



TRIMET Aluminium SE
Sustainability Report **2019**

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TRIMET Aluminium SE

Sustainability program

GRI 102:
GENERAL DISCLOSURES

GRI 103:
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ECONOMIC

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TRIMET Aluminium SE –
an independent
family-owned company
for more than 30 years

TRIMET Aluminium SE

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As an innovative, medium-sized, family-owned company, TRIMET Aluminium SE develops, produces, recycles, casts, and sells modern light-metal products made of aluminium at eight locations. Around 2,400 employees work together with our customers to ensure that automobiles are more economical, aircraft are lighter, wind turbines and electricity plants are more efficient, buildings are more modern, and packaging is more ecological.

TRIMET serves and supplies the aluminium sector's entire industry-oriented value chain with customized products from one single source. With four production works, two recycling plants, four foundries, a marketing and trading division, and state-of-the-art research and development laboratories, TRIMET offers its customers a broad product portfolio. It includes liquid aluminium, aluminium wire, rolling ingots, extrusion billets, and casting alloys. With annual production totaling around 785,000 metric tons of aluminium products, we can meet almost every wish.

We supply

our customers with aluminium in all kinds of formats, qualities, and alloys. With our short- and long-term pricing and supply models, we secure daily needs. On the global market we are a reliable and fast-reacting local partner.

We produce

specific alloys in our works to meet the individual needs of our customers and deliver them in the desired formats – whether in liquid or solid form.

We recycle

scrap aluminium and return the metal to our customers – in the desired alloy, in the desired format, and at the desired time.

We research and develop

new alloys together with our customers so that we can keep on making their products a little bit better.

We take responsibility

and link economic goals with social and ecological goals. Environmental protection is part of the corporate philosophy and is embraced by all employees.

“Our business activities are determined by the independence of our family-owned company and the safeguarding of our employees’ jobs across our production sites. Our commitment to Germany and the proximity to our customers make sustainability a key factor.”

Philipp Schlüter,
CEO of TRIMET Aluminium SE



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Sustainability secures the existence of our company and the competitive ability of our customers

TRIMET is well aware of its responsibility towards society and the environment. The company plays its part in creating an economy that is fit for the future. Its production processes and business activities follow the principle of sustainability as set out by the United Nations in its [17 global goals](#) for sustainable development.

This ensures that we already supply our customers with aluminium products with a small carbon footprint. The carbon dioxide equivalent emissions produced by our four aluminium smelters are on average 6.2 metric tons per metric ton of aluminium. This figure includes the direct emissions from production (Scope 1) and the indirect emissions from power generation (Scope 2). TRIMET is thus among the world's top third of aluminium smelters with the smallest carbon footprint. Our sites meet the carbon requirements laid down by the Aluminium Stewardship Initiative (ASI) for the year 2030.

The advancing energy transition in Germany will further reduce the carbon footprint. At present, more than 50 percent of the power used by TRIMET for aluminium production in Germany comes from renewable energy. We are actively involved in efforts to further increase this figure. For instance, we are investing in making production processes more flexible in order to improve grid stability and make it possible to use more renewable energy. In addition, we are already offering to guarantee an emission value of less than four metric tons of carbon dioxide equivalent per metric ton of aluminium for certain products by separate agreement. Talk to us about this.



We use a recycled content of up to 95 percent in our products. Recycling plays a key role in the ongoing development of sustainable aluminium. TRIMET is continuously working with customers and market partners to further increase the percentage of recycled content in alloys. In doing so, we are able to rely on the specialist expertise of our own research and development division.

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GRI Standard	Disclosures
102-1	<p>Name of the organization TRIMET Aluminium SE (hereinafter: TRIMET)</p>
102-2	<p>Activities, brands, products, and services TRIMET produces primary and secondary aluminium at five sites in Germany and two sites in France.</p> <p>TRIMET is currently testing an innovative process that adapts the salt-flow electrolysis used in aluminium production to the fluctuating power generated by wind and solar power plants, thereby providing a service that allows the electricity market to be more flexible, which in turn helps to stabilize the power grid and integrate electricity from renewable energy sources.</p> <p>Furthermore, TRIMET trades in aluminium and other nonferrous products. The company's well-known brands include the trimal® aluminium alloys.</p>
102-3	<p>Location of headquarters TRIMET's head office is located in Essen. Besides an aluminium smelter for producing high-quality aluminium alloys, the central divisions of the company are based in Essen, including the research and development division.</p>
102-4	<p>Location of operations In Germany, besides its head office in Essen, TRIMET operates production sites in Gelsenkirchen, Hamburg, Harzgerode and Voerde. In France, TRIMET has a 65 percent stake in TRIMET France SAS, where it manufactures primary aluminium products at its two sites in Castelsarrasin and Saint-Jean-de-Maurienne.</p>
102-5	<p>Ownership and legal form TRIMET has been a European public limited liability company (SE) since February 28, 2013. The sole shareholder is TRIMET SE, based in Essen.</p>

