

Elkem's sustainability targets and the UN Sustainable Development Goals (SDGs)



Includes reference to GRI-system. Explanation of each GRI indicator can be found in our [index](#).
Elkem's sustainability targets were set in 2017. Some numbers are therefore not available for years previous to 2018. These categories are marked N/A = Not applicable.

Governance and compliance targets	Unit	2017	2018	2019	SDGs	GRI indicator	Timeline	Comments
Total of misconduct reports received	Number	N/A	N/A	6		GRI 205-3	Continuous	
Number of substantiated misconduct reports	%	N/A	N/A	4		GRI 205-3		
Number of substantiated misconduct reports resulting in disciplinary actions	%	N/A	N/A	3		GRI 205-3		
Number of unsubstantiated misconduct reports	%	N/A	N/A	2		GRI 205-3		
Adverse human rights events identified in Elkem or in supply chain	Number	0	0	0		GRI 414-2	Continuous	
Bribery and corruption incidents identified for Elkem	Number	0	0	0		GRI 205-3	Continuous	
Anti-competitive practices identified for Elkem	Number	0	0	0		GRI 205-2	Continuous	
Number of employees who received face-to-face anti-bribery and corruption training	Number	Data not available	Data not available	42		GRI 205-2	Continuous	Online-training to be implemented in 2020
Number of employees who received face-to-face competition law compliance training	Number	Data not available	Data not available	373		GRI 205-2	Continuous	Online-training to be implemented in 2020
% of employees who have confirmed their commitment to the Code of Conduct	%	100%	70%	100%		GRI 205-2	Continuous	For 2018, target met, except for newly acquired Xinghou and Yongdeng plant in China
% of employees in the target group who have confirmed their commitment to the anti-bribery and corruption policy	%	100%	70%	100%		GRI 205-2	Continuous	For 2018, target met, except for newly acquired Xinghou and Yongdeng plant in China
% of employees in the target group who have confirmed their commitment to the competition law policy	%	100%	70%	100%		GRI 205-2	Continuous	For 2018, target met, except for newly acquired Xinghou and Yongdeng plant in China
Revise policies available online	Status	N/A	N/A	Completed			2019	

Attractive employer targets	Unit	2017	2018	2019	SDGs	GRI indicator	Timeline	Comments
Zero recordable injuries: Employees	Total recordable injury rate	3,1	2,2	2,2		GRI 403-9	Continuous	Positive development the last years. Regrettably, the Xinghou plant in China had one fatality in February 2019
Zero recordable injuries: Contractors	Number	8	5,3	N.A.				
Fatalities: Employees	Number	0	0	1				
Fatalities: Contractors	Number	0	0	0				
Zero cases of serious occupational illness	Number	5	9			GRI 403-10	Continuous	Positive development the last years
EHS training of all new employees at 100%	%	95	100	N.A.		GRI 403-9 GRI 403-10	Continuous	
Increased female share year on year	%	21	25	25		GRI 401-1 GRI 405-1	Continuous	
Development discussions at 100%	%	100	59	65*		GRI 404-3	Continuous	*Implementation rate was not available from three Asian Elkem units at the time of reporting
Female share of internal governing bodies	%	N.R.	N.R.	23%		GRI 405-1 GRI 401-1	Continuous	Mapping done in 2018, tracking starts in 2019

