

Global Reporting Initiative (GRI) index

We use the Global Reporting Initiative's (GRI) G4 guidelines for voluntary reporting of sustainable development. The guidelines include financial, environmental and social dimensions relating to the company's activities, products and services. GRI collaborates with the United Nations Environment Programme (UNEP), and the United Nations Global Compact – which is under the auspices of the UN's Secretary-General.

The cross referencing from this index to Global Compact's 10 principles and 21 advanced criteria are based on "[Making the connection](#)" (external link). This document, which is co-produced by GRI and the Compact, outlines a recommendation for using the GRI G4 guidelines to communicate on progress within the UN Global Compact. Some other references have also been found in "[GC Advanced COP Self-Assessment](#)" (external link). The references to the ICMM's 10 principles are based on Hydro's own evaluations.

We believe that our reporting practice is consistent with GRI's reporting principles in all material respects. We report in accordance with the GRI G4 guidelines, including the Mining & Metals Sector Supplement, and use the "Core" option. This has been confirmed by our external auditor KPMG, see page 81. The GRI Index, including the full definition of each indicator and references to specific sections in this report as well as additional information, can be found on www.hydro.com/gri

The process of identifying material aspects has been performed by internal expert groups, executive management and in dialogue with external stakeholder. The result is displayed on page 55 in Hydro's annual report 2013. Certain aspects have been merged or renamed to improve the visual presentation and comprehensibility for the internal and external stakeholders involved in the materiality analysis. Please see [this table](#) for more information.

Any page references in the table refers to Hydro' Annual Report 2013.

Standard disclosures

Strategy and Analysis

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4.1a	<p>Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.</p> <p>The statement should present the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of its relationships with others (such as suppliers, people or organizations in local communities). The statement should include:</p> <ul style="list-style-type: none"> • Strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognized standards and how such standards relate to long term organizational strategy and success • Broader trends (such as macroeconomic or political) affecting the organization and influencing sustainability priorities • Key events, achievements, and failures during the reporting period • Views on performance with respect to targets • Outlook on the organization's main challenges and targets for the next year and goals for the coming 3-5 years • Other items pertaining to the organization's strategic approach 	<p>Page no: 6-7, 10-11, 17-21 Web: Letter to shareholders</p> <p>Page no: 11, 56-58, 62-63, 67, 70-71</p>	Criterion 19	Principle 2
G4.2a	<p>Provide a description of key impacts, risks and opportunities.</p> <p>The organization should provide two concise narrative sections on key impacts on sustainability and effects on stakeholders, including rights as defined by national laws and relevant internationally recognised standards. This should take into account the range of reasonable expectations and interests of the organization's stakeholders. This section should include:</p> <ul style="list-style-type: none"> • A description of the significant economic, environmental and social impacts of the organization, and associated challenges and opportunities. This includes the effect on stakeholder's rights as defined by national laws and the expectation in internationally recognized standards and norms • An explanation of the approach to prioritizing these challenges and opportunities • Key conclusions about progress in addressing these topics and related performance in the reporting period. This includes an assessment of reasons for underperformance or over-performance • A description of the main processes in place to address performance and relevant changes <p>Section two should focus on the impact of sustainability trends, risks and opportunities on the long-term prospects and financial performance of the organization. This should</p>	<p>Page no: 6-7, 10-12, 16-21, 28, 33, 37, 40, 44, 47-51, 53-91, 114-115 Web: Letter to shareholders</p>	Criterion 19	Principle 4

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
<p>concentrate specifically on information relevant to financial stakeholders or that could become so in the future. Section Two should include the following:</p> <ul style="list-style-type: none"> • A description of the most important risks and opportunities for the organization arising from sustainability trends • Prioritization of key sustainability topics as risks and opportunities according to their relevance for long-term organizational strategy, competitive position, qualitative, and (if possible) quantitative financial value drivers • Table(s) summarizing: <ul style="list-style-type: none"> • Targets, performance against targets, and lessons learned for the current reporting period • Targets for the next reporting period and medium term objectives and goals (that is, 3-5 years) related to key risks and opportunities • Concise description of governance mechanisms in place specifically to manage these risks and opportunities, and identification of other related risks and opportunities 			

Organizational Profile

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-3a	Report the name of the organization	Norsk Hydro ASA	Operational context and profile
G4-4a	Report the primary brands, products, and services	Page no: 23-47 Web: Products	Operational context and profile
G4-5a	Report the location of the organization's headquarters	Drammensveien 260, 0283 Oslo, Norway	Operational context and profile
G4-6a	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Page no: Backside Web: Hydro worldwide	Operational context and profile
G4-7a	Report the nature of ownership and legal form.	Page no: 126 Web: The Hydro share	Operational context and profile
G4-8a	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Page no: 23-47 Web: Products	Operational context and profile
G4-9a	Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees • Total number of operations • Net Sales (for private organizations) or net revenues (for public organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided 	Page no: 2, 23-47, 96, F4 Web: Key figures, Hydro worldwide	Operational context and profile

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-10	a) Report the total number of employees by employment contract and gender	Page no: 85	Operational context and profile. Principle 6	
	b) Report the total number of permanent employees by employment type and gender	Page no: 83	Principle 6	
	c) Report the total workforce by employees and supervised workers by gender	We currently do not register the gender of supervised employees, but the large majority is men. Page no: 71, 83, 86	Principle 6	
	d) Report the total workforce by region and gender	Page no: 83	Principle 6	
	e) Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors	Only a very small proportion of the work is performed by people who are self-employed, typically consultants. Page no:	Principle 6	
	f) Report and significant variations in employment numbers (such as seasonal variation in employment in tourism or agricultural industries)	Hydro does not employ seasonal workers except summer interns etc. In addition there can be significant variations in the number of contractor employees related to changes in the project portfolio.	Principle 6	
G4-11a	Report the percentage of total employees covered by collective bargaining agreements	Page no: 64	Criteria 8	
G4-12a	Describe the organization's supply chain	Page no: 66	Criteria 2	
G4-13a	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:	Page no: 10-22, 67-68, Note 5	Operational context and profile.	
	<ul style="list-style-type: none"> Changes in the location of, or changes in, operations, including facility openings, closings, and expansions 	Page no: 67-68, Note 5		
	<ul style="list-style-type: none"> Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	Page no: 120 There were no material changes in the supply chain during 2013 apart from the formation of the Sapa joint venture, which reduced the number of suppliers to Hydro's consolidated activities by more than 5,000.		
G4-14a	Report whether and how the precautionary approach or principle is addressed by the organization	Page no: 54-78 Web: Environment		
G4-15a	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Page no: 7, 54, 56, 58, 62, 68, 79, 91, 134 Web: Partnerships, Norwegian code of conduct for corporate governance		Principle 1
G4-16a	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:	Page no: 7,54, 62, 69 Web: Partnerships	Criterion 17-18	Principle 1
	<ul style="list-style-type: none"> Holds a position on the governance body 			
	<ul style="list-style-type: none"> Participates in projects or committees 			
	<ul style="list-style-type: none"> Provides substantive funding beyond routine membership dues 			
	<ul style="list-style-type: none"> Views membership as strategic 			
	This refers to primarily to memberships maintained at the organizational level			