<p>TRIMET Aluminium SE</p> <hr/> <p>Sustainability program</p> <hr/> <p>GRI 102: GENERAL DISCLOSURES</p> <p>Organizational profile</p> <p>Strategy</p> <p>Ethics and integrity</p> <p>Governance</p> <p>Stakeholder engagement</p> <p>Reporting</p>	<p>102-6</p>	<p>Markets served</p> <p>TRIMET produces aluminium in alloys adapted to the customer's needs and delivers the products in various forms: as liquid metal, extrusion billets, rolling ingots, remelting ingots, T-ingots, sows, wire, and scrap.</p> <p>The company's turnover by country and region breaks down as follows:</p> <p>82.7%: Germany (73%) and France (9.7%)</p> <p>16.3%: Neighboring countries of Germany and France</p> <p>0.8%: The other EU27 countries</p> <p>0.2%: Non-EU27 countries</p>
	<p>102-7</p>	<p>Scale of the organization</p> <p>The Annual Report for the 2018/19 financial year as of June 30, 2019 provides information on key financial data. TRIMET's financial year differs from the calendar year.</p>
	<p>102-8</p>	<p>Information on employees and other workers</p> <p>As of December 31, 2019, TRIMET had 2,406 employees (persons) and 150 agency workers (persons).</p>
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	<p>102-10</p>	<p>Significant changes to the organization and its supply chain</p> <p>In February 2019, a new rotary drum furnace used for remelting scrap aluminium was commissioned in Gelsenkirchen. This has significantly increased the company's remelting capacity.</p> <p>State sanctions and operational restrictions had led to difficulties in supplying the raw material alumina. The sanctions imposed by the US government on Rusal and other Russian companies in April 2018 were lifted in January 2019. In April 2019, the Alunorte alumina refinery in Brazil operated by Norsk Hydro announced that it would return its production volume to full capacity after being restricted to 50 percent capacity by regulatory requirements. Both measures have significantly improved the availability of alumina.</p>

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<p>Strategy</p> <p>Ethics and integrity</p> <p>Governance</p>	<p>102-12</p>	<p>External initiatives</p> <p>TRIMET has been a member of the Compliance Initiative of the Association for Supply Chain Management, Procurement and Logistics (BME) since 2015.</p> <p>TRIMET joined the Aluminium Stewardship Initiative (ASI) in September 2019.</p>
<p>Stakeholder engagement</p> <hr/> <p>Reporting</p> <hr/> <p>GRI 103: MANAGEMENT APPROACH</p> <hr/> <p>GRI 200: ECONOMIC</p> <hr/> <p>GRI 300: ENVIRONMENTAL</p> <hr/> <p>GRI 400: SOCIAL</p> <hr/>	<p>102-13</p>	<p>Membership of associations</p> <p>In 2019, TRIMET was a member of the following organizations:</p> <ul style="list-style-type: none"> > European Aluminium (EA) > German Aluminium Association (GDA) > ALUMINIUM France > German Non-Ferrous Metals Association (WVM) > Association of German Metal Traders (VDM) > German Association of the Industrial Energy and Power Industry (VIK) > French Union of Energy-Consuming Industries (UNIDEN) > "Metalle pro Klima" > German Forum for Future Energies > "Zukunft durch Energie" > IG BCE If.E > "Initiativkreis Ruhr"

