

Status Key:

- Fully Reported** We have fully reported the information required by the GRI indicator.
- Partially Reported** We have provided some of the information required and, in some instances, we are working toward fully reporting this information in the future.
- Not Disclosed** This information is either not collected on a global basis or is confidential for competitive or other reasons.
- Not Applicable** This indicator does not apply to our operations or our reporting.

GRI Content Index

We have aligned our report to the Global Reporting Initiative (GRI) G3.1 Sustainability Reporting Guidelines and the GRI Mining and Metals sector supplement and assessed this report against GRI requirements. We believe it to comply with a B Application Level (see www.globalreporting.org for more information).



Indicator	Description	Level	References
STRATEGY AND ANALYSIS			
1.1	Statement from the most senior decision-maker of the organization.	■	CEO Letter (Pages 3-4)
1.2	Description of key impacts, risks, and opportunities.	■	Our Targets (Page 5) Sustainability at Novelis—Taking a Life Cycle Approach (Pages 8-10) Sustainability Management Systems (Page 45) Sustainability Strategy (Page 47) Materiality Assessment (Page 50) Novelis FY11 10-K (Pages 22-31)
ORGANIZATIONAL PROFILE			
2.1	Name of the organization.	■	About Novelis (Page 6)
2.2	Primary brands, products, and/or services.	■	About Novelis (Page 6) Corporate website: Who We Are
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	■	In May 2007, Hindalco Industries Ltd., the flagship company of the Aditya Birla Group's conglomeration of businesses, acquired all of our shares of common stock. As a result, Novelis became a privately held, wholly owned Hindalco subsidiary and a member of the Mumbai-based ABG conglomerate. The three most significant joint ventures that Novelis is also a partner in are as follows: <ul style="list-style-type: none"> • Aluminum Norf GmbH (Alunorf) • Logan Aluminum Inc. • Evermore Recycling LLC About Novelis (Page 6)
2.4	Location of organization's headquarters.	■	Atlanta, GA, USA About Novelis (Page 6) Our Operations (Page 7)
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	■	Sales are global but are included in this report. Our Operations (Page 7)
2.6	Nature of ownership and legal form.	■	In May 2007, Hindalco Industries Ltd., the flagship company of the Aditya Birla Group's conglomeration of businesses, acquired all of our shares of common stock. As a result, Novelis became a privately held, wholly owned Hindalco subsidiary and a member of the Mumbai-based ABG conglomerate. About Novelis (Page 6) Sustainability Management Systems (Page 45)

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Indicator	Description	Level	References
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/ beneficiaries).	■	About Novelis (Page 6) Our Operations (Page 7)
2.8	Scale of the reporting organization.	■	Revenue: \$10.6 bn (FY10: \$8.67 bn) Net income attributable to common shareholder: \$116 m (FY10: \$405 m) Adjusted EBITDA: \$1,072 m (FY10: \$755 m) Long-term debt, net of current portion \$4.07 bn (FY10: \$2.48 bn) Liquidity: \$1.1 bn (FY10: \$1.0 bn) Free cash flow: \$310 m (FY10: \$355 m) Flat Rolled Products shipped: 2,969 kt (FY10: 2,708 kt) No dividends declared or paid in FY11 Return of capital to shareholder: \$1.7 bn (Please see explanation note at end of this index reconciling Net Income to Adjusted EBITDA.) About Novelis (Page 6) Our Operations (Page 7) Corporate website: Quarterly Results Novelis FY11 10-K (Pages 12-14, 17, 33-35)
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	■	<p>Closure of Aratu (Brazil) and Bridgnorth (UK). On March 1, 2011, we announced the sale of our printed confectionery foil packaging business at Bridgnorth, UK. The operation is associated with the previously announced closure of the Bridgnorth aluminum foil rolling and laminating activities, which ceased operations at the end of April 2011.</p> <p>In February 2011, we announced plans to invest \$18 million in the construction of a new recycling center at Norf. In light of the alumina and aluminum pricing environment, we closed our Aratu facility in Candeias, Brazil, in December 2010.</p> <p>Amalgamation of AV Aluminum Inc. and Novelis Inc. Effective September 29, 2010, in connection with an internal restructuring transaction and pursuant to articles of amalgamation under the Canadian Business Corporations Act, we were amalgamated (the Amalgamation) with our direct parent AV Aluminum Inc., a Canadian corporation (AV Aluminum), to form an amalgamated corporation named Novelis Inc., also a Canadian corporation.</p> <p>Expansion of Pinda (Brazil) and Novelis Korea. In response to the growing demand for our products in South America, in May 2010, we announced a plan to invest nearly \$300 million to expand our aluminum rolling operations in Brazil to increase capacity by more than 50% to approximately 600 kt of aluminum sheet per year. The project is expected to be completed by late calendar 2012. Additionally, in May 2011, we announced a plan to invest approximately \$400 million to expand our recycling and rolling capabilities in Asia in response to the growing demand in both Asia and the Middle East. The rolling expansion, which will include investments in both hot rolling and cold rolling operations, is expected to increase capacity in Asia by over 50% to 1,000 kt of aluminum sheet per year. The expansion will also include the construction of a state-of-the-art recycling center for used aluminum beverage cans. The project is expected to be completed by late FY13. In response to the lightweighting trend in the automotive industry, we will be investing in increasing our North American rolling capacity for the transportation end-use market.</p> Changes in Our Operational Footprint (Page 21)

