

## 2020 GRI INDEX

Elkem ASA is reporting according to the CORE guidelines set by the [Global Reporting Initiative](#). The ESG report is part of the annual report in 2020. Reference to pages in the ESG report will therefore also be found in the annual report, but not mentioned in the index specifically. When the annual report is referenced in the index, this is additional information that is not found in the ESG report.

For the most recent information about our ESG and sustainability work, please see our website: <https://www.elkem.com/sustainability>. For information about principles and criteria of UN Global Compact and the UN Sustainable Development Goals, see below the index. The complete ESG report for 2020 is available on [Elkem.com](http://Elkem.com).

General standard disclosures			
GRI indicator	Description	Page reference and information	Other references
		ESG: ESG report AR: Annual report WEB: <a href="http://www.elkem.com">www.elkem.com</a>	UN SDG: United Nations Sustainable Development Goals UN GC: United Nations Global Compact
Organisational profile			
GRI 102-1	Name of the organisation	Elkem ASA	Organisational information
GRI 102-2	Activities, brands, products, and services	ESG: Elkem at a glance: p. 2-3 AR: p. 8-13 WEB: <a href="https://www.elkem.com/our-divisions/">https://www.elkem.com/our-divisions/</a>	Organisational information
GRI 102-3	Location of the headquarters	Oslo, Norway	Organisational information
GRI 102-4	Location of operations	AR: p. 2-3 WEB: <a href="http://www.elkem.com/contact">www.elkem.com/contact</a>	Organisational information
GRI 102-5	Ownership and legal form	AR: p. 16-17, p. 34-35 WEB: <a href="https://www.elkem.com/about-elkem/">https://www.elkem.com/about-elkem/</a>	Organisational information
GRI 102-6	Markets served	AR: p. 8-13	Organisational information
GRI 102-7	The scale of the organisation	AR: p. 2-3, p. 8-15	Organisational information
GRI 102-8	Information on employees and other workers	ESG: p. 39 WEB: <a href="https://www.elkem.com/career/">https://www.elkem.com/career/</a>	UN SDG: SDG 5 UN GC: Principle 6

GRI 102-9	Supply chain	ESG: p. 37-38 AR: p. 2-3	UN GC: Principle 2, 9, 10; Criterion 2
GRI 102-10	Significant changes to the organisation and its supply chain	ESG: p. 5 AR: p. 5, p. 14-15	Organisational information
GRI 102-11	Precautionary Principle or approach	Elkem is a signatory to the UN Global Compact, and thereby respects and adheres to the precautionary principle (Principle 7).	UN GC: Principle 7
GRI 102-12	External initiatives	ESG: p. 10-13 WEB: <a href="https://www.elkem.com/sustainability/">https://www.elkem.com/sustainability/</a>	UN SDG: SDG 16 UN GC: Criterion 17-18
GRI 102-13	Memberships of associations	Elkem is a member of the Norwegian Federation of Industries and the European industry organisations Euroalliances, Eurometaux, the European chemical industry council (CEFIC) and other national industry organisations.	UN SDG: SDG 16, SDG 17 UN GC: Criterion 17-18
<b>Strategy</b>			
GRI 102-14	Statement from senior decision-maker	Letter from CEO ESG: p. 6-7	UN SDG: SDG 16, SDG 17 UN GC: Criterion 1, 15, 19
GRI 102-15	Key impacts, risks, and opportunities	ESG: p. 9, p. 43 AR: p. 47-49	UN GC: Criterion 15, 19-20
<b>Ethics, integrity, and governance</b>			
GRI 102-16	Values, principles, standards, and norms of behaviour	ESG: p. 10 WEB: <a href="https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/">https://www.elkem.com/about-elkem/corporate-governance/Governing-documents-and-tools/</a> , <a href="https://www.elkem.com/about-elkem/vision-and-values/">https://www.elkem.com/about-elkem/vision-and-values/</a>	UN SDG: SDG 3, SDG 4, SDG 8, SDG 9 UN GC: Principle 10; Criterion 4-8, 12-14
GRI 102-17	Mechanisms for advice and concerns about ethics	ESG: p. 37-38, p. 44	UN GC: Principle 1-2, 4-6, 10; Criterion 5, 8, 13-14
GRI 102-18	Governance structure	AR: p. 34, p. 37-45	UN GC: Criterion 1, 20