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<p>102-14</p>	<p>Statement from senior decision-maker</p> <p>Philipp Schlüter, CEO of TRIMET Aluminium SE, explains: “Aluminium is a material with a future. The challenges of climate change demand industrial solutions in which light-weight construction plays a decisive role. For this reason, we are investing in technical upgrades and the modernization of our production facilities, driving forward the development of the material, and working to continuously improve sustainable products and production standards. Despite the economic slump caused by the coronavirus pandemic, TRIMET continues to stand on a solid footing and has the leeway to shape this development. For instance, we are increasing energy efficiency by digitizing production processes, adapting the operation of the aluminium smelters to the power supply from renewable energies and developing aluminium alloys that are geared to new processing technologies such as additive manufacturing. One focal point is the area of recycling. In our smelting plants and foundries, we produce materials that meet the most demanding requirements with a recycling content of up to 95 percent. Above all, these efforts are aimed at steadily reducing the carbon footprint of aluminium from Germany. In addition, as a family-owned company, we are committed to sustainability in the aluminium industry.</p> <p>As a member of the Aluminium Stewardship Initiative (ASI), we are helping to establish international standards for the ecologically and socially sustainable production, processing and recycling of aluminium. The economic crisis caused by the coronavirus pandemic has clearly shown us how important it is to maintain industrial value chains. A closely-meshed network of different processing stages ensures prosperity and social peace in Germany through the preservation of jobs. People need a solid perspective for the future and we at TRIMET would like to give them this. We continue to believe in Germany as an industrial location and with our aluminium production, we can not only secure our jobs, but as a raw material producer also become the basis for many other processing agents that we deliver to regionally and who, in turn, do the same for their clients. This also has a positive effect on climate protection, because if one link in the value chain migrates, others will follow in the long run, and production sites will be relocated to countries that may manufacture under less sustainable conditions.</p>

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We therefore face challenges that arise on a daily basis and will continue to do everything we can, together with our staff, to secure German aluminium production in the future.” ([Foreword to the TRIMET Annual Report 2019/20](#))

With regard to this Sustainability Report, Philipp Schlüter adds: “Reducing our carbon footprint remains the most pressing issue for us. Measures to reduce the carbon footprint of our production processes are at the heart of our business activities. TRIMET joined the Aluminium Stewardship Initiative in September 2019 in order to fully meet ‘sustainable aluminium’ requirements. Another important sustainability initiative is the company’s participation in the National Action Plan on ‘Business and Human Rights’ (NAP). TRIMET is one of the few companies to have participated in the German government’s monitoring program in 2019. In this connection, TRIMET published its Code on Human Rights in October 2019.”

Ethics and integrity

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Values, principles, standards, and norms of behavior

As a participant in the BME Compliance Initiative, TRIMET uses its [Code of Conduct](#). The [TRIMET Code on Human Rights](#), which was published in October 2019, also applies.

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Governance

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102-18	<p>Governance structure</p> <p>Sustainability is the responsibility of the Executive Board. Clearly defined tasks are derived from it and incorporated in the management structure. As the highest governance body, the Supervisory Board monitors how the company lives up to its economic, environmental, and social responsibility. The Executive Board also coordinates the sustainability management activities. The following departments are especially involved in the carrying out essential tasks: Energy Affairs, Occupational Safety and Environmental Protection, Human Resources Management, Research and Development, Marketing and Sales, Communication, Legal and Compliance. Each head of department reports on these matters to the respective member of the Executive Board. The Executive Board coordinates all matters and determines the need for action.</p>

Stakeholder engagement

GRI Standard	Disclosures
102-40	<p>List of stakeholder groups</p> <p>The following stakeholders are relevant to TRIMET:</p> <ul style="list-style-type: none"> > Customers > Employees > Suppliers > The general public > Neighbors > Public bodies > Office holders and elected representatives > Shareholders
102-41	<p>Collective bargaining agreements</p> <p>Collective bargaining agreements are applicable to 95.5 percent of employees. They do not apply to board members, managing directors, executives, and exempt employees.</p>

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102-45	<p>Entities included in the consolidated financial statements</p> <p>This Sustainability Report covers the companies included in the Annual Report 2018/19 with the exception of TRIMET Italia Srl and BOHAI TRIMET Automotive Holding GmbH. For reasons of materiality, TRIMET Italia Srl has not been included. It has no significant bearing on the facts and figures detailed in this report. TRIMET Aluminium SE only has a 25 percent stake in BOHAI TRIMET Automotive Holding GmbH. Information for Gelsenkirchen is reported separately because it is required for the planned certification of this site in line with the Performance Standard of the Aluminium Stewardship Initiative.</p>
102-46	<p>Defining report content and topic Boundaries</p> <p>The following principles have been taken into account when determining the content of the report: stakeholder involvement, sustainability context, materiality, completeness.</p>
102-47	<p>List of material topics</p> <ul style="list-style-type: none"> > Governance > Environmental protection and climate change mitigation > Occupational health and safety > Employees and management > Products and innovations > Customers and suppliers > Society and neighborhood
102-48	<p>Restatements of information</p> <p>This is the first Sustainability Report.</p>
102-49	<p>Changes in reporting</p> <p>Since this is the first Sustainability Report, there are no changes.</p>
102-50	<p>Reporting period</p> <p>Divergent from the financial year, the reporting period for this Sustainability Report is the 2019 calendar year (January 1 to December 31, 2019).</p>
102-51	<p>Date of most recent report</p> <p>There has been no previous Sustainability Report.</p>