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Indicator	Description	Level	References
2.10	Awards received in the reporting period.	■	<p>FY11</p> <ul style="list-style-type: none"> • EAFA (European Aluminium Foil Association) Alufoil 2011 trophy • Safety Awards from Liberty Mutual: 5 Gold Awards and 1 Silver Award for Loss Control in North America • Manufacturing Excellence Award in North America from Liberty Mutual • “The Return on Environment Award” from General Electric • Preferred Supplier to Fujifilm’s Graphic Systems Division and Supplier of the Year in North America • Impress Global Supplier Award presented from Impress Group • Excellent Business Partner, Green Procurement Partner and Long Business Partner awards from OYL Manufacturing (ALCOM) • Supplier Excellence Award for Innovation from Rexam • “Zero Defect” Supplier Quality Award from Rheem Manufacturing • Silver Gaia Award at Big 5 international building and construction exhibition in Dubai, recognizing the environmental benefits of the company’s pre-painted cladding sheet • Award for outstanding EHS performance in Sierre, Switzerland, from the Swiss safety organisation SUVA • Corporate Social Responsibility Award for Novelis subsidiary, Alcom from StarBiz-ICR in Malaysia • Top Supplier Award from Bombardier Recreational Products <p>Awards and Accolades FY11 (Page 56)</p>

REPORT PARAMETERS

Report Profile

3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	■	<p>April 1, 2010-March 31, 2011 (plus relevant baseline data and context from preceding years).</p> <p>About This Report (Page 2) Report Parameters (Page 51)</p>
3.2	Date of most recent previous report (if any).	■	<p>We announced our programs and commitments in May 2011, but this is a first-time GRI-based sustainability report for Novelis.</p> <p>About This Report (Page 2) Report Parameters (Page 51)</p>
3.3	Reporting cycle (annual, biennial, etc.)	■	<p>Planning to report annually, publishing in late summer each year.</p> <p>About This Report (Page 2) Report Parameters (Page 51)</p>
3.4	Contact point for questions regarding the report or its contents.	■	<p>John Gardner, Chief Sustainability Officer Tel: +1 404 760 4483 mailto: john.gardner@novelis.com Contacts (Page 57)</p>

Report Scope and Boundary

3.5	Process for defining report content.	■	<p>Stakeholder Engagement (Pages 48-49) Materiality Assessment (Page 50) Report Parameters (Page 51)</p>
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	■	<p>Boundary of report includes sustainability performance in all areas mentioned under 2.5 except where noted otherwise.</p> <p>About This Report (Page 2) Report Parameters (Page 51)</p>

GRI Content Index continued

Indicator	Description	Level	References
3.7	State any specific limitations on the scope or boundary of the report.	■	Boundary of report includes sustainability performance in all areas mentioned under 2.5 except where noted otherwise. About This Report (Page 2) Report Parameters (Page 51)
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	■	We have included the following for all non-financial information: all wholly owned operations; for joint ventures, our equity investment is 50% of the Alunorf joint venture in Germany, where we have 50% of plant output, and our equity investment is 40% of Logan in the United States, where we have 55% of plant output. For the operations in South Korea and Malaysia, we will report operational data at 100%. In Korea, we hold a 68% equity interest in Novelis Korea Ltd., the owner of the Ulsan and Yeongju plants. We hold a 59% equity interest in the Aluminum Company of Malaysia Berhad, a publicly traded company that operates from Bukit Raja, Selangor, Malaysia. Unlike our production sharing joint ventures at Norf, Germany and Logan, USA, our Korean partners are financial partners and we market 100% of the plants' output. Outsourcing is not believed to be material. The basis for financial information is accounting principles generally accepted in the United States. See our Annual Report on Form 10-K for the year ended March 31, 2011 filed with the United States Securities and Exchange Commission (SEC) on May 26, 2011 for more information. Most aspects of this report, including governance, focused on the Board of Directors and Global Operating Committee of Novelis Inc. For other aspects of the report, Novelis subsidiaries and joint ventures were also considered. Report Parameters (Page 51)
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	■	Novelis uses a variety of internal financial, operational, EHS and other standards and data collection systems, as well as both internal and external audit processes. We also use external data reporting standards, such as the Carbon Disclosure Project. Report Parameters (Page 51) NVL Environmental Metrics Reporting and Management Guideline
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	■	Not applicable, as this is our first sustainability report.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	■	Not applicable, as this is our first sustainability report.
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	■	GRI Content Index
Assurance			
3.13	Policy and current practice with regard to seeking external assurance for the report.	■	This is our first annual sustainability report in which we are utilizing the GRI methodology. We have engaged external sustainability experts to assist us in this process and to help us progress for future data collection and assurance. We intend to include validated third-party assurance in the key areas of sustainability data collection and reporting in the future. Assurance (Page 51)