Stakeholder engagement			
GRI 102-40	List of stakeholder groups.	SR: p. 9 WEB: <a href="https://www.elkem.com/sustainability/our-stories/">https://www.elkem.com/sustainability/our-stories/</a>	UN SDG: SDG 17 UD GC: Criterion 21
GRI 102-41	Collective bargaining agreements	ESG: p. 33	UN SDG: SDG 8 UN GC: Principle 3
GRI 102-42	Identifying and selecting stakeholders	ESG: p. 11-13	UN SDG: SDG 17 UN GC: Criterion 21
GRI 102-43	Approach to stakeholder engagement	ESG: p. 11-13, p. 37-39	SDG: SDG 17 UN GC: Criterion 21
GRI 102-44	Key topics and concerns raised	ESG: p. 12	UN SDG: SDG 17 UN GC: Criterion 21
Report practice			
GRI 102-45	Entities included in the consolidated financial statements	AR: p. 104-106 WEB: <a href="https://www.elkem.com/our-divisions/">https://www.elkem.com/our-divisions/</a>	GRI report information
GRI 102-46	Defining report content and topic boundaries	ESG: p. 10, p. 13 With this ESG report, Elkem wishes to provide accurate and understandable information of the highest quality and materiality in a way that enables stakeholders to make informed decisions and compare changes over time. Both positive and negative aspects of the company's impact on society and the environment is communicated.	GRI report information

GRI 102-47	List of material topics	ESG: p. 13 Environmental management Climate change mitigation Health and safety Water management Waste management Labour rights Governance Risk management	GRI report information
GRI 102-48	Restatements of information	ESG: p. 13	GRI report information
GRI 102-49	Changes in reporting	ESG: p. 10, p. 13	GRI report information
GRI 102-50	Reporting period	Calendar year of 2020	GRI report information
GRI 102-51	Date of most recent previous report	March 2020	GRI report information
GRI 102-52	Reporting cycle	Annual	GRI report information
GRI 102-53	Contact point for questions regarding the report	Marit Flinder Roscher-Nielsen <a href="mailto:Marit.flinder@elkem.com">Marit.flinder@elkem.com</a>	GRI report information
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.	GRI report information
GRI 102-55	GRI content index	The GRI content index is available on our website <a href="http://www.elkem.com/sustainability">www.elkem.com/sustainability</a> and on <a href="http://www.globalreporting.org">www.globalreporting.org</a>	GRI report information
GRI 102-56	External assurance	External assurance of annual report, where ESG report is a part. The GHG emissions have been externally assured. AR: p. 214-2017, p. 221-222	GRI report information

Specific standard disclosure			
Environmental			
GRI indicator	Description	Page reference and information ESG: ESG report AR: Annual report WEB: www.elkem.com	Other references UN SDG: United Nations Sustainable Development Goals UN GC: United Nations Global Compact
<b>Climate change mitigation</b>			
GRI 103-1	Explanation of the material topic and its boundary.	ESG: Climate change p. 18-19. Elkem reports for our own operations. Joint ventures are reported in full.	UN GC: Principle 7; Criterion 9-11
GRI 103-2	The management approach and its components.	ESG: Environment introduction p. 16-17, Climate change p. 18-19	UN GC: Principle 7; Criterion 9-11
GRI 103-3	Evaluation of the management approach.	ESG: Environment introduction p. 16-17, Climate change p. 18-19	UN GC: Principle 7; Criterion 9-11
GRI 201-2	Financial implications and other risks and opportunities due to climate change	ESG: p. 18-19	UN SDG: SDG 7, SDG 9, SDG 13 UN GC: Principles 7-9; Criterion 9-11
GRI 305-1	Direct (Scope 1) GHG emissions	ESG: p. 19	UN SDG: SDG 13 UN GC: Principles 7-9; Criterion 9-11
GRI 305-2	Energy indirect (Scope 2) GHG emissions	ESG: p. 19	UN SDG: SDG 13 UN GC: Principles 7-9; Criterion 9-11
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air	ESG: p. 27	UN SDG: SDG 3 UN GC: Principles 7-9; Criterion 9-11
<b>Energy management</b>			
GRI 103-1	Explanation of the material topic and its boundary.	ESG: Energy management p. 20: Elkem reports for our own operations. Joint ventures are reported in full.	UN GC: Principle 7; Criterion 9-11