Identified material aspects and boundaries

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-17	<p>a) List all entities included in the organization's consolidated financial statements or equivalent documents</p> <p>b) Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report</p> <p>The organization can report on this standard disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.</p>	<p>Page no: 23-52, Note 5 Web: Hydro's legal entities</p> <p>According to Hydro policy, all subsidiaries shall be included in the accounts, see Note 1. The same principle is used for extra-financial reporting, please see page 80. Page no: 80 Web: Reporting principles and practices</p>		
G4-18	<p>a) Explain the process for defining the report content and the Aspect Boundaries</p> <p>b) Explain how the organization has implemented the Reporting Principles for Defining Report Content</p>	<p>Page no: 54-55, 80 Web: Reporting principles and practices</p> <p>Page no: 54-55 This index</p>		
G4-19a	List all the material Aspects identified in the process for defining report content	Page no: 55		
G4-20a	<p>For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> Report whether the Aspect is material within the organization If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> The list of entities or groups of entities included in G4-17 for which the Aspect is not material or The list of entities or groups of entities included in G4-17 for which the Aspects is material Report any specific limitation regarding the Aspect Boundary within the organization 	<p>This index Page no: 55 Web: Hydro.com/gri</p>		
G4-21a	<p>For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> Report whether the Aspect is material outside of the organization If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified Report any specific limitation regarding the Aspect Boundary outside of the organization 	<p>This index Page no: 67-68, 80 Web: Reporting principles and practices, Hydro.com/gri</p>		
G4-22a	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Page no: 67-68, 80, Note 2, Note 5		
G4-23a	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Page no: 79-80, Note 5 Web: Reporting principles and practices		

Stakeholder Engagement

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-24a	Provide a list of stakeholder groups engaged by the organization	Page no: 60, 62, 65-69, 71, 76, 120-122 132 Web: Stakeholder interviews	Criterion 21	
G4-25a	Report the basis for identification and selection of stakeholders with whom to engage.	Page no: 54-55, 62, 64-65,68-69, 78-80 Web: Stakeholder interviews	Criterion 21	
G4-26a	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Stakeholder groups and frequency varies substantially throughout the organization, depending on phase, location etc. We believe that our reporting gives a good insight to how we work with stakeholder engagement. Page no: 54-55, 62, 64-65, 68-69, 78-80 Web: Stakeholder interviews	Criterion 21	Principle 4, 9-10
G4-27a	Report any key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Topics and concerns raised through stakeholder engagement varies substantially throughout the organization, depending on phase, location etc. We believe that our reporting gives a good insight to how we work with stakeholder engagement. Page no: 54-55, 62, 64, 71,76,120-122,132 Web: Stakeholder interviews, General meeting	Criterion 21. Report profile	Principle 4, 10

Reporting profile

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-28a	Reporting period (such as fiscal or calendar year) for information provided.	1 Jan - 31 Dec 2013		
G4-29a	Date of most recent report (if any)	Page no: Web: Hydro's Annual Report - 2012 was published on March 15, 2013		
G4-30a	Reporting cycle (such as annual, biannual)	Annual		
G4-31a	Provide the contact point for questions regarding the report or its contents	Web: Email: Kirsten M. Hovi		
G4-32	a) Report the 'in accordance' option the organization has chosen	Core Page no: 18, 91 Web: Hydro.com/GRI		Principle 10
	b) Report the GRI Content Index for the chosen option	This index Web: Hydro.com/GRI		Principle 10
	c) Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines	All parts of the Viability performance section in Hydro's Annual Report 2013 and this index (including adherence with GRI, UN Global Compact and ICMM) are included in the scope of external auditor's review. Page no: 81-82		Principle 10
G4-33	a) Report the organization's policy and current practice with regard to seeking external assurance for the report	Page no: 80-82, 133, 139, Note 43	External assurance of COP	Principle 10

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
b) If not included in the assurance report accompanying the sustainability report, report the scope and basis of external assurance provided	The scope of the assurance is the complete Viability Performance Report. Page no: 80-82		
c) Report the relationship between the organization and the assurance providers	Page no: Note 43		
d) Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	Page no: 81, 139		

Governance

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-34a Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Economic, environmental and social impacts are an integrated part of Hydro's strategy work. The board has the overarching responsibility for Hydro's strategy, and has also specific sessions on enterprise risk management. Related to new projects, acquisitions, closure and follow-up of normal operations, economic, environmental and social issues are included on a regular basis. Page no: 125-139 Web: Governance Bodies, Principles and tools	Criterion 1, 20	
G4-35a Report the process for delegating authority for economic, environmental and social topics from the highest governance body to the senior executives and other employees	Hydro's governance system is based on the delegation of responsibility from the board of directors to the President and CEO and from the President and CEO to the executive vice presidents (EVPs) of the business areas and to EVPs of corporate functions. Hydro's governance system is the system by which Hydro is directed and controlled. At the core of the governance system are Hydro's steering documents, including Hydro's Code of Conduct. The steering documents include governance of economic, environmental and social topics and describe how legal entities and employees are expected to carry out activities and operations. Page no: 125-139 Web: Governance Bodies, Principles and tools	Criterion 1, 20	
G4-36a Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether the post holders report directly to the highest governance body	Executive Vice President (EVP) and CFO Eivind Kallevik has responsibility for economic issues, EVP and head of Corporate Staffs and Legal Wenche Agerup has responsibility for environmental and social topics and EVP and head of Energy and Corporate Business Development is responsible for climate change related topics. All three EVPs are members of Hydro's Corporate Management Board and report to the President and CEO. Page no: 8-9, 132-133 Web: Corporate management	Criterion 1, 20	
G4-37a Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	The stakeholder engagement process in Hydro is generally ruled at an administrative level in the organization and is a line responsibility at all levels. Under special circumstances the board, represented by the chairperson, may conduct dialog with investors. The board of directors communicate indirectly - and in certain cases directly - with the shareholders through the corporate assembly and directly through the general meeting of shareholders. Through the employee representatives, the board also communicates directly with the employee organizations. Page no: 68-69, 136 Web: General meeting	Criterion 1, 20	
G4-38a Report the composition of the highest governance body and its committees by:	Page no: 8-9, 86, 126, 128-131	Criterion 1, 20	

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
	<ul style="list-style-type: none"> Executive or non-executive Independence Tenure on the governance body Number of each individual's other significant positions and commitments, and the nature of the commitments Gender Membership of under-represented social groups 	<p>Web: Governance bodies, Management and board</p>		
	<ul style="list-style-type: none"> Competencies relating to economic, environmental and social impacts Stakeholder representation 	<p>Page no: 129 Three of the directors are employee representatives, and three are non-Norwegians (Brazilian, French and Swedish).</p>		
G4-39a	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement)	<p>Employee (27 percent) and shareholder (73 percent) representatives</p> <p>The chairperson of Hydro's board of directors is not an executive officer.</p> <p>Page no: 8-9, 128-133 Web: Board of directors</p>	Criterion 1, 20	
G4-40a	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including: <ul style="list-style-type: none"> Whether and how diversity is considered Whether and how independence is considered Whether and how expertise and experience related to economic, environmental and social topics are considered Whether and how stakeholders (including shareholders) are involved 	<p>Diversity regarding experience, gender, geography and nationality, age and cultural background are all considered.</p> <p>Independence is considered and consistently reported on.</p> <p>Such competencies are included in the evaluation when new board members are nominated, to consider all these competencies in the combined board of directors.</p> <p>All shareholders may nominate candidates.</p> <p>Page no: 21-22, 132-133, 136-137 Web: Governance bodies, Nomination committee</p>	Criterion 1, 20	
G4-41a	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> Cross-board membership Cross-shareholding with suppliers and other stakeholders Existence of controlling shareholder Related party disclosures 	<p>This is a requirement in Hydro's Code of Conduct which is valid even to the board of directors. In 2013, the board was trained in conflict of interest. From January 2014, all board meetings are started by evaluating any possible conflict of interest related to the agenda items.</p> <p>The Norwegian state represented by the Ministry of Industry and Fisheries own 34.3 percent of the Hydro shares (as of 31.12.2013)</p> <p>This is covered by Hydro's code of conduct and additional procedures for insiders and primary insiders.</p> <p>Page no: 22, 126-133, 137 Web:Hydro's code of conduct</p>	Criterion 1, 20.	
G4-42a	Report the highest governance body's and senior executives roles in the development, approval and updating of the organisations purpose, value or mission statements,	<p>Page no: 21-22, 137 Web:Principles and tools</p>	Criterion 1, 20	