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Indicator	Description	Level	References																												
GOVERNANCE, COMMITMENTS AND ENGAGEMENT																															
Governance																															
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	■	<p>Novelis Inc.'s Board of Directors is currently 100% male (5 total), and the Global Operating Committee is 13% female, 87% male (16 total). See chart for further details. The Novelis Inc. Board comprises 3 Indian residents and 2 Canadian residents. The Global Operating Committee overseeing the global business comprises 16 individuals; 10 from the United States, 2 from Brazil (1 is joint Brazilian-Italian), 2 from the UK, 1 from France and 1 from Germany.</p> <p>Our Board of Directors supervises the management of our business and affairs, and annually reviews corporate governance practices in light of developing requirements. As new provisions come into effect, our Board of Directors will reassess our corporate governance practices and implement changes as and when appropriate.</p> <table border="1"> <thead> <tr> <th colspan="4">Board of Directors</th> </tr> <tr> <th>Name</th> <th>Director Since</th> <th>Age</th> <th>Position</th> </tr> </thead> <tbody> <tr> <td>Kumar Mangalam Birla</td> <td>15/05/2007</td> <td>43</td> <td>Chairman of the Board</td> </tr> <tr> <td>Askaran Agarwala (B)</td> <td>15/05/2007</td> <td>77</td> <td>Director</td> </tr> <tr> <td>D. Bhattacharya (A) (B)</td> <td>15/05/2007</td> <td>62</td> <td>Director and Vice Chairman of the Board</td> </tr> <tr> <td>Clarence J. Chandran (A) (B)</td> <td>06/01/2005</td> <td>62</td> <td>Director</td> </tr> <tr> <td>Donald A. Stewart (A)</td> <td>15/05/2007</td> <td>64</td> <td>Director</td> </tr> </tbody> </table> <p>(A) Audit Committee member. (B) Compensation Committee member.</p> <p>Our Board has also established two standing committees:</p> <ul style="list-style-type: none"> • Our Audit Committee's main objective is to assist our Board of Directors in fulfilling its responsibilities for overseeing the integrity of our financial statements and our compliance with legal and regulatory requirements. • Our Compensation Committee establishes our general compensation philosophy and oversees the development and implementation of compensation policies and programs. It also reviews and approves the compensation of individual executive officers, and the effectiveness of our overall management organization structure, succession planning, and development process for high-potential employees. <p>Sustainability Management Systems (Page 45) Corporate website: Executive Officers Corporate website: Board of Directors Novelis FY11 10-K (Pages 132-137)</p>	Board of Directors				Name	Director Since	Age	Position	Kumar Mangalam Birla	15/05/2007	43	Chairman of the Board	Askaran Agarwala (B)	15/05/2007	77	Director	D. Bhattacharya (A) (B)	15/05/2007	62	Director and Vice Chairman of the Board	Clarence J. Chandran (A) (B)	06/01/2005	62	Director	Donald A. Stewart (A)	15/05/2007	64	Director
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Indicator	Description	Level	References
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	■	<p>Kumar Mangalam Birla has served as Chairman of the Board since May 15, 2007. He is the Chairman of the Aditya Birla Group and serves as Chairman of all of Aditya Birla Group's blue-chip companies in India and as a director of the Group's international companies.</p> <p>Philip Martens has served as President and Chief Executive Officer of Novelis since February 2011, and previously served as President and Chief Operating Officer since May 2009.</p> <p>Sustainability Management Systems (Page 45)</p>
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	■	<p>Novelis Inc.'s board currently consists of 5 males that are not executives of Novelis.</p> <p>Corporate website: Corporate Governance Novelis FY11 10-K (Page 132)</p>
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	■	<p>The sole shareholder of Novelis Inc., AV Metals Inc., appoints members of the board on an annual basis.</p> <p>There are no minority shareholders in Novelis Inc. Common stock is held by AV Metals Inc., which is a wholly owned subsidiary of Hindalco Industries Limited. However, the process of shareholder communication to the Board is conducted in the following manner. The Corporate Secretary reviews all shareholder communications addressed to the Board or individual directors to determine whether such communications require Board (or director) review, response or action. The Corporate Secretary, as a general rule, will not forward to the Board or individual directors any shareholder communications relating to company products and services, solicitations, or otherwise improper or irrelevant topics. If the Corporate Secretary determines that a shareholder communication relates to corporate governance or otherwise requires Board or an individual director's review, response or action, the Corporate Secretary will send a copy of such communication to the director addressed or to each Board member, if the communication is addressed to the Board at large.</p> <p>Corporate communications facilitates interactive employee meetings, which allow for submission of questions to Phil Martens and other top executives on a regular basis. Town hall meetings are conducted as often by the regional presidents as well. Other mechanisms include periodic employee surveys, the anonymous comments to announcements on the company's internal website, and discussions with line management. Forthcoming in the next two years will be an anonymous, toll-free whistleblower hotline.</p> <p>The above includes the company's economic performance, strategy, EHS, employee surveys and HR matters.</p>