	GRI 103-2	The management approach and its components.	ESG: Environment introduction p. 16-17, Energy management p. 20	UN GC: Principle 7; Criterion 9-11
	GRI 103-3	Evaluation of the management approach.	ESG: Environment introduction p. 16-17, Energy management p. 20	UN GC: Principle 7; Criterion 9-11
	GRI 302-1	Energy consumption within the organisation	ESG: Energy management p. 20	UN SDG: SDG 7, SDG 9, SDG 12, SDG 13, UN GC: Principles 7-9 ; Criterion 9-11
	GRI 302-4	Reduction of energy consumption	ESG: Energy management p. 20	UN SDG : SDG 7, SDG 13 UN GC: Principle 7-9 ; Criterion 9-11
	<b>Waste management</b>			
	GRI 103-1	Explanation of the material topic and its boundary.	ESG: Waste management p. 21: Elkem reports for our own operations. Joint ventures are reported in full.	UN GC: Principle 7; Criterion 9-11
	GRI 103-2	The management approach and its components.	ESG: Environment introduction p. 16-17, Waste management p. 20	UN GC: Principle 7; Criterion 9-11
GRI 103-3	Evaluation of the management approach.	ESG: Environment introduction p. 16-17, Waste management p. 20	UN GC: Principle 7; Criterion 9-11	
GRI 306-1	Waste generation and significant waste-related impacts	ESG: Waste management p. 20	UN SDG: SDG 12 UN GC: Principles 7-9; Criterion 9-11	
GRI 306-2	Management of significant waste-related impacts	ESG: Waste management p. 20	UN SDG: SDG 12 UN GC: Principles 7-9; Criterion 9-11	
GRI 306-3	Waste generated	ESG: Waste management p. 20	UN SDG: SDG 12 UN GC: Principles 7-9; Criterion 9-11	

Water management			
GRI 103-1	Explanation of the material topic and its boundary.	ESG: Water management p. 24: Elkem reports for our own operations. Joint ventures are reported in full.	UN GC: Principle 7; Criterion 9-11
GRI 103-2	The management approach and its components.	ESG: Environment introduction p. 16-17, Water management p. 24	UN GC: Principle 7; Criterion 9-11
GRI 103-3	Evaluation of the management approach.	ESG: Environment introduction p. 16-17, Water management p. 24	UN GC: Principle 7; Criterion 9-11
GRI 303-1	Interactions with water as a shared resource	ESG: Water management p. 24	UN SDG: SDG 14 UN GC: Principles 7-9; Criterion 9-11
GRI 303-2	Management of water discharge-related impacts	ESG: Water management p. 24	UN SDG: SDG 14 UN GC: Principles 7-9; Criterion 9-11
GRI 303-5	Water consumption	ESG: Water management p. 24	UN SDG: SDG 14 UN GC: Principles 7-9; Criterion 9-11
GRI 306-3	Significant spills	ESG: Environment introduction p. 17	UN SDG: SDG 9, SDG 12 UN GC: Principles 7-9; Criterion 9-11

Social			
GRI indicator	Description	Page reference and information	Other references
		ESG: ESG report AR: Annual report WEB: www.elkem.com	UN SDG: United Nations Sustainable Development Goals UN GC: United Nations Global Compact
Health and safety			
GRI 103-1	Explanation of the material topic and its boundary	ESG: Health and safety p. 31-32. Elkem reports for our own operations, agents and distributors doing business with Elkem's products.	UN SDG: SDG 3, SDG 5, SDG 8 UN GC: Principles 1-6; Criterion 3-8
GRI 103-2	The management approach and its components	ESG: Social introduction p. 29-30, Health and safety p. 31-32	UN SDG: SDG 3, SDG 5, SDG 8 UN GC: Principles 1-6; Criterion 3-8
GRI 103-3	Evaluation of the management approach	ESG: Social introduction p. 29-30, Health and safety p. 31-32	UN SDG: SDG 3, SDG 5, SDG 8 UN GC: Principles 1-6; Criterion 3-8

	GRI 401-1	New employee hires and employee turnover	ESG: Employment p. 39	UN SDG: SDG 5, SDG 8 UN GC: Principle 6
	GRI 403-1	Occupational health and safety management system	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12
	GRI 403-3	Occupational health services	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12 UN GC: Principle 1
	GRI 403-4	Worker participation, consultation and communication on occupational health and safety	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12 UN GC: Principle 6
	GRI 403-5	Worker training on occupational health and safety	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12
	GRI 403-6	Promotion of worker health	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12 UN GC : Principle 1, 6
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12 UN GC: Principle 4; Criterion 8
	GRI 403-9	Work-related injuries	ESG: Health and safety p. 31-32	UN SDG: SDG 3, SDG 8, SDG 9, SDG 12 UN GC: Principle 4; Criterion 8
<b>Labour rights</b>				
	GRI 103-1	Explanation of the material topic and its boundary	ESG: Labour rights p. 33-34. Elkem reports for our own operations, agents and distributors doing business with Elkem's products.	UN SDG: SDG 3, SDG 5, SDG 8 UN GC: Principles 1-6; Criterion 3-8
	GRI 103-2	The management approach and its components	ESG: Social introduction p. 29-30, Labour rights p. 33-34	UN SDG: SDG 3, SDG 5, SDG 8 UN GC: Principles 1-6; Criterion 3-8
	GRI 103-3	Evaluation of the management approach	ESG: Social introduction p. 29-30, Labour rights p. 33-34	UN SDG: SDG 3, SDG 5, SDG 8 UN GC: Principles 1-6; Criterion 3-8



	GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	ESG: Labour rights p. 34	UN SDG: SDG 8, SDG 10 UN GC: Principle 5; Criterion 6-8
	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	ESG: Labour rights p. 34	UN SDG: SDG 3, SDG 8, SDG 10 UN GC: Principle 4; Criterion 6-8
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	ESG: Employment p. 39	UN SDG: SDG 4, SDG 8 UN GC: Criterion 8
	GRI 102-41	Collective bargaining agreements	ESG: Labour rights p. 33	UN SDG: SDG 8 UN GC: Principle 3; Criterion 6-8
	GRI 405-1	Diversity of governance bodies and employees.	ESG: Diversity and equality p. 35-36 AR: Board of directors' report p. 29-30, Board and management p. 34-35 WEB: <a href="https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/">https://www.elkem.com/about-elkem/Corporate-management-and-Board-of-directors/</a>	UN SDG: SDG 5, SDG 8, SDG 10, SDG 16 UN GC: Principle 6; Criterion 6

Governance			
GRI indicator	Description	Page reference and information	Other references
		ESG: ESG report AR: Annual report WEB: www.elkem.com	UN SDG: United Nations Sustainable Development Goals UN GC: United Nations Global Compact
Corporate governance			
GRI 103-01	Explanation of the material topic and its boundary	ESG: Governance p. 40: Elkem reports for our own operations, agents and distributors doing business with Elkem's products.	GRI report information
GRI 103-02	The management approach and its components	ESG: Governance p. 40	GRI report information
GRI 103-03	Evaluation of the management approach	ESG: Governance p. 40	GRI report information

GRI 102-32	Highest governance body's role in sustainability reporting	ESG: Governance p. 40 AR: Board of directors' report p. 29-31, Corporate governance p. 42-45	UN GC: Criterion 1, 20
GRI 205-3	Confirmed incidents of corruption and actions taken	ESG: Governance p. 42, Compliance p. 44-45	UN SDG: SDG 8, SDG 16 UN GC: Principle 10; Criterion 12-14
GRI 406-1	Incidents of discrimination and corrective actions taken	ESG: Diversity and equality p. 35	UN SDG: SDG 5, SDG 8, SDG 16 UN GC: Principle 6; Criterion 3-5
<b>Risk management</b>			
GRI 102-15	Key impacts, risks, and opportunities	ESG: Opportunities and challenges p. 9, Risk management p. 43 AR: Overview of main risk areas p. 47-49	UN GC: Criterion 15, 19-20
GRI 102-29	Identifying and managing economic, environmental, and social impacts	ESG: Governance p. 40 AR: Overview of main risk areas p. 47-49, Board of directors' report p. 29-31, Corporate governance p. 37-45	UN GC: Criterion 1, 19
GRI 102-30	Effectiveness of risk management processes	ESG: Governance p. 40 AR: Board of directors' report p. 29-31, Corporate governance p. 37-45	UN GC: Criterion 1, 19
GRI 414-1	New suppliers that were screened using social criteria	ESG: Responsible sourcing and the supply chain p. 47-48	UN SDG: SDG3, SDG 8, SDG 12 UN GC: Principle 1-6, 10; Criterion 2
GRI 308-1	New suppliers that were screened using environmental criteria	ESG: Responsible sourcing and the supply chain p. 47-48	UN SDG: SDG 6, SDG 7, SDG 8 UN GC: Principle 7-9; Criterion 10

## The UN Global Compact ten principles and advanced criterias

### The 10 principles

#### Human Rights

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

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

## **Labour**

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

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

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

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

## **Environment**

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

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

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

## **Anti-Corruption**

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

## **The UN Global Compact 21 advanced criterias**

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

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

Criterion 2: The COP describes value chain implementation.

### **Human Rights**

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

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

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

### **Labour**

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

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

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

### **Environment**

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

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

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

### Anti-corruption

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

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

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

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

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

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

Criterion 17: The COP describes advocacy and public engagement.

Criterion 18: The COP describes partnerships and collective action

### Corporate sustainability governance and leadership

Criterion 19: The COP describes CEO commitment and leadership.

Criterion 20: The COP describes Board adoption and oversight.

Criterion 21: The COP describes stakeholder engagement.

For more information about the UN Global Compact, see

<https://www.unglobalcompact.org>

For more information about the UN Sustainable Development Goals, see

<https://www.un.org/sustainabledevelopment/>