TRIMET Aluminium SE	102-52	Reporting cycle This is the first Sustainability Report.
Sustainability program	102-53	Contact point for questions regarding the report If you have any questions about the content of the Sustainability Report, the legal and compliance department (e-mail: compliance@trimet.de) will be happy to assist you.
GRI 102: GENERAL DISCLOSURES		
Organizational profile	102-54	Claims of reporting in accordance with the GRI Standards This report has been prepared in line with the “Core” option of the GRI Standards.
Strategy		
Ethics and integrity	102-55	GRI content index This table is also the GRI content index.
Governance		
Stakeholder engagement	102-56	External assurance No external audit has been conducted.
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103-1

Disclosures

Explanation of the material topic and its boundary

Sustainability is integrated into TRIMET’s business model. The Executive Board has identified the following action areas as key issues:

> **Governance**

This action area covers a responsible approach to dealing with the people and organizations involved in the development of the company and a responsible, legally sound conducting of business activities.

> **Environmental protection and climate change mitigation**

This action area covers all measures aimed at cutting direct and indirect carbon emissions and protecting the environment.

> **Occupational health and safety**

This action area covers occupational health and safety.

> **Employees and management**

This action area covers the systematic training of employees, the compatibility of work and family life, and the recruitment of new employees.

> **Products and innovations**

This action area covers production based on the strategy of zero defects. Customers can be confident of receiving only high-quality products. The research and development department works with customers to develop new alloys – tailored to their specific needs.

> **Customers and suppliers**

This action area covers long-term and partnership-based customer and supplier relationships and the acquisition of new customers. This is achieved by guaranteeing the highest product quality, creating product innovations, and generating high levels of customer satisfaction.

<p>TRIMET Aluminium SE</p> <p>Sustainability program</p>		<p>> Society and neighborhood This action area covers regional value creation, interaction with stakeholders, and support for social activities as essential elements of social engagement.</p>
<p>GRI 102: GENERAL DISCLOSURES</p> <hr/> <p>GRI 103: MANAGEMENT APPROACH</p> <p>General</p> <hr/> <p>GRI 200: ECONOMIC</p> <hr/> <p>GRI 300: ENVIRONMENTAL</p> <hr/> <p>GRI 400: SOCIAL</p>	<p>103-2</p>	<p>The management approach and its components</p> <p>> Governance TRIMET has a compliance management system and participates in the BME Compliance Initiative. Further details can be found on page 11 of the Annual Report 2018/19. In October 2019, TRIMET published its Code on Human Rights. It contains the relevant process description and sets out a complaint mechanism.</p> <p>> Environmental protection and climate change mitigation All TRIMET sites prioritize efforts to further increase energy efficiency and operate certified management systems in accordance with DIN EN ISO 50001. In the reporting year, the company took the decision to have all sites certified in accordance with DIN EN ISO 14001. Castelsarrasin, Essen, Gelsenkirchen, Harzgerode, and Saint-Jean-de-Maurienne were certified in 2019.</p> <p>> Occupational health and safety TRIMET is involved in the “Vision Zero” initiative. Further details about this can be found on page 9 of the Annual Report 2018/19. In the reporting year, the company resolved to have all sites certified in accordance with the new standard DIN EN ISO 45001:18001.</p> <p>> Customer relations and innovative products Further details on customer relations and innovative products can be found on pages 9 and 10 of the Annual Report 2018/19.</p> <p>> Employee relations Details on employee relations can be found on page 8 of the Annual Report 2018/19.</p> <p>> Social engagement TRIMET supports social projects every year by making grants. In 2019, grants totaling 25,000 euros were made. In addition, employees raise funds and donate money to other projects. TRIMET is also an important employer across its various locations and contributes to local value creation by purchasing from local suppliers and selling to local customers.</p>

TRIMET Aluminium SE	103-3	Evaluation of the management approach
Sustainability program		TRIMET has an integrated management system. Annual management assessments are conducted both at company and site level to make sure that the integrated management system remains suitable, appropriate, and effective. Reviewing the achievement of objectives and ensuring continuous improvement are essential elements of the management assessment.
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Economic Performance 2016

GRI Standard	Disclosures
201-1	Direct economic value generated and distributed The relevant figures can be found on page 2 of the Annual Report 2018/19 .
201-4	Financial assistance received from government When planning investments, TRIMET evaluates potential government incentive mechanisms, among many other factors, and incorporates them into the decision-making process. Public bodies have no stake in TRIMET Aluminium SE. EDF has a 35 percent stake in TRIMET France SAS. EDF is a listed company, majority-owned by the French state.

