

Sustainability performance

For the methodologies used in the calculation of this data, please refer to our company guidelines on sustainability data, the [Basis of Reporting](#)

Metric	Unit	Performance		
Crude steel production	tonnes (million)	91.2	93.1	92.5
1. Safe, healthy, quality working lives for our people		2013	2014	2015
Number of employees – total		232,353	222,327	209,404
Number of contractors – total			–	45,914
Fatalities – total	number	23	23	27
Fatalities – steel	number	19	21	24
Fatalities – mining	number	4	2	3
Lost-time injury rate – total	per million hours worked	0.85*	0.85*	0.81
Lost-time injury rate (mining)	per million hours worked	0.63	0.56	0.74
Lost-time injury rate (steel)	per million hours worked	0.91	0.91	0.82
Accident severity rate – total	per thousand hours worked	0.09	0.08	0.08
Accident severity rate (steel)	per thousand hours worked	0.09	0.08	0.08
Accident severity rate (mining)	per thousand hours worked	0.06	0.06	0.10
Absenteeism rate – total	%	2.3	2.17	2.48
Absenteeism rate (mining)	%	1.24	1.19	0.95
Absenteeism rate (steel)	%	2.48	2.33	2.78
Employee turnover rate	%	–	3.1	2.6
Industrial operations (including mining) certified to OHSAS 18001	%	95	97	97
Employees covered by collective bargaining agreements	%	94	–	90
Number of formal consultations with the European Works Council	number	20	15	23
Number of strikes exceeding one week in duration	number	2	2	0
No. training hours per employee	hours	49	50	58
Managers that are female	%	13	10	11
2. & 3. Products that accelerate more sustainable lifestyles and create sustainable infrastructure				
Research and development spend	\$ (million)	270	259	227
4. Efficient use of resources and high recycling rates				
Raw materials used by weight:				
– Iron ore	million tonnes	113.3	110.4	115.7
– Pulverised coal injection (PCI) and coal	million tonnes	42.0	45.9	43.9

Metric	Unit	Performance		
- Coke	million tonnes	28.0	28.8	29.2
- Scrap and direct reduced iron (DRI)	million tonnes	36.8	39.8	36.8
Steel scrap recycled	million tonnes	31.0	31.1	28.1
CO ₂ avoided from steel recycled	million tonnes	40.0	40.0	36.5
Production residues and by-products re-used (steel)	%	81.0	81.0	79.2
Production residues and by-products re-used (mining)	%	11.8	10.0	9.8
BF slag to cement industry	million tonnes	10.4	11.0	8.0
CO ₂ avoided from slag re-use in cement industry	million tonnes	7.9	8.0	6.1
5. Trusted user of air, land and water				
Environmental and energy capital expenditure	\$ (million)	207	375	176
Industrial operations certified to ISO 14001 (steel only)	%	98	98	98
Air^{2, 5}				
Dust emissions (steel) per tonne	kg/tonne of steel	0.64	0.60	0.66
NO _x (steel) per tonne	kg/tonne of steel	1.20	1.13	1.18
SO _x (steel) per tonne	kg/tonne of steel	1.92	1.96	1.85
Total dust emissions (mining)	thousand tonnes	5.6	5.3	5.1
Total NO _x (mining)	thousand tonnes	17.6	17.0	15.5
Total SO _x (mining)	thousand tonnes	18.0	13.2	9.4
Land				
Production residues to landfill/waste (steel)	%	9	6	8
Production residues to landfill/waste (mining)	%	24	33	36
Water				
Water intake (steel)	m ³ per tonne of steel	23.1	23.3	24.0
Net water consumption (steel)	m ³ per tonne of steel	4.2	4.7	5.1
6. Responsible energy user that helps create a lower carbon future				
Energy intensity (steel)*	GJ/t liquid steel	23.6	23.8	23.9
Primary energy consumption (steel)	million GJ (PJ)	2,142	2,221	2,205
Total CO ₂ e emissions (steel and mining)	million tonnes CO ₂ e	207	206	205
- Scope 1 CO ₂ e (steel and mining)	million tonnes CO ₂ e	169	174	176
- Scope 2 CO ₂ e (steel and mining)	million tonnes CO ₂ e	21	17	16
- Scope 3 CO ₂ e (steel and mining) ⁶	million tonnes CO ₂ e	13	15	13
Total CO ₂ e emissions (steel)*	million tonnes CO ₂ e	195	195	198
Total CO ₂ e emissions (mining)	million tonnes CO ₂ e	9	8	7
CO ₂ emissions per tonne*	tonnes CO ₂ per tonne of steel	2.14	2.09	2.14
7. Supply chains our customers trust				
Global procurement suppliers evaluated against code for responsible sourcing	number	243	181	424
8. Active and welcomed member of the community				

