








































- * core indicator
-  fully reported
-  partly reported
-  not reported

GRI Content index					
GRI indicator	General		Page		Comments
			Annual	Financial	
1	Strategy and Analysis				
1.1	Statement by the CEO		12-15, 24-28		
1.2	Description of key impacts, risks, and opportunities		41, 70-77		
2	Organisational Profile				
2.1	Name of the organisation		8		
2.2	Primary products		6-8		
2.3	Operational structure of the organisation		9	50	
2.4	Location of organisation's headquarter		back cover		
2.5	Geographical location of operations		8		
2.6	Nature of ownership and legal form		8, 85-86		
2.7	Market served		6-7, 17, 20-21		
2.8	Scale of the reporting organisation		11, 85-86	10-11	
2.9	Significant changes during the reporting period regarding size, structure or ownership		10-11, 25	38	
2.10	Awards received in the reporting period		-		
3	Report Parameters				
REPORT PROFILE					
3.1	Reporting period		-		Talvivaara hasn't published a sustainability report earlier.
3.2	Date of most recent report		-		Reporting of corporate responsibility is integrated in the annual report. The previous annual report was published in March 2010.
3.3	Reporting cycle		-		The reporting cycle is based on a calendar year.
3.4	Contact		back cover		
REPORT SCOPE AND BOUNDARY					
3.5	Process for defining report content		38-41, 59-61		Reporting includes all operations of Talvivaara. The reliable information concerning earlier years is also reported. The aim is to include information of contractors that are working on site if the information is available.
3.6	Boundary of the report		-		
3.7	Specific limitations on the scope or boundary of the report		-		
3.8	Basis for reporting joint ventures, subsidiaries, etc.				
3.9	Data measurement techniques and the bases of calculations				
3.10	Explanation of the effect of any re-statements of information provided in earlier reports		-		
3.11	Significant changes in scope, boundary or measurement from previous reports		-		Talvivaara hasn't published a sustainability report earlier
GRI CONTENT INDEX					
3.12	GRI content index				www
ASSURANCE					
3.13	External assurance (policy and practice)				
4	Governance, commitments and engagement				
GOVERNANCE					
4.1	Governance structure		64-68		
4.2	Status of the Chair of the highest governance body		78		
4.3	Independence of the highest governance body		67, 78		
4.4	Mechanisms for shareholders and employees to influence actions or Board of Directors		66		
4.5	Linkage between compensation for the highest governance body, senior managers, and executives to the organisation's performance		68, 80-84		
4.6	Process to prevent conflicts of interests in the highest governance body		67		
4.7	Process for determining qualifications and expertise of the members of the highest governance body		68, 78		
4.8	Mission, values and codes of conduct		38-40		
4.9	Board's procedures for overseeing management of corporate responsibility		66-67	4-9	
4.10	Process for evaluating performance of highest governance body		64-71		
COMMITMENTS TO EXTERNAL INITIATIVES					
4.11	Precautionary principle		72-77		
4.12	Voluntary charters and other initiatives				
4.13	Memberships in associations and advocacy organisations		74		
STAKEHOLDER ENGAGEMENT					
4.14	List of stakeholder groups		61		
4.15	Identification and selection of stakeholders		59-61, 85-87		
4.16	Approaches to stakeholder engagement		34, 58-61, 70-71, 87		
4.17	Key topics raised through stakeholder engagement		61		

5 INDICATORS			Annual	Financial	Comments
ECONOMIC RESPONSIBILITY					
Economic performance					
EC1*	Economic value generated and distributed	✓			
EC2*	Risks and opportunities due to climate change	✓			
EC3*	Coverage of the organization's defined benefit plan obligations	✓	54	24	
EC4*	Significant subsidies received from government	✓		5	
Market presence					
EC5	Entry-level wage compared to minimum wage	✓			
EC6*	Spending on local suppliers	✓	59		
EC7*	Local hiring	✓	59		
Indirect economic impacts					
EC8*	Infrastructure investments provided for public benefit	✓			
EC9	Significant indirect impacts	✓	59-60		
ENVIRONMENTAL RESPONSIBILITY			Annual	Financial	Comments
Materials					
EN1*	Material consumption	✓	48, 50		
EN2*	Percentage of materials used that are recycled input materials	✓			
Energy					
EN3*	Direct energy consumption	✓	48, 51-52		
EN4*	Indirect energy consumption	✓	48, 51-52		
EN5	Energy saved due to conservation and efficiency improvements	✓	51		
EN6	Initiatives to provide energy-efficient or renewable energy-based products	✓			
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	✓	51		
Water					
EN8*	Water withdrawal	✓	48, 51-52		
EN9	Water sources affected	✓	52		
EN10	Percentage of water recycled and reused	✓	43, 51		
Biodiversity					
EN11*	Location and size of land holdings in biodiversity-rich habitats	✓			
EN12*	Biodiversity impact	✓	52-53		
MM1*	Amount of land disturbed or rehabilitated	✓	53		
EN13	Habitats protected or restored	✓			
EN14	Managing impacts on biodiversity	✓	52-53		
MM2*	The number of total sites identified as requiring biodiversity management plans	✓			
EN15	Species with extinction risk with habitats in areas affected by operations	✓	52		
Emissions					
EN16*	Direct and indirect greenhouse gas (GHG) emissions	✓	48		
EN17*	Other relevant indirect greenhouse gas (GHG) emissions	✓			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	✓			
EN19*	Emissions of ozone-depleting substances	✓			
EN20*	NOx, SOx and other significant air emissions	✓	48	6	
Effluents and waste					
EN21*	Water discharge	✓	52		
EN22*	Waste disposal	✓	50, 52		
MM3*	Total amounts of overburden, rock, tailings, and sludges	✓	50	4	
EN23*	Significant spills	✓	46-48		
EN24	Hazardous waste	✓	50, 52		
EN25	Water bodies and habitats affected by discharges of water	✓	52-53		
Products and services					
EN26*	Mitigating environmental impacts of products	✓	43, 46-50, 60-61		
EN27*	Percentage of products sold and their packaging materials that are reclaimed	✓			
Compliance					
EN28*	Significant fines and sanctions for non-compliance with environmental regulations	✓	47		
Transport					
EN29	Environmental impacts on transportation	✓			
Overall					
EN30	Environmental protection expenditures and investments	✓	47		