Procurement Practices

GRI Standard	Disclosures
204-1	Proportion of spending on local suppliers In the reporting year, the Essen, Gelsenkirchen, Hamburg, and Voerde sites awarded substantial contracts for goods and services (excluding raw materials) worth around 195 million euros to contractors based within a radius of 100 kilometers of the respective locations. Local suppliers benefit from TRIMET's economic activities.

Anti-corruption 2016

GRI Standard	Disclosures
205-1	Operations assessed for risks related to corruption In the reporting year, the marketing and sales division in Germany in particular was checked for corruption risks. The sites in France already have a management system in place to fight corruption.
205-3	Confirmed incidents of corruption and actions taken There were no confirmed incidents of corruption in the reporting year.

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Anti-competitive Behavior

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Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
There were no such legal proceedings in the reporting year.

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Water and effluents

Biodiversity

Emissions

Waste

Effluents and Waste

Environmental Compliance

Supplier Environmental
Assessment

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Materials 2016

GRI Standard	Disclosures
301-1	Materials used by weight or volume TRIMET used 971,634 metric tons of alumina and 41,180 metric tons of anodes from external sources for the production of primary aluminium by means of the electrolysis process during the reporting period. For the company's own anode production, 36,628 metric tons of coal tar pitch and 174,691 metric tons of calcined petroleum coke were used. Besides primary aluminium, 54,953 metric tons of scrap aluminium, 34,435 metric tons of block metal, and 13,871 metric tons of alloy metals were processed in the foundries and recycling plants. At the Gelsenkirchen site, 20,322 metric tons of scrap aluminium, 46,668 metric tons of aluminium skimmings (so-called dross), 8,938 metric tons of primary aluminium, and 4,447 metric tons of alloy metals were used.
301-2	Recycled input materials used The proportion of recycled input materials at the Gelsenkirchen site was 83.3 percent.

Energy 2016

GRI Standard	Disclosures
302-1	Energy consumption within the organization TRIMET needed 7.803 terawatt hours of power in 2019. A total of 691,556 megawatt hours (MWh) of fuel were consumed, of which 22,510 MWh were diesel and 669,046 MWh natural gas. The electricity demand for the Gelsenkirchen site in the reporting year was 4,734 MWh. A total of 76,520 MWh of fuel were consumed here, of which 1,444 MWh were diesel and 75,077 MWh natural gas.
302-3	Energy intensity Based on production volume, the specific demand for direct current in the electrolysis process at the aluminium smelters in 2019 was 14.1 megawatt hours per metric ton. The Gelsenkirchen site had a specific energy demand of 1.38 megawatt hours per metric ton. To calculate the specific energy demand, the total energy demand was divided by the respective annual production volume in metric tons. With electricity, natural gas, and diesel, the amount of energy includes all the major energy sources that have been used.

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302-4	Reduction of energy consumption See 305-5
Water and Effluents 2018	
GRI Standard	Disclosures
303-1	Interactions with water as a shared resource The water at the Gelsenkirchen site is supplied by the municipal water supplier. The drinking water is mainly used as drinking and sanitary water. Minimal quantities are used for cleaning vehicles; the wastewater is cleaned by a separator. The gray water and wastewater is channeled to the municipal sewage treatment plant via the municipal sewer network. No water is used as process water for production purposes.
303-2	Management of water discharge-related impacts At the Gelsenkirchen site, no demands are made on the treatment of wastewater beyond the applicable regulations for monitoring the quality of wastewater discharges.

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Essen	431,656 m ³ , of which 269,412 m ³ was canal water and 162,244 m ³ water from third parties (municipal water supplier)															
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Gelsenkirchen	1,914 m ³ of water from third parties (municipal water supplier)															
Harzgerode	40,263 m ³ , of which 39,462 m ³ was surface water and 801 m ³ water from third parties (municipal water supplier)															
Saint-Jean-de-Maurienne	7,767,447 m ³ , of which 6,096,320 m ³ was surface water, 1,599,203 m ³ groundwater, and 71,924 m ³ water from third parties (municipal water supplier)															
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303-4	Water discharge
	The following overview provides information on quantities and forms of water discharge across TRIMET sites in 2019.
	Essen 183,275 m ³ direct discharge into surface water
	Hamburg 88,724 m ³ direct discharge into surface water
	Voerde 252,540 m ³ , of which 237,492 m ³ was direct discharge into surface water and 15,048 m ³ indirect discharge into sewers
	Gelsenkirchen 1,914 m ³ indirect discharge into sewers
	Harzgerode 801 m ³ indirect discharge into sewers
	Saint-Jean-de-Maurienne 7,235,760 m ³ direct discharge into surface water
Castelsarrasin 140,888 m ³ direct discharge into surface water	
303-5	Water consumption
	1.914 megaliters of water were used at the Gelsenkirchen site; no water from areas under water stress is consumed here.