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
	strategies, policies and goals related to economic, environmental and social impacts.			
G4-43a	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Page no: 21-22	Criterion 1, 20	
G4-44	a. Report the process for evaluation of the highest governance body's performance with respect to economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.	The board of directors conduct a private session following each board meeting that includes evaluation of the efficiency of the meeting. In addition, a self-assessment facilitated by the corporate advisory firm Lintstock is conducted annually. The reviews include all parts of the board's responsibility. Page no: 21-22, 137	Criterion 1, 20	
	b. Report actions taken in response to the highest governance body's performance with respect to economic, environmental and social topics, including as a minimum, changes in membership and organisational practices.	In 2013, the board was trained in conflict of interest. From January 2014, all board meetings are started by evaluating any possible conflict of interest related to the agenda items. Page no: 21-22		Principle 4
G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. Include the highest governance body's role in the implementation of due diligence processes.	According to Norwegian corporate law, this is the responsibility of the Corporate Management Board (Hydro's executive board) and is being overseen by the board of directors. Page no: 10-12, 16-22, 54, 126-127 Web: Board of directors, Norwegian code of practice for corporate governance	Criterion 1, 20	
	b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks and opportunities.	The stakeholder engagement process in Hydro is generally ruled at an administrative level in the organization and is a line responsibility at all levels. Under special circumstances the board, represented by the chairperson, may conduct dialog with investors. The board of directors communicate indirectly - and in certain cases directly - with the shareholders through the corporate assembly and directly through the general meeting of shareholders. Through the employee representatives, the board also communicates directly with the employee organizations. Hydro's capital expenditure process sets clear requirements of stakeholder dialog at an early stage. Page no: 68-69		
G4-46a	Report the highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics.	Risk management is a dedicated topic on the board agenda annually. Page no: 21	Criterion 1, 20	
G4-47a	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	This is an integrated part of Hydro's strategy process, all new projects and investments, the annual business planning process and the financial and extra-financial reporting process. Sustainability performance is addressed in every board meeting. Page no: 21-22 Web: Board of directors, Norwegian code of practice for corporate governance	Criterion 1, 20	Principle 4
G4-48a	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered.	The board of directors. Page no: 54	Criterion 1, 20	
G4-49a	Report the process for communicating critical concerns to the highest governance body.	Status about Hydro's AlertLine is reported annually to the board of directors and every quarter to the board audit committee. The President and CEO reports about critical concerns to the board of directors at a running basis when relevant. Page no: 8, 133, 139 Web: General meeting	Criterion 1, 20	
G4-50a	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	All concerns reported through the AlertLine are also reported to the board of directors at an aggregated level and when relevant also on a case by case level. Page no: 63	Criterion 1, 20	

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-51	<p>a. Report on the remuneration policies for the highest governance body and senior executives for the following types of remuneration:</p> <ul style="list-style-type: none"> • Fixed pay and variable pay <ul style="list-style-type: none"> • Performance-based pay • Equity-based pay • Bonuses • Deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees <p>b. Report how performance criteria in the remuneration policy relates to the highest governance body's and senior executives' economic, environmental and social objectives.</p>	<p>Page no: 21, note 10, 11 and 44</p> <p>Page no: Note 10, 11 and 44</p> <p>Not applicable</p> <p>Page no: Note 10, 11 and 44</p> <p>Not applicable</p> <p>Page no: Note 10, 11, 32 and 44</p> <p>In Brazil, Hydro matches employee pension contributions up to 9 percent of base salary. In addition comes social security, which is very low in the country. There are no special provisions for executives. In Norway and Germany pension schemes follow legal requirements and good business practice.</p> <p>The board of directors are given a fixed annual remuneration. Economic, environmental and social objectives are included in senior executives' balanced scorecards.</p> <p>Page no: 21, 138, note 10, 11 and 44</p>	<p>Criterion 1, 20</p>	
G4-52a	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have within the organisation.	Hydro uses data from certain independent service providers, but no consultants are used in the process. Page no: 133, 136-138, Note 10	Criterion 1, 20	
G4-53a	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	Page no: 132, 136 Web: General meeting	Criterion 1, 20	
G4-54a	Report the ratio of the total annual compensation for the organisation's highest-paid individual in each country of significant operations to the median and annual total compensation for all employees (excluding the highest paid individual) in the same country.	Page no: 83	Criterion 1, 20	
G4-55a	Report the ratio of the percentage increase in total annual compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual) in the same country.	Hydro reports on G4-54a for the first time, and will not be able to report on the increase until for the 2014 reporting.	Criterion 1, 20	

Ethics and integrity

	Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
G4-56a	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Page no: 4, 54, 63, 126 Web: Policies and tools	Principle 10 Criterion 12-14	Principle 1
G4-57a	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines.	Page no: 63	Principle 10 Criterion 12-14	Principle 1
G4-58a	Report the internal and external mechanisms for reporting concerns about unethical or	Page no: 63		

Standard disclosure	Hydro response	UN Global Compact ref.	ICMM reference
unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms of hotlines.			

Aspects and indicators

We have chosen to define the reporting boundaries per indicator (and not per aspect as recommended by GRI) as we experience that the boundaries can vary significantly between the indicators of one aspect. Below is an overview of how we define the various boundaries we have set.

- **Consolidated activities** – refers to entities where Hydro's ownership exceeds 50 percent. See note 1 to Hydro's consolidated financial statements for full definition.
- **Ownership equity** – refers to entities where Hydro holds any ownership share, and the reporting is relative to Hydro's ownership share. A pragmatic approach is chosen in cases where a relative reporting is not suitable.
- **Ownership equity (specific country)** – refers to the same as above, but only in specific countries.
- **Hydro's value chain** – refers to all Hydro's activities – from we receive supplies to the final product is distributed.
- **Value chain** – refers to the total value chain including the whole life cycle from cradle to grave.
- **Supply chain** – refers mainly to our tier one suppliers.
- **Local communities** – refers in general to local communities as commonly known, but entire nations such as Norway, Germany and Brazil are regarded as a local communities in some cases.