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Indicator	Description	Level	References
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	■	The Compensation Committee of the Board of Directors provides assistance in discharging the Board's responsibilities relating to the compensation of the company's executives. The Compensation Committee approves compensation matters for executives in Job Band 1 and above (includes all members of the Global Operating Committee) and makes compensation recommendations for the President and Chief Executive Officer and the Chief Financial Officer to the Board of Directors for approval. These annual compensation matters are linked to the Board approved annual incentive plans (AIP) and long-term incentive plans (LTIP) which are tied directly to the company's Board approved annual operating plan and budget that establishes the relevant performance metrics executives will be measured against annually. Compensation in this context includes, but is not limited to, cash or deferred payments, incentive and equity compensation, benefits perquisites, employment, retention and/or termination/severance agreements and any other programs which would be considered compensation by regulatory authorities.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	■	From the Code of Conduct for Directors and Senior Managers: "The Board Members and the Senior Managers of the company shall: without the prior approval of the Board or senior management, as the case may be, not accept employment or a position of responsibility with any other organization for remuneration or otherwise that is prejudicial to the interests of the company, and not allow personal interest to conflict with the company's interest."
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	■	The process for selecting both the Board of Directors for Novelis Inc. and the officers of the Global Operating Committee involves working with top search firms to select the most qualified candidates based on their experience and qualifications. Gender and diversity are important considerations.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	■	An Employee Code of Conduct is planned for release in FY12 and a Supplier Code of Conduct in FY13. Code of Conduct and Ethics (Page 46) Corporate website: Code of Conduct for Board of Directors and Senior Managers Corporate website: Code of Ethics for Senior Financial Officers
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	■	The Board meets quarterly to review the company's overall performance, including economic, environmental and social performance. The Board and Audit Committee receive quarterly signed compliance certificates from the Compliance Officer certifying the company's compliance with legal, securities law, credit agreement, delegation of authority policy, and other contractual requirements.
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	■	Each year, the sole shareholder of Novelis Inc. appoints/reappoints the members of the Board of Directors via a Written Consent in lieu of an Annual Shareholders' Meeting (as required by the Canada Business Corporations Act).

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Indicator	Description	Level	References
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	■	<p>The precautionary approach is addressed by the organization through the use of its internal audit plan, which is fully aligned with the company's Enterprise Risk Assessment. The Enterprise Risk Assessment is developed on a quarterly basis by conducting in-depth interviews with the top 140 leaders of the company across regions and functions. This is reported to the Audit Committee on a quarterly basis.</p> <p>Another critical way in which the precautionary approach is applied is through ISO certification. ISO 14001 certification for environmental management and ISO 9001 for Occupational Health and Safety for all of our facilities.</p> <p>Risks assessed and reported on to the Audit Committee on a quarterly basis as part of the Internal Audit plan presentation that is fully aligned with the Enterprise Risk Management analysis.</p>
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	■	<p>Environment, Health & Safety Management Systems (Page 17) Code of Conduct and Ethics (Page 46) Code of Conduct for Board of Directors and Senior Managers Code of Ethics for Senior Financial Officers</p>
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	■	<p>Novelis is active in many associations, particularly those that focus on the sustainability and related issues of our products. Memberships include the global International Aluminum Institute, the Aluminum Association in the US (chair of the executive committee: Jean-Marc Germain[President of Novelis North America]), Associação Brasileira do Alumínio (Brazilian Aluminum Association, where Mauro Moreno [Vice President of Sales Novelis South America] is vice president) and the European Aluminium Association (current chair: Tadeu Nardocci [President of Novelis Europe]), as well as other national aluminum associations where we operate.</p> <p>We are also members and participate in a number of sustainability and environmental associations with our customers and other stakeholders, e.g. European, Metal Packaging Europe.</p>
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.	■	Stakeholder Engagement (Page 48)
4.15	Basis for identification and selection of stakeholders with whom to engage.	■	Stakeholder Engagement (Page 49)
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	■	Stakeholder Engagement (Page 49)
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	■	<p>Stakeholder Engagement (Page 49)</p> <p>Employee issues: recycling rates (Page 10) workplace health & safety (Pages 17-19) reducing risk, energy (use) & greenhouse gas emissions (Pages 25-30)</p> <p>Customer issues: waste reduction (Page 32) recycling rates (Pages 40-42) ethical business conduct (Page 14) water consumption (Page 31)</p>

