

## 2018 GRI INDEX

Elkem ASA is reporting according to the CORE guidelines set by the [Global Reporting Initiative](#). The sustainability report was part of the annual report in 2018. Reference to pages in the sustainability report will therefore also be found in the annual report, but not mentioned in the index specifically. When referencing to the annual report, this is additional information and references than what is to be found in the sustainability report. For the most recent information about our sustainability work, please see our website: [www.elkem.com/sustainability](http://www.elkem.com/sustainability). For information about principles and criterions of UN Global Compact and the UN Sustainable Development Goals, see below the index.

*The complete sustainability report for 2018 is available [online](#).*

GENERAL STANDARD DISCLOSURES			
GRI indicator	Description	Page reference and information SR: Sustainability report AR: Annual report WEB: <a href="http://www.elkem.com">www.elkem.com</a>	Other references <b>UN SDG:</b> UN Sustainable Development Goals target <b>UN GC:</b> UN Global Compact target
<b>STRATEGY</b>			
GRI 102-14	Statement from senior decision-maker.	SR: p. 4 WEB: <a href="https://www.elkem.com/sustainability/a-message-from-our-ceo/">https://www.elkem.com/sustainability/a-message-from-our-ceo/</a>	UN SDG: SDG 16, SDG 17 UN GC: Criterion 1, 15, 19
<b>ORGANISATIONAL PROFILE</b>			
GRI 102-1	Name of the organisation.	Elkem ASA	Organisational information
GRI 102-2	Activities, brands, products, and services.	SR: p. 2-3 AR: p. 2-5 WEB: <a href="https://www.elkem.com/our-divisions/">https://www.elkem.com/our-divisions/</a>	Organisational information
GRI 102-3	Location of the headquarters.	Oslo, Norway	Organisational information
GRI 102-4	Location of operations.	AR: p. 12-19 WEB: <a href="http://www.elkem.com/contact">www.elkem.com/contact</a>	Organisational information
GRI 102-5	Ownership and legal form.	AR: p. 3, p. 27, p. 94	Organisational information

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		WEB: <a href="https://www.elkem.com/about-elkem/">https://www.elkem.com/about-elkem/</a>	
GRI 102-6	Markets served.	SR: p. 28 AR: p. 10-11, p. 12-19	Organisational information
GRI 102-7	The scale of the organisation.	SR: p. 2-3 AR: p. 2-3, p. 4, p. 26-27, p. 37	Organisational information
GRI 102-8	Information on employees and other workers.	SR: p. 2-3, p. 14 WEB: <a href="https://www.elkem.com/career/">https://www.elkem.com/career/</a>	UN SDG: SDG 5 UN GC: Principle 6
GRI 102-9	Supply chain.	SR: p. 29 WEB: <a href="https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/">https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/</a>	UN GC: Principle 2, 9, 10; Criterion 2
GRI 102-10	Significant changes to the organisation and its supply chain	AR: p. 5, p. 6-8, p. 27, p. 94	Organisational information
GRI 102-11	Precautionary Principle or approach.	Elkem is a signatory to the UN Global Compact, that supports a precautionary approach. WEB: <a href="https://www.elkem.com/sustainability/how-does-our-commitment-to-un-global-compact-impact-our-work/">https://www.elkem.com/sustainability/how-does-our-commitment-to-un-global-compact-impact-our-work/</a>	UN GC: Principle 7
GRI 102-12	External initiatives.	SR: p. 8-9 WEB: <a href="https://www.elkem.com/sustainability/">https://www.elkem.com/sustainability/</a>	UN SDG : SDG 16 UN GC: Criterion 17-18
GRI 102-13	Memberships of associations.	SR: p. 29-30 Elkem is a member of the Norwegian Federation of Industries and the European industry organisations Euroalliages, Eurometaux, the European chemical industry council (CEFIC) and other national industry organisations.	UN SDG: SDG 16, SDG 17 UN GC: Criterion 17-18
<b>ETHICS AND INTEGRITY</b>			
GRI 102-16	Values, principles, standards, and norms of behaviour.	SR: p. 10-12 WEB: <a href="https://www.elkem.com/about-elkem/corporate-governance/">https://www.elkem.com/about-elkem/corporate-governance/</a> <a href="https://www.elkem.com/about-elkem/vision-and-values/">https://www.elkem.com/about-elkem/vision-and-values/</a>	UN SDG : SDG 3, SDG 4, SDG 8, SDG 9 UN GC: Principle 10; Criterion 4-8, 12-14
<b>GOVERNANCE</b>			
GRI 102-18	Governance structure.	AR: p. 32, p. 45-47, p. 51	UN GC: Criterion 1, 20