Economic

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
Economic Performance				
Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			Criterion 15-18. Especially criterion 16
G4-EC1	Direct value generated and distributed. Report countries of operation that are either candidate to or compliant with the Extractive Industries Transparency Initiative (EITI)	Hydro has only extractive activities in Brazil, which is currently neither compliant with nor candidate to EITI. Still, Hydro has reported according to EITI for its mining and alumina refining activities in Brazil since 2005. Page no: 2, 18, 69-70, 83-84,94, F2-F6, note 7 Web: Key figures	Consolidated activities	
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Not fully reported. Page no: 18-19, 48, 69, 75-78	Ownership equity	Principle 7
G4- EC3	Coverage of the organisations defined benefit plan obligations	Page no: 49, 69, 72, Note 10, Note32	Consolidated activities	

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
G4- EC4	Financial assistance received from government	<p>Hydro is subject to income taxes in the countries where we operate. The nominal tax rates typically vary between around 20% and 35%. The effective tax rates may differ from the nominal tax rates, among other things as a result of differences in depreciation rates and other tax deductions. The marginal tax rate for our power production in Norway is 58%. Qatalum, a 50/50 joint venture with Qatar Petroleum, has been granted a 10 year exemption from income taxes in Qatar, expiring in 2020. Thereafter, Qatalum pay income tax at the generally applicable income tax rate in Qatar. Hydro's bauxite, alumina and aluminium operations in Brazil have been granted income tax incentives encouraging investments in the northern provinces of Brazil. Currently, there are significant tax loss carry-forwards, but when profitable, operating income will be taxed at rates between 20% and 31%. In addition, Hydro's operations in Brazil are subject to a number of significant indirect taxes adding to the total tax burden. Hydro has bauxite, alumina and aluminium sales activities in Switzerland, and aluminium sales activities in Singapore. These activities are taxed at rates of around 10%.</p> <p>Hydro reports according to the Extractive Industries Transparency Initiative in countries where we have exploration and extractive activities (currently only Brazil). We also report on financial assistance from public organization related to R&D activities.</p> <p>Page no: 18, Note 8</p>	Ownership equity		
Market Presence					
Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	<p>Page no: 21, 55, 72-73, 78-79 Web: The-workplace</p>		Criterion 15-18. Especially criterion 16	Principle 9
G4-EC5	Ratios of standard entry level wage by gender compared to the local minimum wage at significant locations of operation	<p>Entry level wages are controlled by the labor agreement in Brazil. In Barcarena and Pargominas, the ratios compared to national minimum wage was 1,09 and 1,89, respectively. In Germany and Norway the entry level wages are defined by tariff agreements. In the Norwegian operations, minimum entry wage is about 7 percent higher than the tariff minimum. There are no gender related differences on entry wage at any of these locations of operation.</p> <p>Page no: 72-73</p>	Consolidated activities	Principle 6	
G4-EC6	Proportion of senior management hired from the local community at significant areas of operation. In significant locations of operation, report proportion of the facility's total workforce from the local community. ('Workforce' is employees and supervised workers; as defined in G4-10).	<p>Hydro employs locals when necessary competence and capacity is available and normally uses expatriates only to secure employee development and the transfer of values and competence. Open positions in Hydro are normally posted at hydro.com and in local media. To secure competence transfer, it is still important that there are some senior employees with experience from other units. This may even be the case at the blue-collar level, especially during start-up of new plants or equipment. Where adequate competence and capacity are available, most employees come from the local community and adjacent areas.</p> <p>Norway: 100 percent at the Norwegian plants Germany: 100 percent in Grevenbroich and 80 percent in the Rolled Products management team.</p> <p>Brazil: 33 percent at the plants in Paragominas and Alunorte and 40 percent in the business area team in Rio de Janeiro.</p> <p>Page no: 72</p>	Consolidated activities	Principle 6	Principle 9

Indirect Economic Impacts

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	Disclosure on management approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.		Criterion 15-18. Especially criterion 16	Principle 9
	G4-EC7	Development and impact of infrastructure investments and services supported	Hydro plans to develop a method to measure this in 2014. Page no: 69-70	Local communities	Principle 9
	G4-EC8	Significant indirect economic impacts, including the extent of impacts	This is challenging to measure. The International Council on Mining and Metals, in which Hydro is a member, published in 2012 a report on the mining industry's role in national economies. Other examples are use of local suppliers, building of schools and other capacity building projects and restructuring. <i>Hydro does currently not report fully on this indicator.</i> Page no: 65-70 Web: The role of mining in national economies	Local communities	Principle 9
Procurement practices					
	Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 65-67 Web: Hydro's Social Responsibility, Hydro's Human Rights Policy	Criterion 15-18. Especially criterion 16	Principle 9
	G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Spending on local suppliers vary from site to site depending on what is available. Selection of local partners and suppliers/contractors shall be based on competitive bidding to the extent feasible, and in compliance with competition laws and regulations as well as Hydro's requirements. Germany, Norway and Brazil are considered Hydro's most significant locations of operation based on economic importance. The spending on local suppliers at our largest site in Germany, Grevenbroich, was related to General Procurement (excluding Metal and Energy) 84 % in 2013. The local spending in Pará, Brazil was 55% in 2013. Portion of local spending related to hydro power projects in Norway was 76% in 2013. Most of the raw materials used at the aluminium plants in Norway are imported, while electricity and services are supplied locally. The sites highlighted in this section are chosen on a basis of their economic significance. A local supplier is here defined as a supplier situated in the same country as the operational site. Page no: 65-67	Supply chain of Hydro's consolidated activities	Criterion 2

Environment

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
Materials					
	Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18-19, 37, 55, 57, 61-62, 75-79 Web: Recycling	Criterion 9-11, 15-18	Principle 6
	G4-EN1	Materials used by weight and volume	Page no: 88	Consolidated activities	Principle 7-8, criteria 11

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
G4-EN2	Percentage of materials used that are recycled input materials. Includes both post-consumer recycled material and waste from industrial sources (e.g. new scrap from fabricators and old scrap from end-of-life equipment), but excludes internal recycling within the facility (home scrap).	Page no: 18-20, 88	Consolidated activities	Criteria 11	
Energy					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 7, 55, 57, 61, 76-79 Web: Letter to shareholders, Recycling, Energy		Criterion 9-11, 15-18	Principle 6
G4-EN3	Energy consumption within the organisation	Page no: 55-57, 88 Web:	Consolidated activities	Principle 7-8, criteria 11	
G4-EN4	Energy consumption outside of the organisation	As an integrated aluminium company Hydro has control over the large majority of its total energy consumption, both inside and outside the company. In addition, we recycle an increasing volume of used aluminium scrap. In the use phase, aluminium can reduce the customer's energy consumption. Hydro's ambition is to become climate neutral by 2020. Page no: 55-57,88	Hydro's value chain	Principle 8, criteria 2.	
G4-EN5	Energy Intensity	Page no: 56-57	Consolidated activities	Principle 8	
G4-EN6	Reduction of energy consumption	Page no: 56-57, 76-79, 88	Consolidated activities	Principle 8-9, criteria 11	
G4-EN7	Reductions in energy requirements of products and services	Page no: 55-57,76-79,88 Web: Environment	Hydro's value chain	Principle 8-9, criteria 11	
Water					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 19, 55, 58, 60		Criterion 9-11, 15-18	Principle 6
G4-EN8	Total water withdrawal by source	Page no: 89	Consolidated activities	Principle 7-8, criteria 11	
G4-EN9	Water sources significantly affected by withdrawal of water	Water sources significantly affected are lakes and rivers connected to our hydropower plants. The impacts are related to change in water levels in the reservoirs during the year. In addition, some riverbeds are dry a short distance downstream most of the dams. Downstream of the power turbines, the hydrological flow is different from the historical natural flow. Page no: 89	Consolidated activities	Principle 8	
G4-EN10	Percentage and total volume of water recycled and reused	Page no: 89	Consolidated activities	Principle 8, criteria 11	
Biodiversity					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Disclosures on the approach to	Page no: 10-11, 19, 55, 58-60 Web: Guidance note on biodiversity		Criterion 9-11, 15-18	Principle 6-7