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Biodiversity 2016	
GRI Standard	Disclosures
304-1	<p>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</p> <p>TRIMET operates an aluminium recycling plant at the Gelsenkirchen site on a fully sealed area covering 2.3 hectares. This is located in an industrial area designated for commercial and industrial use. The site is not located in or next to a protected area or in an area with a high level of biodiversity. Linnenbrink, the closest conservation area, is situated more than a kilometer from the site. A Special Protection Area or Special Area of Conservation is not situated within the wider area or the immediate vicinity of the site.</p>
304-4	<p>IUCN Red List species and national conservation list species with habitats in areas affected by operations</p> <p>There is no evidence of any species included on the Red List being present at the Gelsenkirchen site.</p>
Emissions 2016	
GRI Standard	Disclosures
305-1	<p>Direct (Scope 1) GHG emissions</p> <p>In the 2019 reporting year, direct greenhouse gas emissions (Scope 1) at TRIMET totaled 1,043,169 metric tons of carbon dioxide equivalent. At the Gelsenkirchen site, direct greenhouse gas emissions totaled 16,948 metric tons of carbon dioxide equivalent. The carbon dioxide equivalent emissions are calculated from the process-related greenhouse gas emissions and the measured fuel quantities (diesel and natural gas) using the standard factors published by the German Emissions Trading Authority (DEHSt). The plants at the Essen, Hamburg, Saint-Jean-de-Maurienne and Voerde sites are subject to the requirements set out under the European Union Emission Trading System (EU ETS). The plants in Gelsenkirchen and Harzgerode are not subject to these emissions trading requirements.</p>

TRIMET Aluminium SE	305-2	<p>Energy indirect (Scope 2) GHG emissions</p> <p>In the reporting year, indirect greenhouse gas emissions (Scope 2) at TRIMET totaled 2,358,472 metric tons of carbon dioxide equivalent. At the Gelsenkirchen site, indirect greenhouse gas emissions totaled 1,898 metric tons of carbon dioxide equivalent. Carbon dioxide equivalent emissions are calculated from electricity consumption using the emission factor for the German electricity mix published by the German Environment Agency (UBA) and the emission factor for the French electricity mix.</p>
Sustainability program	305-4	<p>GHG emissions intensity</p> <p>Taking into account the electricity used in TRIMET's aluminium smelters in 2019, the specific carbon emissions (Scope 1+2) based on production volume (metric tons of carbon dioxide equivalent per metric ton) totaled 6.2 metric tons of carbon dioxide equivalent per metric ton. In 2019, the specific carbon emissions (Scope 1+2) at the Gelsenkirchen site based on production volume (metric tons of carbon dioxide equivalent per metric ton) totaled 0.32 metric tons of carbon dioxide equivalent per metric ton.</p>
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Reduction of GHG emissions

TRIMET has taken various measures to save electricity and natural gas, leading to a reduction in greenhouse gas emissions. As a result of the following measures, the company was able to save around 24,440 metric tons of carbon dioxide equivalent emissions in 2019.

Location	Measures	Reduction in CO ₂ e
Essen	Magnetic field compensation in the electrolytic furnaces in Hall 2	Approx. 10,200 t
Voerde	Test group with four magnetically compensated electrolytic furnaces	Approx. 430 t
	Complete overhaul of holding furnace 1 in the rodding shop, including demand-based optimization	Approx. 240 t
Hamburg	Reduction in heat loss from the furnace shell by fitting new furnace insulation	Approx. 8,000 t
Gelsenkirchen	Installation of a new smelting furnace to replace two old furnaces, modernization and upgrading of the infrastructure and exhaust gas routing system in the remelting plant	Approx. 1,600 t
Saint-Jean-de-Maurienne	Replacement of the alumina dosing units in the electrolytic plant (furnace line G)	Approx. 3,000 t
Saint-Jean-de-Maurienne	Conversion of seven diesel-powered vehicles to electric drive systems	Approx. 30 t
Saint-Jean-de-Maurienne	Switchover to LED lighting	Approx. 40 t
Castelsarrasin	Conversion of heat treatment plant from gas to electric heating	Approx. 700 t