STAKEHOLDER ENGAGEMENT			
GRI 102-40	List of stakeholder groups.	SR: p. 6 WEB: <a href="https://www.elkem.com/no/sustainability/our-stories/">https://www.elkem.com/no/sustainability/our-stories/</a>	UN SDG: SDG 17 UD GC: Criterion 21
GRI 102-41	Collective bargaining agreements.	SR: p. 18	UN SDG: SDG 8 UN GC: Principle 3
GRI 102-42	Identifying and selecting stakeholders.	SR: p. 6-7	UN SDG: SDG 17 UN GC: Criterion 21
GRI 102-43	Approach to stakeholder engagement.	SR: p. 6-9, p. 28-31	SDG: SDG 17 UN GC: Criterion 21
GRI 102-44	Key topics and concerns raised.	SR: p. 30	UN SDG: SDG 17 UN GC: Criterion 21
REPORT PRACTICE			
GRI 102-45	Entities included in the consolidated financial statements.	AR: p. 10-19, p. 94 WEB: <a href="http://www.elkem.com/contact">www.elkem.com/contact</a> <a href="https://www.elkem.com/our-divisions/">https://www.elkem.com/our-divisions/</a>	GRI report information
GRI 102-46	Defining report content and topic boundaries.	SR: p. 7-8	GRI report information
GRI 102-47	List of material topics.	Compliance Occupational health and safety Energy efficiency Anti-corruption Diversity and equality Water management Waste management	GRI report information
GRI 102-48	Restatements of information.	The material topics have been evaluated internally and externally after listing on Oslo Børs in 2018	GRI report information
GRI 102-49	Changes in reporting.	SR: p. 7-8	GRI report information
GRI 102-50	Reporting period.	Calendar year of 2018	GRI report information

GRI 102-51	Date of most recent previous report.	August 2018	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, <a href="mailto:Marit.flinder@elkem.com">Marit.flinder@elkem.com</a>	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 website <a href="http://www.elkem.com/sustainability">www.elkem.com/sustainability</a> and on <a href="http://www.globalreporting.org">www.globalreporting.org</a>	GRI report information
GRI 102-56	External assurance.	The sustainability report is not externally revised.	GRI report information

## SPESIFIC STANDARD DISCLOSURES

GRI indicators	Description	Reference	Other references
		SR: Sustainability report AR: Annual report WEB: Elkem webpage	<b>UN SDG:</b> UN Sustainable Development Goals target <b>UN GC:</b> UN Global Compact target
<b>GOVERNANCE AND COMPLIANCE</b>			
GRI 103-1	Explanation of the material topic and its boundary.	SR: p. 10: 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.	SR: p. 10-12	GRI report information
GRI 103-3	Evaluation of the management approach.	SR: p. 10-12	GRI report information
GRI 102-29	Identifying and managing economic, environmental, and social impacts.	SR: p. 11, p- AR: p. 31-34	UN GC: Criterion 1

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GRI 102-32	Highest governance body's role in sustainability reporting.	SR: p. 11	UN GC: Criterion 1, 20
GRI 205-3	Confirmed incidents of corruption and actions taken.	SR: p. 11-12	UN SDG: SDG 8, SDG 16 UN GC: Principle 10; Criterion 12-14
GRI 406-1	Incidents of discrimination and corrective actions taken.	SR: p. 16	UN SDG: SDG 5, SDG 8, SDG 16 UN GC: Principle 6; Criterion 3-5
GRI 419-1	Non-compliance with laws and regulations in the social and economic area.	SR: p. 11-12	UN SDG: SDG 16, SDG 17 UN GC: Principle 1, principle 10; Criterion 12-14
<b>ATTRACTIVE EMPLOYER</b>			
GRI 103-1	Explanation of the material topic and its boundary.	SR: p. 14: 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.	SR: p. 14	GRI report information
GRI 103-3	Evaluation of the management approach.	SR: p. 14-18	GRI report information
GRI 401-1	New employee hires and employee turnover.	SR: p. 17	UN SDG: SDG 5, SDG 8 UN GC: Principle 6
GRI 404-3	Percentage of employees receiving regular performance and career development reviews.	SR: p. 17	UN SDG: SDG 4, SDG 8 UN GC: Criterion 8
GRI 403-9	Work-related injuries	SR: p. 15-16	UN SDG: SDG 3, SDG 8, SDG 12 UN GC: Principle 4; Criterion 8
GRI 403-10	Work-related ill health	SR: p. 14-16	UN SDG: SDG 3, SDG 8, SDG 12 UN GC: Principle 4; Criterion 8
GRI 405-1	Diversity of governance bodies and employees.	SR: p. 17 AR: p 44-45 Website: <a href="https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/">https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/</a>	UN SDG: SDG 5, SDG 8, SDG 10, SDG 16 UN GC: Principle 6; Criterion 6
<b>ENERGY AND ENVIRONMENT</b>			
GRI 103-1	Explanation of the material topic and its boundary.	SR: p. 21: Elkem reports for our own operations. Joint ventures are reported in full.	GRI report information