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	biodiversity management should include consideration of ecosystems services and associated values.				
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	In addition to Hydro's hydropower production in Norway, the minority-owned bauxite mine MRN is situated within the borders of the national forest of Saracá-Taquera in Brazil. Page no: 58-60	Ownership equity in Norway and Brazil	Principle 8	Principle 2
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity protected areas and areas of high biodiversity value outside protected areas. <i>Mining and Metals Sector Supplement: Include impacts identified as a consequence of any resettlement and closure activities reported under indicators MM9 and MM10.</i>	There were no significant impacts from resettlements linked to Hydro's activities in 2013. Impacts from mining activities in MRN was described at page 54 in Hydro's annual report 2011. Page no: 58-60,64 Web: Guidance note on biodiversity, Annual report 2011 page 54	Ownership equity in Norway and Brazil	Principle 8	
G4-EN13	Habitats protected or restored. <i>Mining and Metals Sector Supplement: Report whether and how biodiversity offsets have been used as part of the overall policy and approach to habitat protection and restoration.</i>	Hydro does currently not use biodiversity offsets. Page no: 58-60 Web: Guidance note on biodiversity	Consolidated activities	Principle 8, criteria 11	Principle 7
G4-EN14	Total number of IUCN Red List species and national conservation list species with(in?) habitats in areas affected by operations, by level of extinction risk	Page no: 59, 89	Consolidated activities	Principle 8	
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Page no: 58-60	Consolidated activities	Principle 8	Principle 2,6
G4-MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	We have biodiversity management plans in place at all sites where it is relevant. Hydro's only consolidated mining operation is in Paragominas, Brazil.	Consolidated activities	Principle 7-8	Principle 2
Emissions					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. <i>Mining and Metals Sector Supplement: DMA should include discussion of the management of fugitive emissions such as dust from mining and processing activities or noise and seismic impacts from explosives use through, for example, monitoring activities and compliance with regulatory limits.</i>	Hydro monitors air quality and noise both inside and outside of its only operated mining site, Paragominas in Brazil. The level of total suspended particles as well as diurnal and nocturnal noise were all below legal limits in 2013. Page no: 7, 18-19, 55-57, 61, 76-78		Criterion 9-11, 15-18	Principle 6
G4-EN15	Direct Greenhouse Gas (GHG) emissions (scope 1)	Page no: 55-57, 87	Ownership equity	Principle 7-8, criteria 11	
G4-EN16	Energy indirect Greenhouse Gas (GHG) emissions (scope 2)	Page no: 55-57, 87	Ownership equity	Principle 7-8, criteria 11	
G4-EN17	Other indirect Greenhouse Gas (GHG) emissions (scope 3)	As an integrated aluminium company Hydro has control over the large majority of its total energy consumption, both inside and outside the company. In addition, we recycle an increasing volume of used aluminium scrap. In the use phase, aluminium can reduce the customer's energy consumption. Hydro's ambition is to become climate neutral by 2020. <i>Hydro does currently not report fully on this indicator.</i> Page no: 55-57, 61-62, 76-78	Value chain	Principle 7-8, criterion 2	

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
G4-EN18	Greenhouse Gas (GHG) emissions intensity	Page no: 55-57 Web:	Consolidated activities	Principle 8	
G4-EN19	Reduction of Greenhouse Gas (GHG) emissions	Page no: 19, 55-57, 75-79, 87	Consolidated activities	Principle 8-9, criteria 11	
G4-EN20	Emissions of Ozone Depleting Substances (ODS)	Page no: 88	Consolidated activities	Principle 7-8, criteria 11	
G4-EN21	NOx, SOx and other significant air emissions. Include emissions from both major mobile sources and on-site stationary sources.	Page no: 88	Consolidated activities	Principle 7-8, criteria 11	
Effluents and waste					
Disclosure approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: DMA should include discussion of: * Processes to assess and manage risks associated with overburden, waste rock, tailings, sludges and other residues (for example, structural stability of storage facilities, metal leaching potential, and hazardous properties). * Types of tailings facilities that it owns or operates including riverine, lake and submarine tailings disposal, and the use of lined vs. unlined pits. * Approaches taken to minimize waste and its potential environmental impacts.	Page no: 18-19, 47-49, 55, 57, 60-61, 76		Criterion 9-11, 15-18	Principle 6
G4-EN22	Total water discharge by quality and destination	Page no: 60-61, 89	Consolidated activities	Principle 8	
G4-EN23	Total weight of waste by type and disposal method. Large-volume mining and mineral processing waste should be reported under MM3.	Page no: 90	Consolidated activities	Principle 8	
G4-EN24	Total number and volume of significant spills. Include spillage of tailings, slimes, or other significant process materials.	Page no: 90	Consolidated activities	Principle 8	
G4-EN25	Weight of transported, imported, exported or treated wastes deemed hazardous under the terms of the Basel Convention	All hazardous waste. Page no: 90	Consolidated activities	Principle 8	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisations discharges of water and runoff	Most of the hydropower dams Hydro owns are within national parks. Some of the former rivers downstream of the dams are also within the national parks. The lakes and rivers are part of the total ecosystem within the national parks and still have a function serving the ecosystem within the parks. <i>Hydro does currently not report fully on this indicator.</i> Page no: 59-60	Hydro's hydropower operations in Norway	Principle 8	
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Page no: 60-61, 90	For Hydro's consolidated activities, this indicator is applicable only for Paragominas and Alunorte, both in Brazil	Principle 8	

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
Products and services				
G4-EN27	Extent of impact mitigation of environmental impact of products and services	<i>Not material</i>		
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	<i>Not material.</i>		
Compliance				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 47-51, 55, 126-128		Criterion 9-11 Principle 6
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Hydro received no significant fines or sanctions related to environmental laws or regulation in 2013.	Consolidated activities	Principle 8
Transport				
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisations operations, and transporting members of the workforce	<i>Not material.</i> Transportation represents a marginal contribution to the environmental impacts posed by Hydro's business activities. Our internal calculations show that transportation stand for less than 5 percent of Hydro's total environmental impact.		
Overall				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18-19, 55-62, 69, 75-89		Criterion 9-11, 15-18. Especially 16 Principle 6
G4-EN31	Total environmental protection expenditures and investments by type	Environmental protection expenditures and investments are an inseparable part of operational costs and investments. New operations and maintenance will normally also give environmental benefits through improved energy efficiency and/or reduced emissions. Environmental provisions are reported at page 90 and in note 31 to the consolidated financial statements 2013. Page no: 90, note 31	Consolidated activities	Principle 7-9
Supplier Environmental Assessment				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55, 65-67 Web: Hydro's Social Responsibility		Criterion 2, 9-11, 15-18 Principle 6
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	All new critical suppliers were in 2013 screened using environmental criteria. Page no: 65-67	Supply chain	Principle 8, criterion 2
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	The most significant actual negative impacts in our supply chain are associated with the extraction of the raw materials, especially coal. Furthermore, we consider the most significant <i>potential</i> negative environmental impacts to be related to the transportation of raw materials such as coal and fuel oil to our mining sites as well as the transportation of coke, pitch anodes, alumina and fluorides to our primary metal production sites. The business areas have different systems in place - based on different needs -	Supply chain	Principle 8, criterion 2