Energy and environment targets	Unit	2017	2018	2019	SDGs	GRI indicator	Timeline	Comments
Energy recovery increase year on year	GWh	689	645	698		GRI 302-1 GRI 302-4	Continuous	
Energy recovery project in Salten on track for completion	Status	N/A	On track	On track		GRI 305-1	2020	Will start production in 2020
CO ₂ emissions, direct (scope 1)	Million tonnes	1,77	2,54	2,15		GRI 305-1		Due to lower production and increased use of bio-carbon.
CO ₂ emissions, indirect (scope 2)	Tonnes	N.R.	N.R.	N.R.		GRI 305-1		Part of 2020 climate strategy work
CO ₂ : 20% reduction of fossil emissions by 2021	%	21	19	18		GRI 305-1	2021/2030	On track
CO ₂ : 40% reduction of fossil emissions by 2030	%	N/A	N/A	N/A		GRI 305-1	2021/2030	Challenges with sourcing of sustainable biocarbon
CO ₂ goal: Full understanding of indirect CO ₂	Status	N/A	N/A	Started reporting		GRI 305-2	2020	On track
NO _x emissions	Tonnes	7110	7070	6718		GRI 305-7		
NO _x : reduce emissions from Norwegian smelters by 1000 tonnes	Tonnes	N/A	(-)312	(-)553		GRI 305-7	2025	Baseline year: 2015. EMISSION
SO ₂ : Per cent reduction (to be defined) in direct SO ₂ from process by 2030	Tonnes	7900	9000	7309		GRI 305-7	2025	Set back due to technical issues at plants
Elkem Fiskaa Carbon SO ₂ scrubber and energy recovery unit fully operational	Status	N/A	N/A	Some delay		GRI 306-3	2019	Technical issues
Dust emissions	Million tonnes	2	1,8	1,2		GRI 305-7		
Dust goal: 30% reduction	%	(+)14%	(-)10%	(-)38%		GRI 305-7	2025	Baseline year: 2015
Waste: Per cent reduction (to be defined) of process waste to landfill or destruction	%	N/A	N/A	N/A		GRI 305-7		
Water goal: No deviation in water requirements	Number of deviations	N/A	0	0		GRI 305-7		
Water goal: Compliance with mandated remediation on Fiskaa water body to lowest cost	Status	N/A	N/A	Compliant		GRI 306-3	Continuous.	
D4/D5 goal: Zero spills/emissions	Number of deviations	N/A	0	0		GRI 306-3	Continuous	
Analyse and develop a climate risk overview	Status	N/A	N/A	Finished		GRI 302-1 GRI 302-4	2019-2020	Memo on climate risk finished in 2019

Societal impact targets	Unit	2017	2018	2019	SDGs	GRI indicator	Timeline	Comments
Implement new harmonised process for supplier management and global supplier management system	Status	N/A	In progress	In progress		GRI 414-1 GRI 308-1	2018-2021	Target deadline is 2020/2021
Conduct human rights impact assessment, identify top human right priorities and develop human rights action plan	Status	N/A	N/A	N/A		GRI 412-1	2020	Target deadline is 2020
Update our Human Rights Statement and publish a Human Rights Policy, launch a human rights training programme, and develop a compliance monitoring programme on the top priority human rights	Status	N/A	N/A	N/A		GRI 412-2	2019-2020	In progress for 2019
100% participation of target group in human rights training	Status	N/A	Goal not attained	Goal not attained		GRI 412-2	2020	Training will start in 2020. Refresher course to be completed every year
All new raw material suppliers are subject to risk assessment and pre-qualification screening (ex. China)	%	N/A	80%	73%		GRI 414-1 GRI 308-1 GRI 408-1	Continuous	Target is 100% screening
All new raw material suppliers are subject to supplier audit (ex. China)	%	N/A	100%	100%		GRI 414-1 GRI 308-1 GRI 408-1	Continuous	Target is 100% auditing
Implement templates and reporting procedures for more systematic stakeholder engagement	Status	N/A	N/A	On track		GRI 413-1 GRI 102-43	2018-2020	Introduced to pilot group in 2019, will be rolled out in organisation in 2020
Number of human rights incidents identified for Elkem's operations or in the supply chain	Number	0	0	0		GRI 414-2	Continuous	
Percentage of new suppliers that have signed the Code of Conduct for Elkem's Business Partners	%	N/A	N/A	N/A		GRI 414-1 GRI 408-1	Continuous	Tracking will start in 2020

Reporting progress targets	Unit	2017	2018	2019	SDGs	GRI indicator	Timeline	Comments
Integrate the Sustainable Development Goals (SDGs) more into the report and consider reporting on selected targets	Status	Started	On track	On track		GRI 102-43 GRI 102-44	2019-2020	Will be finalised in 2020
Considering reporting to the Carbon Disclosure Project (CDP)	Status	N/A	N/A	Target set		GRI 102-44 GRI 203-2	2020	Will be decided in 2020
Consider reporting on climate risk in alignment with Task Force on Climate-related Financial Disclosure (TCFD)	Status	N/A	N/A	Target set		GRI 102-44 GRI 203-2	2020	Pre-assessment conducted in 2019