SOCIAL RESPONSIBILITY					
Labour practices and decent work			Annual	Financial	Comments
Employment					
LA1*	Total workforce	✓	54-55		
LA2*	Employee turnover	✓	54		
LA3	Employee benefits	✓	54-55		
Labour / management relations					
LA4*	Coverage of collective bargaining agreements	✓			
LA5*	Minimum notice period regarding operational changes	✓	54		According to the law and collective bargaining agreements
MM4*	Strikes and lock-outs	✓			
Occupational health and safety					
LA6	Workforce represented in formal joint management-worker health and safety committees	✓	55-56		
LA7*	Rates of injury, occupational diseases, and lost days, and total number of work-related fatalities	✓	57	7	
LA8*	Education and prevention programs regarding serious diseases	✓	56-57		
LA9	Health and safety topics covered in formal agreements with trade unions	✓			
Training and education					
LA10*	Average hours of training	✓	55		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	✓	43-44, 55	54	
LA12	Employees receiving regular performance and career development reviews	✓	54-55		
Diversity and equal opportunity					
LA13*	Composition of governance bodies and breakdown of employees	✓	54-55, 78-79	7	
LA14*	Ratio of basic salary of men to women	✓			
Human rights			Annual	Financial	Comments
Investment and procurement practices					
HR1*	Investment agreements that include human rights clauses	✓			
HR2*	Significant suppliers and contractors that have undergone human rights screening	✓			
HR3	Employee training on human rights	✓			
Non-discrimination					
HR4*	Incidents of discrimination and actions taken	✓	54		
Freedom of association and collective bargaining					
HR5*	Actions to support freedom of association and collective bargaining in risk areas	✓	55		
Child labour					
HR6*	Elimination of child labour	✓	59		
Forced and compulsory labour					
HR7*	Elimination of forced labour	✓	59		
Security practices					
HR8	Human rights-related training for security personnel	✓			
Indigenous rights					
MM5*	Operations in or adjacent to Indigenous People's territories	✓			
HR9	Incidents of violations involving rights of Indigenous People	✓			Not a significant aspect in Talvivaara's operations

Society		Annual	Financial	Comments
Community				
SO1*	Managing impacts of operations on communities	✓	48-51, 59-61	
MM6*	Disputes relating to land use and customary rights of local communities	✓		
MM7*	Grievance mechanisms used to resolve disputes related to land use and customary rights of local communities	✓		
Artisanal and small-scale mining				
MM8*	Artisanal and small-scale mining on site or adjacent to it	✓		Not a significant aspect in Talvivaara's operations
Resettlement				
MM9*	Resettlement process	✓		
Closure planning				
MM10*	Number of operations with closure plans	✓	47, 53	7 Talvivaara has only one site and that has a closure plan
Corruption				
SO2*	Number of business units analyzed for risks related to corruption	✓	59	
SO3*	Employees trained in organization's anti-corruption policies	✓		
SO4*	Actions taken in response to incidents of corruption	✓		
Public policy				
SO5*	Participation in public policy development	✓	74	
SO6	Contributions to political parties, politicians and related institutions	✓		
Anti-competitive behavior				
SO7	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	✓		No known cases in 2010
Compliance				
SO8*	Fines and sanctions for non-compliance with laws and regulations	✓		No known cases in 2010
Product responsibility		Annual	Financial	Comments
Material stewardship				
MM11*	Material stewardship	✓	42-45	
Customer health and safety				
PR1*	Assessment of health and safety impacts of products	✓	42-45	
PR2	Non-compliance with regulations concerning health and safety impacts of products	✓		No known cases in 2010
Product and service labeling				
PR3*	Product information requirements	✓	42, 45	7
PR4	Non-compliance with regulations concerning product information and labeling	✓		No known cases in 2010
PR5	Customer satisfaction	✓		
Marketing communications				
PR6*	Adherence to marketing communications laws and voluntary codes	✓		
PR7	Non-compliance with regulations and voluntary codes concerning marketing communications	✓		No known cases in 2010
Customer privacy				
PR8	Complaints regarding breaches of customer privacy	✓		No known cases in 2010
Compliance				
PR9*	Fines for non-compliance concerning the provision and use of products	✓		No known cases in 2010