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Indicator	Description	Level	References
DISCLOSURE ON MANAGEMENT APPROACH			
Performance: Economic			
	Provide a concise disclosure on the Management Approach items outlined below with reference to the following economic aspects: economic performance, market presence and indirect economic impacts.	■	<p>Our economic performance is reviewed quarterly with the Board. We do not have formal policies related to market presence and indirect economic impacts. However, we strive to be make positive contributions to local, national and global communities in which we operate.</p> <p>Engaging with Our Communities (Page 22)</p> <p>Economic Performance: Our Targets (Page 5) Our Operations (Page 7)</p> <p>Market Presence and Indirect Economic Impacts: Our Operations (Page 7) Manufacturing Our Products (Pages 15-23) Index responses to SO1 and MM9</p>
Performance: Environmental			
	Provide a concise disclosure on the management approach items outlined below with reference to the following environmental aspects: materials, energy, water, biodiversity, emissions, effluents and waste, products and services, compliance, transport and overall.	■	<p>Our standards and protocols for environmental protection and health and safety management are based on relevant government requirements and Novelis policies, which may exceed them. Our global performance standards are implemented following site-specific evaluation of issues and hazards.</p> <p>Plants are responsible for training employees on the requirements backed up by EHS specialists. Training is tailored to the employee's job requirements and carried out through a variety of methods including online and hands-on training. All training is tracked to completion and results are analyzed annually.</p> <p>Environment, Health & Safety Management Systems (Page 17)</p> <p>Materials and Products/Services: See On Track to Meet our 80% Recycled Target content throughout the 2010 sustainability report. Sourcing Our Raw Materials (Pages 11-14)</p> <p>Energy, Water, Emissions/Effluents/Waste: Operational Targets (Page 15) Environment, Health & Safety Management Systems (Page 17)</p>
Performance: Labour Practices and Decent Work			
	Provide a concise disclosure on the management approach items outlined below with reference to the following labour aspects: employment, labour/management relations, occupational health and safety, training and education, diversity and equal opportunity, and equal remuneration for women and men	■	<p>Our Senior Vice President and Chief People Officer is responsible for managing the aspects noted except for occupational health and safety, which is managed by Novelis' Director of Environment, Health and Safety.</p> <p>See Environmental DMA, above</p> <p>Employment, labor/management relations, training and education and diversity and equal opportunity, and equal remuneration for women and men Engaging and Developing Our People (Page 19) Novelis and Organized Labor (Page 22) Human Rights in Our Operations (Page 22)</p> <p>Occupational Health and Safety: Environment, Health and Safety Management Systems (Page 17) Our Health & Safety Performance (Pages 18-19)</p>

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Indicator	Description	Level	References
Performance: Human Rights	<p>Provide a concise disclosure on the management approach items outlined below with reference to the following human rights aspects: investment and procurement practices, non-discrimination, freedom of association and collective bargaining, child labour, prevention of forced and compulsory labour, security practices, indigenous rights, assessment, and remediation.</p>	■	<p>Non-discrimination, Freedom of Association and Collective Bargaining, Child Labor, Prevention of Forced and Compulsory Labor: Our Targets (Page 5) Novelis and Organized Labor (Page 22) Human Rights in Our Operations (Page 22) Code of Conduct & Ethics (Page 46-47) Index responses to HR3, HR5, HR6, HR7 & MM6</p> <p>We have set a target to roll out employee and supplier codes of conduct and put processes in place for compliance. These codes will further strengthen our practices, and management and accountability in these areas.</p> <p>Indigenous Rights, Remediation: Resettlement Dispute Involving Consorcio Candonga (Page 22) Remediation in Bridgnorth (Page 33) Index response to HR11</p>
Performance: Society	<p>Provide a concise disclosure on the management approach items outlined below with reference to the following society aspects: community, corruption, public policy, anti-competitive behaviour and compliance.</p>	■	<p>Community: Our Targets (Page 5) Engaging with Our Communities (Page 22) Index response to SO1</p> <p>Other than our Novelis Neighbor program, we do not currently have a formal policy or conduct training related to community engagement. As we work towards our target of developing a formal community engagement program for 100% of the communities where we have operations, we expect to have a more comprehensive management approach to disclose in our FY12 sustainability report.</p> <p>Corruption: Code of Conduct and Ethics (Page 46) Index response to indicator SO3</p> <p>As we are in the process of implementing our new and updated Employee Code of Conduct, we expect to have a more comprehensive management approach to disclose in our FY12 sustainability report.</p> <p>Public Policy: Code of Conduct and Ethics (Page 46) Our public policy participation is managed by our government affairs function. We do not currently have targets related to participation in public policy processes.</p> <p>Compliance: Code of Conduct and Ethics (Page 46) We do not have formal targets but always strive for 100% compliance with legal and Novelis requirements.</p>

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Indicator	Description	Level	References
Performance: Product Responsibility	<p>Provide a concise disclosure on the management approach items outlined below with reference to the following product responsibility aspects: materials stewardship, customer health and safety, product and service labelling, marketing communications, customer privacy and compliance.</p>	■	<p>Our Targets (Page 5) Sustainability at Novelis—Taking a Life Cycle Approach (Page 8) Our Chief Sustainability Officer has overall responsibility for considering sustainability issues throughout the product life cycle.</p> <p>Materials Stewardship: See On Track to Meet our 80% Recycled Target content throughout the 2010 sustainability report. Sourcing Our Raw Materials (Pages 11-14) Index response to PR1</p> <p>Customer Health & Safety: Consumer Safety and Regulation (Page 43) Index responses to PR1 and PR3</p> <p>Product and Service Labeling: Index response to PR3</p> <p>Compliance: Governance & Management Systems (Pages 44-56)</p>

Economic / Aspect: Economic Performance					
Indicator	Description	Level	Reference	More Details	
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	Novelis FY11 10-K [Pg 66-70, 121]	Direct economic value generated	FY11
			Our Operations [Pg 7]	a) Revenues	Net sales plus revenues from financial investments and sales of assets \$10,577 million
			Expanding the Novelis Neighbor Program [Pg 23]	Economic value distributed	
				b) Operating costs	Payments to suppliers, non-strategic investments, royalties, and facilitation payments \$9,227 million total cost of goods sold Includes employee wages & benefits
				c) Employee wages and benefits	Total monetary outflows for employees (current payments, not future commitments) \$884 million
				d) Payments to providers of capital	All financial payments made to the providers of the organization's capital. - \$1.7 billion payment to Hindalco (our only shareholder) which represented a return of capital - Repayment of long-term debt principal: \$2.489 billion - Net short-term borrowings: \$56 million - No dividends to Hindalco (our only shareholder). - \$134 million of interest paid
				e) Payments to government	Gross income taxes \$115 million
				f) Community investments	Voluntary contributions and investment of funds in the broader community (includes donations) Approximately \$2 million
				Economic value retained	
				(calculated as Economic value generated less Economic value distributed)	Investments, equity release, etc. Adjusted EBITDA: \$1,072 million Net Income attributable to common shareholder: \$116 million (Please see explanation note at end of this index reconciling Net Income to Adjusted EBITDA).

