GRI report information
STAKEHOLDER ENGAGEMENT			
GRI 102-40	List of stakeholder groups.	GRI: p. 29-31 WEB: https://www.elkem.com/no/sustainability/our-stories/	UN SDG: SDG 17 UD GC: Criterion 21
GRI 102-42	Identifying and selecting stakeholders.	GRI: p. 29-30	UN GC: Criterion 21
GRI 102-43	Approach to stakeholder engagement.	GRI: p. 29-31	UN GC: Criterion 21
GRI 102-44	Key topics and concerns raised.	GRI: p. 30-31	UN GC: Criterion 17-18
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics.	None of the stakeholder activities were undertaken specifically as part of the preparations for this report.	UN GC: Criterion 1-2, criterion 21

REPORT PROFILE

GRI 102-50	Reporting period.	Calendar year of 2017	GRI report information
GRI 102-51	Date of most recent previous report.	September 2017	GRI report information
GRI 102-52	Reporting cycle.	Annual	GRI report information
GRI 102-53	Contact point for questions regarding the report.	Marit Flinder Roscher-Nielsen, Marit.flinder.roscher-nielsen@elkem.com	GRI report information
GRI 102-54	Claims of reporting in accordance with the GRI Standards.	This report has been prepared in accordance with the GRI Standards: Core option	GRI report information
GRI 102-55	GRI content index.	The GRI content index is available on our web-site www.elkem.com/sustainability and on www.globalreporting.org	GRI report information
GRI 102-56	External assurance.	The sustainability report is not externally revised.	GRI report information

GOVERNANCE

GRI 102-18	Governance structure.	GRI: p. 5 AR: p. 5, p. 22-23 WEB: https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/	UN GC: Criterion 1, criterion 20
------------	-----------------------	---	----------------------------------

ETHICS AND INTEGRITY

GRI 102-16	Values, principles, standards, and norms of behaviour.	GRI: p. 5, p. 11-15, p. 21 AR: p. 20-21 WEB: https://www.elkem.com/about-elkem/corporate-governance/ https://www.elkem.com/about-elkem/vision-and-values/	UN SDG : SDG 3, SDG 4, SDG 8, SDG 9 UN GC: Principle 10; Criterion 4-8, criterion 12-14
------------	--	---	--

GRI 102-17	Mechanisms for advice and concerns about ethics.	GRI: p. 11, p. 13, p. 14-15 AR: p. 20-21 WEB: https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/	UN SDG : SDG 3, SDG 8, UN GC: Principle 10; Criterion 4-8, criterion 12-14
------------	--	---	---

SPESIFIC STANDARD DISCLOSURES

GRI indicators	Description	Page reference and information GRI: Global Reporting Initiative report AR: Annual report WEB: Elkem webpage	Other references UN SDG: UN Sustainable Development Goals target UN GC: UN Global Compact target
----------------	-------------	--	--

GOVERNANCE AND COMPLIANCE

GRI 103-1	Explanation of the material topic and its Boundary.	Elkem reports for our own operations, agents and distributors doing business with Elkem's products.	GRI report information
GRI 103-2	The management approach and its components.	GRI: p. 11-12	GRI report information
GRI 103-3	Evaluation of the management approach.	GRI: p. 11-12	GRI report information
GRI 205-1	Operations assessed for risks related to corruption.	100 per cent of new operations.	UN SDG: SDG 8, SDG 16 UN GC: Principle 10; Criterion 12-14
GRI 205-2	Communication and training about anti-corruption policies.	GRI: p. 12-14 For details about suppliers and distributors, see disclosures 412 and 414.	UN SDG: SDG 8, SDG 16 UN GC: Principle 10; Criterion 12-14
GRI 205-3	Confirmed incidents of corruption and actions taken.	GRI: p. 13	UN SDG: SDG 8, SDG 16 UN GC: Principle 10; Criterion 12-14
GRI 406-1	Incidents of discrimination and corrective actions taken.	GRI: p. 14	UN SDG: SDG 5, SDG 8, SDG 16 UN GC: Principle 6

GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	GRI: p. 15	UN SDG: SDG 3 UN GC: Criterion 11
-----------	--	------------	--------------------------------------

