2019 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 2019. 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: https://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 2019 is available on Elkem.com.

Elkem GRI INDEX 2019

General standard disclosures			
GRI indicator	**Description**	**Page reference and information** SR**:** Sustainability report AR: Annual report WEB: www.elkem.com	**Other references** UN SDG: United Nations Sustainable Development Goals UN GC: United Nations Global Compact
Strategy			
GRI 102-14	Statement from senior decision-maker	SR: p. 4	UN SDG: SDG 16, SDG 17 UN GC: Criterion 1, 15, 19
Organisational profile			
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: 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	AR: p. 10-17 WEB: www.elkem.com/contact	Organisational information
GRI 102-5	Ownership and legal form	AR: p. 3, p. 21, p. 108 WEB: https://www.elkem.com/about-elkem/	Organisational information
GRI 102-6	Markets served	AR: p. 8, p. 10-17	Organisational information

GRI 102-7	The scale of the organisation.	SR: p. 2-3 AR: p. 2-3, p. 4, 10-17	Organisational information
GRI 102-8	Information on employees and other workers	SR: p. 2-3 WEB: https://www.elkem.com/career/	UN SDG: SDG 5 UN GC: Principle 6
GRI 102-9	Supply chain	SR: p. 37-38	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. 24-25	Organisational information
GRI 102-11	Precautionary Principle or approach	Elkem is a signatory to the UN Global Compact, and thereby respects and adheres to the precautionary principle (Principle 7). WEB: https://www.elkem.com/sustainability/	UN GC: Principle 7
GRI 102-12	External initiatives	SR: p. 12 WEB: https://www.elkem.com/sustainability/	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. For additional information, visit Elkem.com.	UN SDG: SDG 16, SDG 17 UN GC: Criterion 17-18
Ethics amd integrity			
GRI 102-16	**Values, principles, standards, and norms of behaviour**	AR: p.30 WEB: https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/, 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, 12-14

Governance			
GRI 102-18	Governance structure	SR 10, 47 and AR 34-37.	UN GC: Criterion 1, 20
Stakeholder engagement			
GRI 102-40	List of stakeholder groups.	SR: p. 9 WEB: https://www.elkem.com/sustainability/our-stories/	UN SDG: SDG 17 UD GC: Criterion 21
GRI 102-41	Collective bargaining agreements	SR: p. 31	UN SDG: SDG 8 UN GC: Principle 3
GRI 102-42	Identifying and selecting stakeholders	SR: p. 8, 9	UN SDG: SDG 17 UN GC: Criterion 21
GRI 102-43	Approach to stakeholder engagement	SR: p. 11, p. 35	SDG: SDG 17 UN GC: Criterion 21
GRI 102-44	Key topics and concerns raised	SR: p. 9	UN SDG: SDG 17 UN GC: Criterion 21
Report practice			
GRI 102-45	Entities included in the consolidated financial statements	AR: p. 8-17, p. 111 WEB: https://www.elkem.com/our-divisions/	GRI report information
GRI 102-46	Defining report content and topic boundaries	SR: p. 7-8 With this Sustainability report, Elkem wishes to provide accurate and understandable information of the highest quality and materiality in a way that enables stakeholders to make informed decisions and compare changes over time. Both positive and negative aspects of the company's impact on society and the environment is communicated.	GRI report information

GRI 102-47	List of material topics	SR: 8 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 The Oslo Stock Exchange 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 2019	GRI report information
GRI 102-51	Date of most recent previous report	March 2019	GRI report information
GRI 102-52	Reporting cycle	Annual	GRI report information
GRI 102-53	Contact point for questions regarding the report	Hans Iver Odenrud, hio@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 website www.elkem.com/sustainability and on www.globalreporting.org	GRI report information
GRI 102-56	External assurance	The sustainability report is not externally assured.	GRI report information
Specific standard disclosure			

GRI indicator	Description	Page reference and information SR: Sustainability report AR: Annual report WEB: www.elkem.com	Other references UN SDG: United Nations Sustainabile Development Goals, UN GC: United Nations Global Compact
Governance and compliance			
GRI 103-01	Explanation of the material topic and its boundary	SR: p. 7-8: Elkem reports for our own operations, agents and distributors doing business with Elkem's products.	GRI report information
GRI 103-02	The management approach and its components	SR: p. 45-47	GRI report information
GRI 103-03	Evaluation of the management approach	SR: p. 45-47	GRI report information
GRI 102-29	Identifying and managing economic, environmental, and social impacts	SR: p. 46-47 AR: p. 31	UN GC: Criterion 1
GRI 102-32	Highest governance body's role in sustainability reporting	SR: p. 46-47	UN GC: Criterion 1, 20
GRI 205-3	Confirmed incidents of corruption and actions taken	SR: p. 45, 47-48	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. 28	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. 44-47	UN SDG: SDG 16, SDG 17 UN GC: Principle 1, principle 10; Criterion 12-14
Attractive employer			
GRI 103-1	Explanation of the material topic and its boundary	SR: p. 7-8: 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. 45-47	GRI report information
GRI 103-3	Evaluation of the management approach	SR: p. 45-47	GRI report information

GRI 401-1	New employee hires and employee turnover	SR: p. 28-30. Additional reporting planned for 2020.	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. 27-31	UN SDG: SDG 4, SDG 8 UN GC: Criterion 8
GRI 403-9	Work-related injuries	SR: p. 26	UN SDG: SDG 3, SDG 8, SDG 12 UN GC: Principle 4; Criterion 8
GRI 403-10	Work-related ill health	SR: p. 26-28	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. 28 AR: p 42-44 Website: https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/. Additional reporting planned for 2020.	UN SDG: SDG 5, SDG 8, SDG 10, SDG 16 UN GC: Principle 6; Criterion 6
Energy and environment			
GRI 103-1	Explanation of the material topic and its boundary.	SR: p. 14-15: Elkem reports for our own operations. Joint ventures are reported in full.	GRI report information
GRI 103-2	The management approach and its components.	SR: p.14-15	GRI report information
GRI 103-3	Evaluation of the management approach.	SR: p.14-21	GRI report information
GRI 302-1	Energy consumption within the organisation.	SR: p.15-16	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.14-19	UN SDG : SDG 7, SDG 13 UN GC: Principle 7-9 ; Criterion 9-11
GRI 303-5	Water consumption	SR: p. 19	UN SDG : SDG 6 UN GC: Principle 7

GRI 305-7	Nitrogen oxides, sulphur oxides and other significant air emissions	SR: p. 17-21, p.22	UN SDG: SDG 3 UN GC: Principles 7-9; Criterion 9-11
GRI 306-3	Significant spills	SR: p. 15,21	UN SDG: SDG 9, SDG 12 UN GC: Principles 7-9; Criterion 9-11
Sociatal impact			
GRI 103-1	Explanation of the material topic and its boundary	SR: p. 32: 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. 32-33	GRI report information
GRI 103-3	Evaluation of the management approach	SR: p. 32-33	GRI report information
GRI 412-2	Employee training on human rights policies or procedures	SR: p. 32	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. 32. All new suppliers are screened using social criteria	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. 32. All new suppliers are screened using social criteria	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. 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	SR: p. 31	UN SDG: SDG 5, SDG 8 UN GC: Principle 4; Criterion 6-8

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.

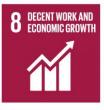Criterion 21: The COP describes stakeholder engagement.

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