Indicator	Description	Level	Reference	More details
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	<u>Energy Use and Greenhouse Gas Emissions</u> [Pg 25–26]	Novelis has been actively reviewing climate change risks and opportunities since the company's inception. This was initially mostly in Europe where stakeholder discussion on climate change has been most active.
			<u>Greenhouse Gas Emissions</u> [Pg 30]	The company's most senior governance bodies have supported proactive actions. We have measured our GHG emissions and had improvement targets, as well as programs since the company was formed. We reduced greenhouse gases in our in-house process by 14% in a three year period from 2007 to 2010. We have been actively involved in recycling, which for aluminum has a major benefit for our carbon footprint. Novelis recycles approximately 40 billion used beverage cans annually. We are active on stakeholder engagement, on climate change, and on issues with customers, suppliers, government and NGOs. We have supported dialogue to reduce GHG emissions and we have demonstrated action and results.
				Sustainability issues, including climate change, are reviewed monthly with the Global Operating Committee.
				As part of our new formalized global sustainability approach, we have collaborated with the Novelis Inc. Board and GOC during the last six months and taken the following steps:
				<ul style="list-style-type: none"> · Reviewed climate change risks. · Reviewed climate change opportunities.
				<ul style="list-style-type: none"> · Announced our first sustainability target to increase the amount of recycled metal we use in our rolling operations, and committed that 80 percent of our products will be made from recycled metal by 2020. Recycled metal currently accounts for 33% of all material used by Novelis, and the company estimates that the projected increase to 80 percent will remove ten million metric tons of greenhouse gas emissions annually from the aluminum product value chain.
				<ul style="list-style-type: none"> · Introduced a new target to reduce in-house energy consumption per ton by 39% by 2020 from baseline (average FY07-09). · Introduced a new target to halve our absolute GHG type 1, 2 and 3 by 2020 from baseline (average FY07-09).
				The potential climate change physical impacts of on our business have not yet been estimated due to very high uncertainty. They could include changes to sea level, water and other resource availability, population and many other factors, which could impact our business.
				Our chief objective is to reduce the carbon footprint of Novelis and of our customers. Supplying sustainable low carbon products that benefit society is fundamental to our long term growth. It is integral to our strategy.
				Our first and most significant actions to do this focus on using more recycled material as well as developing innovative low carbon life cycle products and improving our internal efficiencies to minimize our carbon emissions.
				Our aluminum rolled products characteristics including lightweight, strength, durability and recyclability, offer a unique combination and clear advantage for overall product life cycle reduction or avoiding GHG emissions. A good example of this is Novelis where is very active working with our car customers to reduce emissions. Lightweighting is one of the most effective ways for automotive to reduce CO2 emissions, as 100kg saved on the mass of a car is equivalent to a reduction of 9 grams of CO2 per kilometer and 0.35 liter of fuel per 100km
				We assume a driving distance of 200.000km and 20% secondary weight savings. Based on the 2 million metric tons of aluminum components put on the road in 2005:
				<ul style="list-style-type: none"> • each kg of aluminum provided an average light-weighting of 1kg. • 1kg of aluminum in a car reduces CO2 emissions by 20kg during its use phase. • 1kg of aluminum in a car reduces CO2 emissions by 19kg during its whole life-cycle.
				See also indicator SO5 for more details on Novelis' key areas of interest for public policy due to the potential financial implications of climate change, including both physical changes due to climate change and regulatory risks.
				Management has quantitatively estimated the financial implications of climate change for Novelis. This has included forecasts of emissions trading and other climate regulations as well as market opportunities for aluminum rolled products. We will not disclose these for competitive reasons.