TRIMET Aluminium SE	305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions
Sustainability program		In Germany, TRIMET is required to report significant air emissions from its sites to the German Environment Agency (UBA). The UBA enters the data reported by industrial companies in a database, the Pollutant Release and Transfer Register (PRTR). The UBA then forwards the data to the European Commission and makes it available to the public online at www.thru.de . TRIMET France is also required to report such data. Relevant data is published at https://prtr.eea.europa.eu . The absolute emission volume for dust (PM10) at the Gelsenkirchen site in 2019 was 181 kilograms. The specific dust emissions were 0.003 kilograms of dust per metric ton of aluminium. The absolute emission volume for nitrogen oxides was 36.62 metric tons. According to calculations based on the results of expert measurements, the specific nitrogen oxide emissions were 0.62 kilograms of NO _x per metric ton of aluminium. An absolute volume of 10,383 metric tons of total hydrocarbons was emitted in 2019. The specific total hydrocarbon emissions were 0.177 kilograms of dust per metric ton of aluminium.
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Waste 2020

GRI Standard

306-3

Disclosures

Waste generated

The following overview documents the waste generated in 2019 at each site.

Essen	17,570 t, of which 12,773 t were classified as hazardous. 99 percent of the hazardous waste was recycled and one percent was disposed of.
Hamburg	5,652 t, of which 4,794 t were classified as hazardous. 98 percent of the hazardous waste was recycled and two percent was disposed of.
Voerde	3,857 t, of which 1,934 t were classified as hazardous. 97 percent of the hazardous waste was recycled and three percent was disposed of.
Gelsenkirchen	36,693 t, of which 36,385 t were classified as hazardous and 308 t as nonhazardous. 37 percent of the nonhazardous waste was recycled and 63 percent disposed of. 99 percent of the hazardous waste (including salt slag and filter dust) was recycled and one percent was disposed of.
Harzgerode	23,986 t, of which 23,706 t were classified as hazardous. 98 percent of the hazardous waste was recycled and two percent was disposed of.
Saint-Jean-de-Maurienne	11,297 t, of which 9,164 t were classified as hazardous. 56 percent of the hazardous waste was recycled and 44 percent was disposed of.
Castelsarrasin	1,406 t, of which 262 t were classified as hazardous. 82 percent of the hazardous waste was recycled and 18 percent was disposed of.

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Effluents and Waste 2016

GRI Standard	Disclosures
306-3	Significant spills With the exception of an oil spill in Saint-Jean-de-Maurienne, following which no negative impact on the environment was ascertained, there were no significant releases of harmful substances during the reporting period.

Environmental Compliance 2016

GRI Standard	Disclosures
307-1	Non-compliance with environmental laws and regulations There were no fines or other sanctions during the reporting period due to non-compliance with environmental laws and regulations.

Supplier Environmental Assessment 2018

GRI Standard	Disclosures
308-1	New suppliers that were screened using environmental criteria In the reporting year, TRIMET developed a self-disclosure concept for suppliers that includes questions on quality, social aspects, corporate governance, and environmental criteria. A total of 85 suppliers were evaluated in the reporting year, 16 of which had a certified environmental management system.

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Employment 2016

GRI Standard	Disclosures
401-1	<p>New employee hires and employee turnover</p> <p>TRIMET recruited 91 new employees in the 2019 calendar year, 86 of whom were male and five female. In addition, 18 (17 male, one female) so-called alternants were recruited across the sites in France. These are temporary employees with trainee status. A total of 55 people left the company. This does not take into account people taking retirement and employment relationships terminated during the probationary period and due to expired temporary contracts.</p>

Labor/Management Relations 2016

GRI Standard	Disclosures
402-1	<p>Minimum notice periods regarding operational changes</p> <p>TRIMET complies with the laws and regulations in force in Germany and France as well as with the provisions agreed in the collective bargaining agreements with regard to minimum notice periods for operational changes. In 2019, there were no operational changes that would have required notification.</p>