Estimated direct economic contribution ³ Metric	\$ (million) Unit	78,019	78,839 Performance	63,316
of which:				
- Corporate income tax	\$ (million)	102	337	398
- Royalties	\$ (million)	63	73	73
- Local taxes	\$ (million)	538	544	465
- Employee salaries, wages and pensions	\$ (million)	12,588	12,718	10,880
- Supplier and contractor payments	\$ (million)	59,349	59,062	46,569
- Capital expenditure	\$ (million)	3,452	3,665	2,707
- Community investment spend (including STEM spend)	\$ (million)	33	17	19
- Other payments	\$ (million)	2,592	2,423	2,205
Number of beneficiaries of community projects	million	3.06	0.53	1.10
9. Pipeline of talented scientists and engineers for the future				
Investment in STEM projects ⁴	\$ (million)	-	-	8
10. Our contribution to society measured, shared and valued				
Number of country level corporate responsibility/sustainability reports	number	15	20	19
Country level reports adhering to GRI	%	33	55	74
Transparent good governance				
Number of Board self-assessments		1	1	1
% of employees completed code of business conduct training	%	84	76	81
% of employees completed anti-corruption training	%	86	82	80
% of employees completed human rights training	%	86	76	81
Number of operations with a local confidential whistleblowing system	number	30	30	30
Complaints received via Internal Audit	number	103	99	175
Complaints received via Internal Audit and resolved	%	100	100	100

*Assured by **Deloitte Audit**

"NB LTIFR was assured up to and including 2014 data"

¹ The indicators in this table were developed over the period 2007–2013 as part of our approach to reporting under the four pillars of investing in our people, making steel more sustainable, enriching our communities, and transparent governance. This data table has evolved in line with the requirements of the Global Reporting Initiative. In 2014, we adopted 10 new sustainable development outcomes, and although these indicators were not selected to measure progress against these outcomes, they are listed here under our 10 outcomes.

² From 2014 onwards we report dust, NO_x and SO_x emissions per tonne of steel produced as a more meaningful indicator than the absolute volume generated.

³ Estimated economic contribution includes the items detailed. 'Other payments' include payments to creditors, shareholder dividends and R&D. NB Community investment has been subtracted to meet this definition.

⁴ STEM = Science, technology, engineering and maths. This amount is included in, and not additional to, the Community investment figure in outcome 8. 2015 was the first year in which this was measured, following the identification of outcome 9.

⁵ Data for dust, NO_x and SO_x have been restated to apply appropriate footprint. Differences are not material.

⁶ Data for CO₂ footprint (steel and mining) for 2013, 2014, 2015 has been amended to fully implement the Greenhouse Gas protocol regarding the treatment of exported upstream iron ore pellets. The amendments are made in the first instance to CO₂e footprint (mining) for each year, and variations relate directly to the volume of iron ore pellets the company produced in that year. As a result of these amendments, data for CO₂e footprint (steel and mining) is affected and has been amended accordingly. Reductions to this footprint relate only to changes in the methodology used and not to any carbon efficiencies. There are no changes to our CO₂ data for steel production. Data for dust, NO_x and SO_x have been recalculated to apply appropriate footprint.

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