Indicator	Description	Level	More details			
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Novelis has pension and other postretirement plans in 9 countries (Canada, France, Germany, Italy, Malaysia, South Korea, Switzerland, UK and USA). Most of these pension schemes are defined contribution plans for new hires since 2005 and mostly defined benefit plans for employees who joined prior to 2005. The programs vary by country reflecting the national pension systems.			
			When the retirement plan's liabilities are met through a fund:			
			· The retirement plans vary by country and scheme. As of March 31, 2011, our pension plan and OPEB total liability is \$1,471 million and the pension assets are \$927 million. In aggregate, the schemes are 63% funded. The liability is determined following U.S.GAAP procedures and requirements as filed in our 10-K.			
			2011 ASC 715 Year-End Disclosures: Pension and OPEB (USD in millions)			
				World Pension Unfunded and OPEB	World Pension Funded and OPEB	World Pension and OPEB
			Plan Liability (PBO) March 31, 2011.	\$370	\$1,101	\$1,471
			Plan Assets March 31, 2011.	-	\$927	\$927
			Funded % March 31, 2011	0%	84%	63%
			· The basis is made using US GAAP methodology.			
			· As of March 31 2011.			
			Any deficit in a funded pension plan is generally funded between 7 and 15 years, depending on the country's statutory funding requirements. Pension plans in France, Germany, Italy and Malaysia and Other Post-retirement plans in the US and Canada are unfunded.			
			As of March 31 2011 there were 7,388 active employees, 4,286 retirees, and 2,145 terminated vested employees in the pension plans. As of March 31 2011 there were 10,850 colleagues employed by Novelis.			
			Our pension obligations relate to funded defined benefit pension plans we have established in the United States, Canada, Switzerland and the United Kingdom, unfunded defined benefit pension plans primarily in Germany, unfunded lump sum indemnities payable upon retirement to employees in France, Malaysia, and Italy and partially funded lump sum indemnities in South Korea. Pension benefits are generally based on the employee's service and either on a flat rate for years of service or on the highest average eligible compensation before retirement. Our other postretirement benefit obligations include unfunded healthcare and life insurance benefits provided to retired employees in Canada, the U.S. and Brazil.			
			The pension plan liabilities of the schemes in the 9 countries as of March 31 2011 are estimated at \$1,275 m. Other post-retirement liabilities (unfunded retiree medical and life insurance benefits in the US and Canada) are estimated at \$196 m.			
			The percentage of pension contributions by employees and employer varies by pension plan and country. Employee contributions vary from 0% to 8.7% and employer contributions vary from 7.7% to 11.9% of pay plus any deficit contribution.			

Indicator	Description	Level	More details
EC4	Significant financial assistance received from government.	Fully	The government is not present anywhere in the Company's shareholding structure.
			We have received some assistance from government in a number of countries. The significant ones in FY11 are:
			We received a grant from the Atlanta Development Authority in the amount of \$150,000, paid in a lump sum.
			Significant estimated aggregate financial value on an accruals basis for the following:
			<ul style="list-style-type: none"> • Tax relief/credits;
			Novelis has received financial incentives from governments in the form of favorable tax holidays in various jurisdictions globally. For the year ended March 31, 2011, this resulted in approximately \$11 million reduction to the income tax provision. The tax holidays will phase out over periods between the time frames of December 31, 2012 and March 31, 2020.
			<ul style="list-style-type: none"> • Subsidies;
			Not relevant to Novelis
			<ul style="list-style-type: none"> • Investment grants, research and development grants, and other relevant types of grants;
			Included in Financial Incentives
			<ul style="list-style-type: none"> • Awards;
			Not relevant to Novelis
			<ul style="list-style-type: none"> • Royalty holidays;
			Not relevant to Novelis
			<ul style="list-style-type: none"> • Financial assistance from Export Credit Agencies (ECAs);
			Non material
			<ul style="list-style-type: none"> • Financial incentives; and
			We received a grant from the Atlanta Development Authority in the amount of \$150,000, paid in a lump sum.
			<ul style="list-style-type: none"> • Other financial benefits received or receivable from any government for any operation.
			Non material

Economic / Aspect: Market Presence			
Indicator	Description	Level	More details
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not disclosed	Not Reporting - We currently do not have aggregated global data
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation.	Not disclosed	Not Reporting - We currently do not have aggregated global data
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	Fully	Novelis does not have a formal policy but we have a track record and common practices for an international approach.
			The Global Operating Committee overseeing the global business comprises 16 individuals; 10 from the US, 2 from Brazil (1 is joint Brazilian Italian) 2 from the UK, 1 French and 1 German).
			Of our 29 plant managers around the world 23 are from the country their plant is (79%) and all of the others are from their respective region.
			We are here defining senior managers as Global Operating Committee members and Plant Managers.

Economic / Aspect: Indirect Economic Impacts			
Indicator	Description	Level	More details
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro-bono engagement.	Not disclosed	Not Reporting - We currently do not have aggregated global data
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Not disclosed	Not Reporting - We currently do not have aggregated global data