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Occupational Health and Safety 2018	
GRI Standard	Disclosures
403-1	<p>Occupational health and safety management system</p> <p>At TRIMET, the utmost priority is given to occupational health and safety. This includes regularly reviewing the situation across the sites and continuing to develop existing standards to adapt them to new requirements. In order to improve occupational health and safety across the sites in Germany, TRIMET has adopted the prevention strategy “VISION ZERO. Zero accidents – healthy work!” in cooperation with the German Social Accident Insurance Institution for the raw materials and the chemical industry (BG RCI). Ever since the cooperation agreement with the BG RCI was signed at the beginning of 2018, TRIMET has taken numerous measures to establish a uniform system with clear rules, thereby making sure of occupational health and safety and improving it step by step. In an extensive series of workshops, employees, managers, and works councils got together at the beginning of 2019 to produce risk assessments for the work systems, which had been defined in advance across the sites and established for the uniform rules. For all subsequent issues – such as operating procedures, instructions, and monitoring requirements – a working group was set up across the sites together with the occupational safety specialists and the German Social Accident Insurance Institution in order to develop further standards. At the same time, a total of 365 managers ranging from Executive Board members to foremen have been trained in seminars on the subject of “Responsibility in Occupational Health and Safety” since May 2019. Across the sites in France, the established occupational health and safety management system has been certified in accordance with OHSAS 18001 for a number of years.</p>
403-2	<p>Hazard identification, risk assessment, and incident investigation</p> <p>TRIMET in Germany has been systematically producing and conducting risk assessments since 2019. In general, TRIMET analyzes accidents with and without sick leave as well as near misses in order to gain insights for the future across the sites and reduce the number of accidents.</p>
403-3	<p>Occupational health services</p> <p>Occupational health services are available to all TRIMET employees. The German sites are covered by external works doctors, while the French sites employ a works doctor and a nurse.</p>

TRIMET Aluminium SE	403-4	Worker participation, consultation, and communication on occupational health and safety
Sustainability program		Across all sites, employees and their representative bodies are actively involved in subjects related to health and safety in the workplace.
GRI 102: GENERAL DISCLOSURES	403-5	Worker training on occupational health and safety
GRI 103: MANAGEMENT APPROACH		All employees receive regular safety instruction as well as online training on subjects related to occupational safety and health protection matters.
GRI 200: ECONOMIC	403-6	Promotion of worker health
		The company's health management system – overseen by the human resources management department in Germany – pursues the aim of providing all employees with opportunities for preventive healthcare and health promotion. In addition to the aforementioned occupational safety measures and medical care, this includes support to help employees stop smoking, services for dealing with addiction, and the Employee Assistance Program (EAP). The EAP is a comprehensive support service for companies and their employees. Its aim is to promote the health and performance of employees and ensure their stability even in critical situations. Besides preventive measures – including bowel cancer and diabetes prevention, flu vaccinations, and health tips – TRIMET also offered various training courses and workshops on the subject of health in the reporting year (health workshops for trainees, dealing with shift work). Other benefits on offer included sports such as tennis and football, back training, discounted rates for gyms and the “JobRad” bicycle leasing scheme.
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Training and Education	403-8	Workers covered by an occupational health and safety management system
Public Policy		The processes and standards in the area of occupational safety are geared toward the new international standard ISO 45001:2018 and integrated within the existing management system. No site had yet been certified according to this new standard in 2019. The two TRIMET sites in France were certified according to OHSAS 18001 in 2019. This means that 29 percent of employees across the entire company were employed at sites with OHSAS 18001 certification.
Socioeconomic Compliance		

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403-9	<p>Work-related injuries</p> <p>TRIMET uses the LTA rate (lost time accidents) as its safety-related KPI. This measures the number of accidents in relation to hours worked per 200,000 hours. The LTA rate in 2019 was 4.3. It was based on 76 accident events and 3,498,571 hours worked. Accidents involving persons not employed by TRIMET and accidents that occurred on the way to and from work are not taken into consideration. The most common causes of accidents were tripping, falling, and hand injuries such as crushing, catching, and bumping. There were no fatalities due to work-related injuries in the 2019 reporting year.</p>
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Training and Education 2016

GRI Standard	Disclosures
404-1	<p>Average hours of training per year per employee</p> <p>The average annual training time per employee was 32 hours in Germany and 54 hours in France. Attendance at lectures and conferences is excluded from the figures.</p>
404-3	<p>Percentage of employees receiving regular performance and career development reviews</p> <p>In the annual appraisals between employees and their respective managers, the past year is reviewed and feedback is obtained from both parties. The appraisals also serve to identify training needs and agree on appropriate measures. In the reporting year, 85 percent of employees at TRIMET in Germany took part in these appraisals (the annual appraisals for employees in the area of production are not covered by this report), while at TRIMET in France 95 percent of the employees took part. Excluded from the performance and development appraisals are trainees, employees who are on parental leave or absent for other reasons, and employees who have worked at TRIMET for less than six months.</p>

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GRI Standard	Disclosures
415-1	Political contributions TRIMET donated a total of 12,500 euros to the CDU in the reporting period. TRIMET is a member of the CDU Economic Council and the SPD Economic Forum. For both associations, TRIMET pays annual membership subscriptions of 25,000 euros in total.

Socioeconomic Compliance 2016

GRI Standard	Disclosures
419-1	Non-compliance with laws and regulations in the social and economic area TRIMET has identified no cases of non-compliance in 2019.

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