Renamed and merged GRI topics

The table below displays the GRI topics that Hydro has chosen to merge or rename in the visual presentation of our materiality analysis, page 87 in the Annual report 2020. We have renamed topics in order to make the titles more intuitive in our materiality process and more in line with the corresponding indicators that are material for Hydro. The merger is primarily done on groups of topics that concern similar issues, or on topics that is natural for Hydro to address as a whole.

Renamed and merged GRI topics

Hydro defined topic name	Original topic name(s)
Anti-competitive behavior, anti-corruption and data privacy	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 Data privacy: Hydro defined topic
Bauxite residue and tailings management	GRI 303: Water and Effluents 2018 GRI 306: Waste 2020 GRI G4: Mining and Metals Sector Supplement
Biodiversity	GRI 304: Biodiversity 2016
Closure planning	G4 MM10: Society: Closure planning
Diversity and inclusion	GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 Disabilities (Hydro defined topic)
Energy, GHG emissions and other emissions	GRI 302: Energy 2016 GRI 305: Emissions 2016 G4 EU: Availability and reliability GRI 201: Economic Performance 2016
Emergency preparedness and response	G4 EU: Disaster/Emergency planning and response G4 MM: Emergency preparedness
Human and workers' rights	GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 411: Rights of Indigenous Peoples 2016 GRI 412: Human Rights Assessments 2016 G4 MM: Resettlements
Health, safety and security	GRI 403: Occupational Health and Safety 2018 GRI 410: Security Practices 2016

Most material topics

Renamed and merged GRI topics

Hydro defined topic name	Original topic name(s)
Impact on local communities	GRI 413: Local Communities 2016 GRI 419: Socioeconomic Compliance 2016
Organizational capabilities and culture	GRI 404: Training and Education 2016
Pandemics (HD)	Hydro defined topic
Product quality and liabilities	GRI 416: Customer health and safety
Innovation (HD)	Hydro defined topic
Supply chain management	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016
Water	GRI 303: Water and Effluents 2018
Conflict minerals (HD)	Hydro defined topic
Customer satisfaction	GRI 417: Marketing and Labeling 2016
Effluents and other waste	GRI 303: Water and Effluents 2018 GRI 306: Waste 2020 GRI G4: Mining and Metals Sector Supplement
Employment	GRI 401: Employment 2016
Formal labor management relations	GRI 402: Labor/Management Relations 2016
Indirect economic impact	GRI 203: Indirect Economic Impacts 2016 GRI 207: Tax 2019
Local workforce and wage	GRI 202: Market Presence 2016
Materials	GRI 301: Materials 2016
Political contributions	GRI 415: Public Policy 2016
Transport	GRI 201: Economic Performance 2016 GRI 414: Supplier Social Assessment 2016

Other material topics (vertical label spanning the lower portion of the table)