ENERGY

GRI 103-1	Explanation of the material topic and its boundary.	GRI: p. 16 Elkem reports for our own operations. Joint ventures are reported in full.	GRI report information
GRI 103-2	The management approach and its components.	GRI: p. 16	GRI report information
GRI 103-3	Evaluation of the management approach.	GRI: p. 16	GRI report information
GRI 302-1	Operations assessed for risks related to corruption.	GRI: p. 16-17	UN SDG: SDG 7, SDG 8, SDG 9, SDG 11, SDG 12, SDG 13, SDG 15 UN GC: Principles 7-9, Criterion 9-11
GRI 305-1	Direct (Scope 1) GHG emissions.	GRI: p. 17-18	UN SDG: SDG 8, SDG 9, SDG 11, SDG 12, SDG 13, SDG 15 UN GC: Principles 7-9 ; Criterion 9-11
GRI 305-2	Energy indirect (Scope 2) GHG emissions.	GRI: p. 17-18	UN SDG: SDG 7, SDG 13 UN GC: Principles 7-9; Criterion 9-11
GRI 305-7	Nitrogen oxides, sulphur oxides and other significant air emissions.	GRI: p. 19-20	UN SDG: SDG 9, SDG 12 UN GC: Principles 7-9; Criterion 9-11
GRI 306-2	Waste by type and disposal method.	GRI: 21	UN SDG: SDG 9, SDG 12 UN GC: Principles 7-9; Criterion 9-11
Own disclosure	Reduction of fossil CO2 through increased use of biogenic reduction materials.	CO2-emissions are calculated on basis of third party certificates on carbon content (TC) in raw materials	UN SDG: SDG 13 UN GC: Principles 7-9; Criterion 9-11

ATTRACTIVE EMPLOYER

GRI 103-1	Explanation of the material topic and its boundary.	Elkem reports for our own operations. Joint ventures are reported on a 50% basis.	GRI report information
GRI 103-2	The management approach and its components.	GRI: p. 22, p. 24, p. 25, p. 26	GRI report information
GRI 103-3	Evaluation of the management approach.	GRI: p. 22, p. 24, p. 25, p. 26	GRI report information
GRI 401-1	New employee hires and employee turnover.	GRI: p. 6, p. 22	UN SDG: SDG 5, SDG 8 UN GC: Principle 6
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	GRI: p. 23-24	UN SDG: SDG 3, SDG 8 UN GC: Principle 4; Criterion 6-8
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation.	GRI: p. 23-24	UN SDG: SDG 3
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	GRI: p. 24-25	UN SDG: SDG 4, SDG 8
GRI 404-3	Percentage of employees receiving regular performance and career development reviews.	GRI: p. 25	UN SDG: SDG 4, SDG 8
GRI 405-1	Diversity of governance bodies and employees.	GRI: p. 25-26	UN SDG: SDG 5, SDG 8, SDG 10, SDG 16 UN GC: Principle 6
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	GRI: p. 26	UN SDG: SDG 12 UN GC: Principle 3; Criterion 6-8
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour.	GRI: p. 26-27, p. 28, p. 30-31	UN SDG: SDG 8, SDG 16 UN GC: Principle 5; Criterion 6-8
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour.	GRI: p. 26-27, p. 28, p. 30-31	UN SDG: SDG 5, SDG 8 UN GC: Principle 4; Criterion 6-8

SOCIAL IMPACT			
GRI 103-1	Explanation of the material topic and its boundary.	Elkem reports for our own operations, agents and distributors doing business with Elkem's products.	GRI report information
GRI 103-2	The management approach and its components.	GRI: p. 28, p. 29, p. 31	GRI report information
GRI 103-3	Evaluation of the management approach.	GRI: p. 28, p. 29, p. 31	GRI report information
GRI 411-1	Incidents of violations involving rights of indigenous peoples.	GRI: p. 29	UN SDG: SDG 16 UN GC: Principle 10
GRI 412-1	Operations that have been subject to human rights reviews.	GRI: p. 28	UN SDG: SDG 3, SDG 4, SDG 13, SDG 16* UN GC: Principles 1-2; Criterion 3-5
GRI 412-2	Employee training on human rights policies or procedures.	GRI: p. 28	UN SDG: SDG 3, SDG 4, SDG 13, SDG 16* UN GC: Principles 1-2; Criterion 4
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	GRI: p. 28	UN SDG: SDG 3, SDG 4, SDG 13, SDG 16* UN GC: Principles 1-2; Criterion 3-5
GRI 413-1	Operations with local community engagement, impact assessments, and development programs.	GRI: p. 32-33	UN SDG: SDG3, SDG4, SDG 11, SDG 13 UN GC: Principle 1; Criterion 16-18
GRI 414-1/ GRI 308-1	New suppliers that were screened using social and environmental criteria.	GRI: 30-31	UN SDG: SDG 12 UN GC: Principle 1-10, Criterion 2
GRI 414-2	Negative social impacts in the supply chain and actions taken	GRI: 31	UN SDG: SDG 12 UN GC: Principle 1-6, principle 10; Criterion 2

* All of the SDGs are relevant for human rights material topics, as the UN SDG 2030 Agenda is developed with the universal human rights as a baseline. Here we have outlined the most relevant for Elkem.

United Nations Human Rights, Office of the High Commissioner: "The 2030 Agenda is unequivocally anchored in human rights: The new Agenda is explicitly "grounded in the UN Charter, the Universal Declaration of Human Rights, international human rights treaties" and other instruments, including the Declaration on the Right to Development."

Source: <https://www.ohchr.org/Documents/Issues/MDGs/Post2015/HRAndPost2015.pdf>