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	to comply with corporate requirement, i.e. number of suppliers identified as having significant actual and potential negative environmental impacts is not consolidated and followed-up on corporate level. <i>Hydro does currently not report fully on this indicator.</i>			
Grievance Mechanisms				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			Page no: 10-11, 55, 63, 65 Criterion 9-11 Principle 6,9
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	We are currently in a process of developing a formal grievance mechanism. There were no known grievances on environmental issues in 2013. Only material grievances are to be escalated to corporate level in agreement with Hydro's governance structure, but the supply chain is also monitored.	Consolidated activities and supply chain	Principle 8

Society

Labour Practices and Decent Work (LPDW)

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
Employment				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. <i>Mining and Metals Sector Supplement: Report how all policies, standards and practices are applied to contractors.</i>			Criterion 6-8, 15-18
G4-LA1	Total number and rates of new employees hires and employee turnover by age group, gender and region		Consolidated activities	Principle 6
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations	Hydro's HSE requirements are mandatory for all wholly-owned activities including contractors under Hydro management. For entities where Hydro holds less than 100 percent of the voting rights Hydro representatives in the boards of directors shall endeavor to implement the ambitions and principles in Hydro's Global Steering Documents in such entities. For contractors, suppliers and commercial contracts, we shall exert our influence to create consistency with Hydro's policies. Labour rights of contractor employees are being secured through Hydro's code of conduct and requirements towards our suppliers. Page no: 4, 10-11, 20-21, 55, 65-69, 70-73, 115 Web: Hydro's Social Responsibility, Hydro's Human Rights Policy, People policy, Code of conduct, The-workplace	Consolidated activities	
G4-LA3	Return to work and retention rates after parental leave, by gender	In Norway and Germany, part time employees are provided the same benefits as full-time employees, but the size of the benefit varies depending on employment fraction. Examples of benefits are bonuses, shares, employee loans and use of company cabins. In Norway, such benefits are provided to permanent employees only. There are very few part-time employees in Brazil, but several interns that are temporary. The interns do not participate in Hydor's benefit plans. Page no: 85	Consolidated	Principle 6

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	leave.	activities		
Labour/Management relations				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: DMA should include reporting on the representation and engagement with employees, other workers and their trade unions in stakeholder consultation processes is of high importance given their direct involvement and significance in mining operations.		Criterion 6-8, 15-18	
G4-LA4	Minimum notice periods regarding operational changes, including whether specified in collective agreements	Our practice is to give notice as early as possible and cooperate with the employee representatives in the organization(s) affected. We follow the legal requirement of 20 working days in Norway and have similar legal requirements in Germany. There are no requirements under the national law or the collective bargaining agreements on this issue in Brazil. Page no: 67-68	Consolidated activities	Principle 3
G4-MM4	Number of strikes and lock-outs exceeding one week's duration, by country	We had no strikes or lock-outs in 2013.	Consolidated activities	
Occupational Health and Safety				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. <i>Mining and Metals Sector Supplement: Organizations should report in particular on the application of ILO Convention 176 on health and safety in mines.</i>	Hydro complies with the requirements in the ILO Convention 176 on health and safety in mines. Page no: 10-11, 20-21, 55, 70-75, 126-127 Web: Policies and tools	Criterion 6-8, 15-18	Principle 5
G4-LA5	Percentage of total workforce represented in formal joint management-worker H&S committees that help monitor and advise on occupational health and safety programs	Most sites have formal management-worker health and safety committees or other joint forums where occupational health and safety is discussed. 100% of the total workforce is represented in formal joint management-worker H&S committees in Germany, Norway, Spain, Slovakia and the US. There are no formal joint management-worker HSE committee in Brazil, but there is an Internal Committee to Prevent Accidents (CIPA) with the aim of preventing accidents and occupational diseases, promoting training and suggesting changes in facilities. All members in this committee are employees, elected by both the employees and the employer.	Consolidated activities	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender. Provide a description of each accident resulting in a fatality, and actions taken following the accident. These may be aggregated where the causes of accidents or the actions taken are similar.	The most dominant types of injuries in 2013 were damages to shoulders, arms, wrists and fingers, representing more than half of all recorded injuries. Injured legs, ankles, hips and feet represented 20 percent, while damages to face, eyes and ears accounted for 12 percent of the recorded injuries. Hydro is not reporting these figures per gender as this is currently not regarded as material. In smaller units, a too detailed specification could even be in conflict with privacy protection considerations. Page no: 21, 73-74, 85	Consolidated activities	Principle 6
G4-LA7	Workers with incidence or high risk of diseases related to their occupation	We perform work environment risk assessment (WERA) for all our workplaces, which classifies the risks as green, yellow or red. The risk acceptance criteria Hydro uses in WERA are for several work environment factors stricter than the local legislation on occupational exposure levels. Workers with the highest risk of occupational diseases are those who are working in areas with high noise or	Consolidated activities	Principle 3

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
		in potrooms where potroom asthma could be a risk. Page no: 20, 73			
G4-LA8	Health and safety topics covered in formal agreements with trade unions	This is covered through Hydro's global frame agreement with the unions. In Europe it is covered through legal requirements. In Brazil, certain health issues (including health insurance) are covered through the labor contracts.	Consolidated activities		
Training and Education					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 10-11,17,20-21,28, 55, 62-63, 71-72,79 Web: Policies and tools		Criterion 6-8, 15-18	
G4-LA9	Average hours of training per year per employee by gender, and by employee category	This indicator is relevant at local level in Hydro, but not on an aggregated level. The indicators relevant to Hydro with regard to organizational and individual development are described at page 71 and 79 in the Annual report 2013 and the attached link. Page no: 71, 79	Consolidated activities	Principle 6	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Page no: 71, 79	Consolidated activities		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Hydro Monitor from 2012 gives us the most updated information - 68% of all employees reported that they had had an appraisal dialogue with their leader during the last year. When Hydro's revised appraisal dialogue system is fully implemented in 2015, we will be able to report more in detail on this indicator. <ul style="list-style-type: none"> • Top managers: 81% • Middle management: 86% • First line managers: 79% • Specialists: 77% • All other employees: 64% Page no: 71, 79	Consolidated activities	Principle 6	
Diversity and equal opportunity					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 4, 10-11, 20-21, 55, 70, 72-73, 115 Web: Policies and tools		Criterion 6-8, 15-18	
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	Page no: 20-21,72-73, 85-87	Consolidated activities	Principle 6	
Equal remuneration for men and women					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55, 72-73 Web: Policies and tools		Criterion 6-8, 15-18	Principle 3
G4-LA13	Ratio of basis salary and remuneration of women to men by employee category, by significant locations of operation	Page no: 72-73, note 11	Consolidated activities	Principle 6	

