

Agreement
between
Norsk Hydro ASA (“Hydro”)
and
industriALL
Fellesforbundet and IndustriEnergi
related to

the Global Framework Agreement for the development of good working relations in Norsk Hydro ASA operations worldwide.

PREAMBLE

A global framework agreement (the “Original GFA”) was entered into on 15 March 2011 between Norsk Hydro ASA and IMF / ICEM / Fellesforbundet / IndustriEnergi (the “Original Labour Union Parties”). A copy of the Original GFA is attached to this document (the date of signature set out in the Original GFA – 15 March 2010 – is wrong).

Pursuant to its terms, the Original GFA was valid for 2 years, after which it should be prolonged or renegotiated. The Original GFA expired on 15 March 2013 without having been prolonged or renegotiated. However, in an email dated 10 December 2012, Hydro confirms the prolongation of the validity of the Original GFA “until we can renew the negotiations”, thus Hydro and the Original Labour Union Parties have considered the Original GFA to have continued in force and effect.

After the signature of the Original GFA, IMF and ICEM have joined the global union federation IndustriALL (Fellesforbundet and IndustriEnergi together with IndustriALL hereinafter called the “New Labour Union Parties”).

Although the Original GFA has been considered to be in force and effect, the New Labour Union Parties have been desirous to enter into a new global framework agreement with Hydro in order to remove the uncertainty associated with the Original GFA. Hydro has responded positively to this.

NOW THEREFORE, Hydro and the New Labour Union Parties have agreed as follows:

1. THE NEW GFA

The Original GFA shall remain in force and effect with no changes, save for the following:

- In the first paragraph of the Preamble, the designation of the IMF/ICEM shall be replaced by industriALL,
- The first sentence of Clause 9 shall read: “This Agreement shall be valid until 31 December 2018”

The Original GFA amended as set out immediately above shall henceforth be designated the “New GFA”.

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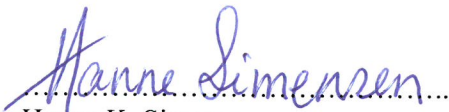
2. WORKING GROUP

During the term of the New GFA, Hydro and the Norwegian representatives among the New Labour Union Parties, Fellesforbundet and IndustriEnergi, shall establish a working group to look into

- a) the US legislation and practice when it comes to union organization (in particular in relation to the principle of neutrality);
- b) a potential expansion of Hydro's global network of forums where union representatives can meet.

Provided the working group is able to agree on either or both of the above, the result will be taken into account in connection with any renegotiation of the New GFA.

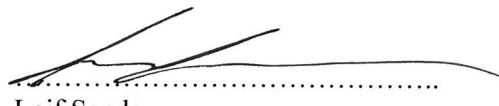
Oslo, 7 September 2016 (the date of the first signature on this document)



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Global Framework Agreement

between

Norsk Hydro ASA

and

**IMF/ICEM
Fellesforbundet and IndustriEnergi**

for

**the development of good working relations
in Norsk Hydro ASA operations worldwide.**

1. PREAMBLE

The parties to this Agreement are Norsk Hydro ASA, hereinafter referred to as Hydro, Fellesforbundet (The Norwegian United Federation of Trade Unions) and IndustriEnergi, hereafter referred to as the Norwegian Union Partners, the IMF (the International Metalworkers' Union) and ICEM (the International Federation of Chemical, Energy, Mine and General Workers' Union), hereafter referred to as IMF/ICEM. Hereinafter, all parties to this Agreement shall be referred to as Parties.

The purpose of this Agreement is to create an open channel of information between the Parties about industrial relation issues in order to continuously improve and develop good work practices in Hydro's worldwide operations.

The principles described in this Agreement take into consideration, but are not limited to, the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work, certain ILO Conventions and Recommendations, the United Nations Global Compact, the United Nations Universal Declaration on Human Rights and the OECD Guidelines for Multinational Enterprises, as well as Hydro's own policies that derive from its corporate social responsibility initiative.

Hydro is committed to sustainable value-creation for its shareholders, other stakeholders, and the communities where Hydro operates. As an international industrial and natural resources company, Hydro's operations impact the lives of a large number of people around the world. Hydro pursues opportunities while managing risks taking the social impact of its business operations into consideration. In furtherance of its commitment, Hydro has a comprehensive program for corporate social responsibility that has produced a variety of policies that embody



the company's values worldwide. Hydro strives to abide by the principles set forth in those policies and to continuously improve and develop good work practices.

This agreement covers all activities where Hydro has direct control, the realization of which shall be in accordance with national law and practice of the host country within which Hydro is located. Where Hydro does not have overall control, it will exercise its best efforts in order to secure compliance with the standards set out in this agreement. Hydro will make this agreement available to all Hydro companies, partners and contractors.

2. BASIC PRINCIPLES

The Parties affirm their support for fundamental human rights in the community and place of work. The parties also recognise the importance of protecting safety, health and well being at work.

To the extent the basic principles outlined here are not in accordance with national law and practise in the host country within which Hydro is located, Hydro aspires to find local solutions in accordance with applicable national legislation and Hydro's own CSR policies.

The fundamental human rights include:

a) Freedom of association and collective bargaining;

respecting the right of employees to be represented by a union of their own choice and the basic trade union rights as defined by ILO Convention 87 and 98, covering the freedom of association and the rights to organize and to engage in collective bargaining.

The workers local representatives shall not be subject to any discrimination and shall have access to all necessary workplaces in order to carry out their duties as representatives according to ILO convention 135 and recommendation 143.

Regarding 2a above: Both parties agree that the protocol of 17.12.2010 applies.