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GRI 103-2	The management approach and its components.	SR: p. 21	GRI report information
GRI 103-3	Evaluation of the management approach.	SR: p. 22-26	GRI report information
GRI 302-1	Energy consumption within the organisation.	SR : 22-23	UN SDG: SDG 7, SDG 9, SDG 12, SDG 13, SDG 15 UN GC: Principles 7-9 ; Criterion 9-11
GRI 302-4	Reduction of energy consumption	SR : p. 22-23	UN SDG : SDG 7, SDG 13 UN GC: Principle 7-9 ; Criterion 9-11
GRI 303-5	Water consumption	SR: p. 23-24	UN SDG : SDG 6 UN GC: Principle 7
GRI 305-7	Nitrogen oxides, sulphur oxides and other significant air emissions.	SR: p. 24-26	UN SDG: SDG 3 UN GC: Principles 7-9; Criterion 9-11
GRI 306-3	Significant spills	SR: p. 24	UN SDG: SDG 9, SDG 12 UN GC: Principles 7-9; Criterion 9-11
<b>SOCIETAL IMPACT</b>			
GRI 103-1	Explanation of the material topic and its boundary.	SR: p. 28: 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.	SR: p. 28-29	GRI report information
GRI 103-3	Evaluation of the management approach.	SR: p. 28, p. 31	GRI report information
GRI 412-2	Employee training on human rights policies or procedures.	SR: p. 31	UN SDG: SDG 3, SDG 4, SDG 13, SDG 16* UN GC: Principles 1-2; Criterion 4
GRI 414-1	New suppliers that were screened using social criteria.	SR: p. 31	UN SDG: SDG3, SDG 8, SDG 12 UN GC: Principle 1-6, 10; Criterion 2
GRI 308-1	New suppliers that were screened using environmental criteria	SR: p. 31	UN SDG: SDG 6, SDG 7, SDG 8 UN GC: Principle 7-9; Criterion 10
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour.	SR: p. 18	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.	SR: p. 18	UN SDG: SDG 5, SDG 8 UN GC: Principle 4; Criterion 6-8

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\* 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.

## The UN Global Compact ten principles

### Human Rights

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and

[Principle 2](#): make sure that they are not complicit in human rights abuses.

### Labour

[Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

[Principle 4](#): the elimination of all forms of forced and compulsory labour;

[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

### Environment

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges;

[Principle 8](#): undertake initiatives to promote greater environmental responsibility; and

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

For more information about the UN Global Compact, see <https://www.unglobalcompact.org>

## The UN Global Compact 21 advanced criteria

### **Implementation of the Ten Principles into strategies and operations**

Criterion 1: The COP describes mainstreaming into corporate functions and business units.

Criterion 2: The COP describes value chain implementation.

### **Human Rights**

Criterion 3: The COP describes robust commitments, strategies and policies in the area of human rights.

Criterion 4: The COP describes effective management systems to integrate the human rights principles.

Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration.

### **Labour**

Criterion 6: The COP describes robust commitments, strategies and policies in the area of labour.

Criterion 7: The COP describes effective management systems to integrate the labour principles.

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration.

### **Environment**

Criterion 9: The COP describes robust commitments, strategies and policies in the area of environmental stewardship.

Criterion 10: The COP describes effective management systems to integrate the environmental principles.

Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship.

### **Anti-corruption**

Criterion 12: The COP describes robust commitments, strategies and policies in the area of anti-corruption.

Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle.

Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption.

### **Taking action in support of broader UN goals and issues**

Criterion 15: The COP describes core business contributions to UN goals and issues.

Criterion 16: The COP describes strategic social investments and philanthropy.

Criterion 17: The COP describes advocacy and public engagement.

Criterion 18: The COP describes partnerships and collective action



### Corporate sustainability governance and leadership

Criterion 19: The COP describes CEO commitment and leadership.

Criterion 20: The COP describes Board adoption and oversight.

Criterion 21: The COP describes stakeholder engagement.



For more information about the UN Sustainable Development Goals, see <https://www.un.org/sustainabledevelopment/>