Supplier assessment for labour practices

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 65-67 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy		Criterion 2, 6-8, 15-18	
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	All new critical suppliers were in 2013 screened using working conditions criteria. Page no: 65-67	Supply chain	Criterion 2	
G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	The most significant <i>potential</i> negative impacts for labor practices in our supply chain are related to long working hours without paid overtime, being fired without notice and reason and limited influence of unions in some industries. We are, on a corporate level, not aware of any significant negative impacts being identified as part of our procedures (within group or supply chain) during 2013. <i>Hydro does currently not report fully on this indicator</i> Page no: 65-67	Supply chain	Criterion 2	

Labour practices and grievance mechanisms

	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 10, 55, 62, 64-65, 67, 69 Web: Stakeholder interviews		Criterion 6-8	Principle 9
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	We are currently in a process of developing a formal grievance mechanism. In 2013 there were a few grievances related to termination of employee contracts in Norway and Germany that were brought to court. Most such cases in Hydro's European organization will reach mutual agreement before going to court. In Brazil the tradition is different and the number of cases ending up in court is much higher. <i>Hydro does currently not report fully on this indicator</i> Page no: 62, 65	Consolidated activities		

Human Rights

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	Investment Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 62-65, 68-69 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy, Hydro Integrity Handbook		Criterion 3-5, 15-18	Principle 3
G4-HR1	Total number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human rights screening is a part of our environmental and social impact assessments, which are conducted in the early phase of all major projects. Page no: 65-68	Ownership equity	Principle 2	
G4-HR2	Total number of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	About 1050 employees, representing 8% of Hydro's total workforce, participated in training on human rights issues in 2013. Page no: 17, 62-63, 71	Consolidated activities	Principle 1, criterion 5	

Non-discrimination

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 20, 55, 64-65, 68 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy, Code of conduct You- and Hydro,		Criterion 3-5, 15-18	
G4-HR3	Total number of incidents of discrimination and corrective action taken	Page no: 63	Consolidated activities	Principle 6, criteria 8	
Freedom of Association & collective bargaining					
	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 64 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy, Hydro Integrity Handbook, Labor-rights		Criterion 3-5, 15-18	Principle 3
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights. Report how the organization's freedom of association policy is implemented in practice.	Hydro operations: see page references below. Suppliers: We estimate that about 60 percent of our suppliers (by number) are based in Europe, and are regulated by the individual country's law and EU regulations. We currently lack exact information regarding remaining suppliers, but have suppliers in certain countries where the right to form trade unions is restricted. <i>We do currently not report fully on this indicator</i> Page no: 64	Consolidated activities and supply chain	Principle 3, criterion 2, 8	
Child labour					
	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 64-67 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy, Hydro Integrity Handbook, Labor-rights, Code of conduct, People Policy		Criterion 3-5, 15-18	Principle 3
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	No incidents of child labor were identified related to Hydro's activities in 2013. Page no: 64, 65-67	Consolidated activities and supply chain	Principle 2, 5, criteria 8	
Forced or compulsory labour					
	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 64-67 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy, Hydro Integrity Handbook		Criterion 3-5, 15-18	Principle 3
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	No incidents of forced labor were identified related to Hydro's activities in 2013. Page no: 64-67	Consolidated activities and supply chain	Principle 4, criterion 2, 8	
Security practices					
	Disclosure on mgmt. approach Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55, 64, 75 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy, Hydro Integrity Handbook, Code of conduct		Criterion 15-18	Principle 3
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Hydro does not have a system to measure this number today. This is however a global requirement through Hydro's steering documents, and we plan to establish a system to quality assure and register training of security personnel on human rights issues in 2014.	Consolidated activities	Principle 1	Principle 3

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
Indigenous Rights				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Report on any policies relating to community consultation and support (including free, prior and informed consent), and settings where such dialogues are required by company policy and where they are not.	Page no: 55, 65, 68-70 Web: Hydro's Social Responsibility, Hydro's Human Rights Policy	Criterion 3-5, 15-18	Principle 3
G4-HR8	Total number of incidents of violations involving the rights of Indigenous Peoples and actions taken	No significant incidents of violation of the rights of Indigenous People were identified related to Hydro's activities in 2013. Page no: 65	Consolidated activities	Principle 1
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Page no: 65, 68	Only applicable for Hydro's operations in Brazil and in minority-owned Alouette in Canada	
Assessment				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55, 62-70 Web: Hydro's Social Responsibility, Hydro's Human Rights Policy, Hydro Integrity Handbook	Criterion 3-5, 15-18	Principle 3
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	All relevant operations have been subject to human rights reviews or impact assessments. Page no: 68	Ownership equity	Principle 1, criteria 5
Supplier human rights assessment				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 65-67 Web: Policies and tools, Hydro's Social Responsibility, Hydro's Human Rights Policy	Criterion 2, 3-5, 15-18	Principle 3
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	All new critical suppliers were in 2013 screened using human rights criteria. Page no: 65-67	Supply chain	Principle 2, criterion 2, 5
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	We are, on a corporate level, not aware of any significant negative impacts being identified as part of our procedures (within group or supply chain) during 2013. <i>Hydro does currently not report fully on this indicator.</i> Page no: 65-67	Supply chain	Principle 2
Human rights grievance mechanism				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55, 62, 64-65, 67-69 Web: Stakeholder interviews	Criterion 3-5	Principle 3,9
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	We are currently in a process of developing a formal grievance mechanism. We are, on a corporate level, not aware of any significant negative impacts	Consolidated activities and	Principle 1, criteria 5

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	being identified as part of our procedures (consolidated activities or supply chain) during 2013. Page no: 65	local communities and supply chain		

Society

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
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Local communities

Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			Both men and women are represented in Hydro's dialogue with local communities. Page no: 10-11, 17, 55, 65-70 Web: Community engagement, Hydro Integrity Handbook	Criterion 15-18	Principle 3, 9
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs. Sector specific addition: Issues for particular consideration include: <ul style="list-style-type: none"> Community economic development planning processes, including sources of community income, community access to services and social infrastructure, access to capital and natural resources, and access to further education and skills training. Co-ordination with other agencies, for example on poverty alleviation and natural resource management. Procedures for identifying and protecting subsistence-related resources of local communities, including water, plants, and wildlife. Measures of community health and well-being, including prevalence of cultural practices and associations. Report on measures in place for social inclusion. Such measures may be disclosed (for example) in corporate policies, approaches to stakeholder selection, participatory approaches in community consultation, and in assessment procedures. 	Page no: 65, 68-70	Consolidated activities		Principle 1	
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Page no: 65	Local communities		Principle 1	
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Page no: 65	Local communities			
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Page no: 65	Local communities			Principle 9

Anti-corruption

Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 11, 16-18, 26, 55, 62-64, 65-67, 126-127 Web: Code of conduct, Hydro Integrity Handbook, Hydro's Social Responsibility, You- and Hydro			Criterion 9-18	Principle 1
G4-SO3	Total number and percentage of operations assessed for risks related to	All Hydro's activities have been assessed at business area level. In e.g. B&A, all	Consolidated		Principle 10,	