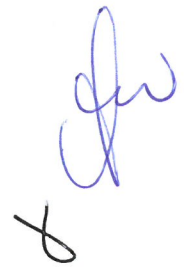
Hydro values its ability to communicate with its employees and to dialogue with them individually and through their representatives.

b) Discrimination;

providing equality of opportunity and treatment in recruitment, employment, training and career development, regardless of race, colour, gender, membership or affiliation with a trade union, religion, political conviction, nationality or cultural origin, as required by ILO Conventions 100 and 111 respectively. This includes equal remuneration for men and women for work of equal value.

c) Forced labour;

not employing forced or bonded labour as proscribed by ILO Conventions 29 and 105 or otherwise.



Neither shall any employees be required to pay any deposits, or leave their identity papers, unless required by national or regional authorities.

d) Child labour;

not employing child labour as proscribed by ILO Convention 138 and 182.

e) Health & Safety;

providing employees with a healthy and safe working environment recognizing the importance of involving and working with its employees, their representatives and trade unions, to continually improve health and safety performance, ref ILO Convention 155.

Both parties recognize that all employees have responsibilities regarding their own health, security and safety and commit to keeping the work place drug free. Hydro is committed to providing both permanent and temporary workers with training on occupational hazards and their prevention. Through this commitment, Hydro aspires to eliminate accidents and injuries throughout its operations.

f) Wages;

the principle of paying fair wages and benefits according to good industry standards in the country concerned with due regard to the basic needs of the worker.

All employees shall receive information about wages and deductions, both when hired and regularly during employment. Deductions shall not be made from wages as a disciplinary measure. The pay-slip shall reflect any deductions.

g) Working hours;

complying with appropriate applicable national law and practice, and national collective agreements and industry standards.

h) Employment conditions;

Hydro recognizes that permanent employment is preferable and will not use hired-in personnel, part-time and temporary employment to undermine wages and working conditions.

Both Parties acknowledge that hired-in, part-time and temporary workers occasionally are necessary, and that effective use of such allows Hydro to quickly adapt to changing conditions, thereby increasing job security and predictability and permanent employment.

Temporary and part-time employees should receive the same training, follow up and necessary equipment to carry out their functions in a safe manner.

3. SKILLS TRAINING

Hydro aspires to provide all workers the opportunity to participate in education and training programmes including training to improve workers skills to use new technology and equipment.



4. HIV/AIDS

Hydro aspires to raise awareness of the HIV/AIDS problem and of the prevention programme in compliance with the ILO HIV/AIDS code of practice.

5. ENVIRONMENTAL CONDITIONS

Hydro recognizes the importance of carrying out activities and operations with due respect for the environment, including taking a precautionary approach to environmental challenges. Hydro will comply with national environmental legislation, and will work to minimise harmful discharge, emissions and waste production.

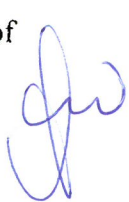

6. IMPLEMENTATION

- a) The Norwegian Union Partners and IMF/ICEM will distribute copies of this agreement to all their members unions that organise employees in Hydro's companies worldwide. Hydro will make this agreement available to all Hydro companies, partners and contractors.
- b) The Parties acknowledge that monitoring this Agreement will involve the local management, workers, their representatives, health and safety representatives and local trade unions.
- c) Within the context of Hydro's operations at the local level and national law and practice, unions or employee representatives shall have the right to inform their respective members of the workforce of the provisions of this Agreement.
- d) Hydro supports and encourages its contractors, suppliers and customers to take the principles set out in this Agreement into consideration when developing or implementing their own corporate policies.

7. INFRINGEMENTS OF THE AGREEMENT

In the event of a complaint arising under this Agreement the following procedure will normally apply:

- a) The complaint should be raised with the local site management. Both parties shall encourage and promote a local resolution pursuant to national law and practice.
- b) If the complaint is not resolved with local management, it may be referred to the appropriate national union who will raise the issue with Hydro at the national or regional level.
- c) If still unresolved, the complaint will be referred to the IMF/ICEM head offices, which will raise the matter with the company's Corporate Management. The Parties agree to engage in a dialogue regarding the complaint and if necessary, agree upon appropriate measures.
- d) After this process has been exhausted, failure to reach a consensus will mean a termination of this agreement.

- e) The Parties agree that neither the Parties nor third parties may derive or enforce any legal rights from this agreement.

8. PERIODIC REVIEW

The Parties agree to meet annually at a mutually convenient time and location, to review the principles, practice, effectiveness, and impact of the agreement. The aim shall be to exchange views regarding the current situation, and jointly develop further good working relations in Hydro. No party shall be obliged to engage in periodic reporting or required to meet more often than once a year with respect to this Agreement.

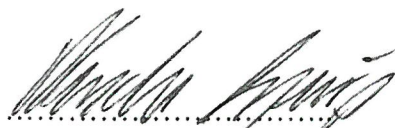
The Parties shall designate their own representatives for participation in this meeting.

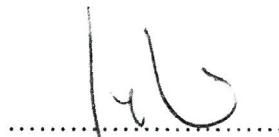
The original English version of this agreement shall be the official version of this Agreement.

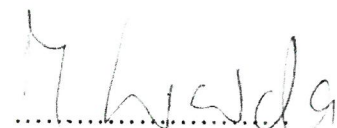
9. DURATION AND RENEGOTIATION

This Agreement shall be valid for a period of 2 years, after which it may be prolonged or renegotiated. Either party may terminate this Agreement, or any successor agreements to this Agreement by providing the other party thirty (30) days advanced notice in writing of its intention to terminate the Agreement.


Oslo, March 15th. 2010


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Wenche Agerup
Norsk Hydro ASA


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Jyrki Raina
IMF


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Manfred Warda
ICEM


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Arve Bakke
Fellesforbundet


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Leif Sande
IndustriEnergi