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	corruption and the significant risks identified	plants have also been individually assessed. Risk is evaluated after mandatory control mechanisms.	activities	criteria 14	
G4-SO4	Communication and training on anti-corruption policies and procedures	About 1050 employees, representing 8% of Hydro's total workforce, participated in training on anti-corruption issues in 2013. Page no: 64	Consolidated activities	Principle 10, criteria 14	Principle 2
G4-SO5	Confirmed incidents of corruption and actions taken	No incidents of corruption identified in 2013. Page no: 62	Consolidated activities	Principle 10, criteria 14	
Public policy					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55		Criterion 12-14, 15-18. Especially 17	Principle 9
G4-SO6	Total value of political contributions by country and recipient beneficiary	According to Hydro's Code of Conduct, Hydro is not permitted to make financial contributions to political parties. Web: Code of conduct	Consolidated activities	Principle 10	Principle 1
Anti-competitive behaviour					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 55, 63, 69, 126-128 Web: Code of conduct, Policies and tools			Principle 2
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	No significant incidents registered in 2013. Page no: 117	Consolidated activities		
Compliance					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 47, 55, 62-63, 126-128			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. Report a summary of judgments made against the organization in the areas related to health and safety and labor laws.	No significant incidents registered in 2013 Page no: 117	Consolidated activities		
Supplier assessment for impacts on society					
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.	Page no: 18, 55, 65-67		Criterion 2, 15-18	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	In Hydro's upstream activities (Bauxite & Alumina and Primary Metal), all new suppliers are covered through systematic screening. In other areas we use methods like e.g. Hydro's supplier declaration to evaluate new suppliers. Almost all new suppliers (contracts) in high risk countries went through screening from a society view, and all suppliers are checked regularly against the UN sanction list. Page no: 65-67	Supply chain	Criterion 2	
G4-SO10	Significant actual and potential negative impacts on society in the supply	Corruption is the main potential negative impact on society. Any malpractice in	Supply chain	Criterion 2	

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
chain and actions taken	the supplier's relationship to Hydro leads to exclusion as a supplier to the company. We have also experiences incidents of fraud or intended fraud involving Hydro and/or supplier employees. Suppliers are given the opportunity to tender again only if they can demonstrate that their practices have changed. Code of conduct training for our employees are undertaken in order to enable them to identify and say no to bribery. We did not identify any cases of corruption in the relationship between Hydro and the suppliers in 2013. <i>Hydro does currently not report fully on this indicator.</i> Page no: 65-67			
Grievance mechanisms for impacts on society				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			Page no: 10, 55, 61-63, 64-65
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	As a new system for handling of grievances is under implementation, Hydro does not have precise information about the number of grievances submitted through formal channels during 2013. During the summer of 2013 Alunorte and Albras experienced several road blockages of the plants. While the blockages were meant to bring the attention of the government of Pará state to the question of the government's resettlement process of 160 families, the protesters also alleged that the industries polluted water and air in the area, and that such pollution was the cause of lack of fish in the rivers and the reason why the acai trees no longer bear fruits. Fish and acai are staple for the poorest people in the area. The grievances were repeatedly communicated to the press, as well as directly through telephone conversations between the CSR managers and community leaders. Alunorte and Albras are in the process of resolving the grievances, i.a. by introducing participatory monitoring. Page no: 61, 65	Consolidated activities, local communities and supply chain	Principle 9
MM: Society: Artisanal and small-scale mining				
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Not applicable for bauxite mining		
MM: Society: Resettlement				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			Page no: 55, 65
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process		Local communities	
MM: Society: Closure planning				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. 1. Mining and metal specific disclosure:			Page no: 55, 67-69 Web: Shutting down with respect
				Principle 6,9

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	Report the scope of closure planning; its associated financial provision, and its coverage of health, safety, social, environmental, legal, governance and human resource aspects.				
MM10	Number and percentage of operations with closure plans.	Hydro has a dedicated corporate function which oversees legacy issues and addresses closure issues. For the time being such plans are developed on an ad hoc basis when relevant. A project was established in 2013 to do develop a more systematic approach. Hydro's only consolidated mining operation is in Paragominas in Brazil. The mine was opened in 2006, and Hydro acquired 60 percent of it in 2011. Hydro has a long tradition in closing down operations with respect for employees and local society. The most recent example was in Kurri Kurri, Australia in 2012 Page no: 67-69 Web: Shutting down with respect	Local communities		

Product responsibility

	Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
Customer Health and Safety					
	Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			
		Page no: 47-49, 55, 56, 61-62, 74-75		Criterion 15-18	Principle 8
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Page no: 61-62 Web: HSE Policy	Consolidated activities		Principle 8
G4-PR2	Total number of instances of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	No significant incidents registered in 2013.	Consolidated activities and its customers		
Product and service labelling					
	Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			
		Strong relationships with customers lead to increased customer loyalty. Retaining customers is often more cost effective than acquiring new ones. All business areas have routines for customer satisfaction surveys, but the diversity of Hydro's businesses makes it not relevant to aggregate this.		Criterion 15-18	
G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements	Not material			
G4-PR4	Total number of instances of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Not material			
G4-PR5	Results of surveys measuring customer satisfaction	Customer surveys are consistently and systematically used throughout Hydro's organisation. Surveys will differ to reflect Hydro's different types of business They are also adapted to local needs, language and culture, still aiming at highlighting some common targets: customer satisfaction, Hydro's service level	Consolidated activities		

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
	and room for improvement. The business area Primary Metal / Metal Markets have KPIs included in their balanced scorecard related to customer satisfaction (claims & complaints rate). These are followed up in the quarterly performance meetings with the CEO. In other units the results are systematically followed up locally through action plans.			
Marketing communications				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			
G4-PR6	Sale of banned or disputed products	Hydro avoids selling product to countries or business partners that are prohibited by international sanctions. We are aware that production of aluminium and/or use of aluminium products in general are criticized by certain stakeholders. This is followed up and responded to on a general and case to case basis by industry associations, e. g. the International Aluminium Institute and European Aluminium Association.	Consolidated activities	
G4-PR7	Total number of instances of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type or outcome	Not material		
Customer privacy				
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not material		
Compliance				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No significant incidents in 2013		
MM: Materials stewardship				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated.			
MM11	Programs and progress relating to materials stewardship	Page no: 55, 56- 58, 61-62, 75-79, 87-89 Web: R&D - Focus and strategy	Criterion 15-18	Principle 8
		Page no: 55, 61-62, 75-79 Web: Letter to shareholders, HSE Policy	Ownership equity	Principle 2
MM: Emergency preparedness				
Disclosure on mgmt. approach	Report a.) why the aspect is material, b.) how the organization manages the aspect or its impacts and c.) how the management approach is evaluated. Mining and metal specific disclosure: Communities adjacent to mining operations will be concerned about the hazards and risks the operations generate. Information is sought on the existence of emergency plans, how			
		Page no: 10-11, 55, 68-69, 75, 138 Web: Policies and tools, HSE Policy	Ownership equity	Principle 2-4

Standard disclosure	Hydro response	Reporting boundary	UN Global Compact ref.	ICMM reference
<p>they are prepared (consultation, rehearsal, regular review and modification), and their content (arrangements for the management of crises should they arise); this will assist community understanding of risks. A fast and effective local response to an incident, based on an adequately informed and prepared community, can be the most important factor in limiting injury to people as well as damage to property and the environment.</p>				