Environmental / Aspect: Materials																																							
Indicator	Description	Level	Reference	More details																																			
EN1	Materials used by weight or volume.	Fully	<u>Sourcing Our Raw Materials</u> [Pg 12-13]	Total purchases for production are 3,227 metric kilotons, of which 93% is aluminum. The breakdown of our most significant material inputs (both purchased and produced) by weight is in the following table:																																			
				<table border="1"> <thead> <tr> <th>Material</th> <th>Unit</th> <th>FY'11</th> <th>Direct Materials</th> <th>Renewable</th> </tr> </thead> <tbody> <tr> <td>Aluminum</td> <td>metric kilotons</td> <td>2,988</td> <td>Yes</td> <td>No</td> </tr> <tr> <td>Alumina</td> <td>metric kilotons</td> <td>158</td> <td>Yes</td> <td>No</td> </tr> <tr> <td>Alloys</td> <td>metric kilotons</td> <td>36</td> <td>Yes</td> <td>No</td> </tr> <tr> <td>Coatings</td> <td>metric kilotons</td> <td>24</td> <td>Yes</td> <td>No</td> </tr> <tr> <td>Paper (used for packaging laminates)</td> <td>metric kilotons</td> <td>21</td> <td>Yes</td> <td>Yes</td> </tr> <tr> <td>Total Amt of Material Inputs</td> <td>metric kilotons</td> <td>3,227</td> <td></td> <td></td> </tr> </tbody> </table>	Material	Unit	FY'11	Direct Materials	Renewable	Aluminum	metric kilotons	2,988	Yes	No	Alumina	metric kilotons	158	Yes	No	Alloys	metric kilotons	36	Yes	No	Coatings	metric kilotons	24	Yes	No	Paper (used for packaging laminates)	metric kilotons	21	Yes	Yes	Total Amt of Material Inputs	metric kilotons	3,227		
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				<p>For aluminum, this is our metal balance:</p> <p>for FY'11</p> <ul style="list-style-type: none"> · Primary aluminum (third party purchased/external) = 1,919 metric kilotons · Primary aluminum (produced internally) = 78 metric kilotons · Recycled material = 991 metric kilotons · Total Aluminum input = 2,988.0 metric kilotons <p>Total Aluminum Sales = 3,097 metric kilotons</p>																																			
EN2	Percentage of materials used that are recycled input materials.	Fully	<u>Sourcing Our Raw Materials</u> [Pg 12-13]	Percentage using GRI Requirements (EN1 data for Total aluminum materials used)																																			
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Environmental / Aspect: Energy										
Indicator	Description	Level	Reference	More details						
EN3	Direct energy consumption by primary energy source.	Fully	Sustainable Energy Use [Pg 27-29]	Energy Generation (Hydro/ Renewable)						
				Ouro Preto Energy Hydro Generation	FY07	FY08	FY09	FY10	FY11	
				Electricity in from Novelis (GJ)*	1,848,935	1,658,970	1,608,366	2,018,765	1,418,834	
				Electricity out to Novelis (GJ)**	2,144,505	2,055,901	1,916,770	2,127,409	1,464,632	
				*energy used by Novelis operations						
				**energy leaving Novelis power generation facility						
				Total Direct Energy (GJ)	FY07	FY08	FY09	FY10	FY11	
				Butane	6,216	5,282	6,189	4,949	3,073	
				Diesel and Number 2 Fuel Oil	408,312	381,319	501,643	252,233	240,232	
				Gasoline	2,289	2,554	2,111	2,065	1,969	
				Heavy Fuel Oil (Number 4 or 6)	3,880,985	3,916,335	3,671,858	2,175,435	1,920,794	
				Kerosene	322,651	291,955	241,557	287,024	312,285	
				Liquid Natural Gas	640,218	717,183	626,320	724,971	601,045	
				Natural Gas	15,445,346	15,634,746	14,702,802	14,326,813	14,993,161	
				Propane	97,476	80,259	82,046	80,805	88,590	
				Sum	20,803,493	21,029,633	19,834,526	17,854,294	18,161,147	
				Sum with Hydro Generation	22,652,428	22,688,603	21,442,892	19,873,060	19,579,983	
				Direct Energy Intensity FRP Sales (GJ/Metric Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
				7.7	7.7	7.6	7.7	7.3	6.6	-14%

Indicator	Description	Level	References	More Detail						
EN4	Indirect energy consumption by primary source.	Fully	<u>Sustainable Energy Use</u> [Pg 27-29]	Indicator	FY07	FY08	FY09	FY10	FY11	
				Intermediate energy purchased and consumed (GJ)	14,226,531	13,743,879	13,191,276	11,989,079	11590328*	
				Amount of primary fuels consumed to produce energy purchased (GJ)					12,787,216	
				*All is purchased electricity except 253,388 GJ of hot water purchased in Oswego						
				Indirect Energy Intensity FRP Sales (GJ/Metric Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
				4.7	4.8	4.6	4.8	4.4	3.9	-17%
				Total amount of indirect energy used by indirect non-renewable sources and indirect renewable sources in terms of intermediate energy	FY11 Non-Renewable					
					6,631,103 GJ					
					57%					
					Breakdown:					
					Coal = 21.6 %					
					Nuclear = 13.5 %					
					Refined Petroleum Products = 10.3%					
					Natural Gas = 9.6 %					
					Oil = 0.9 %					
					Other Fossil = 0.1 %					
					Others = 1.2 %					
					FY11 Renewable					
					4,959,225 GJ					
					43%					
					Breakdown:					
					Hydro = 40.3 %					
					Biomass = 0.2 %					
					Wind = 0.1 %					
					Others = 2.2 %					
				The corresponding primary energy consumed in its production (GJ)	data not available					
				Total Energy Intensity FRP Sales (GJ/Metric Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
				12.4	12.5	12.2	12.5	11.8	10.5	-15%

Indicator	Description	Level	References	More Detail	Unit	Percent Improvement	FY11
EN5	Energy saved due to conservation and efficiency improvements.	Fully	<u>Sustainable Energy Use</u> [Pg 27-29]	Indicator			
				Total energy saved	GJoules	1.50%	389 315 GJ
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not disclosed		Not Reporting - We currently do not have aggregated global data			
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not disclosed		Not Reporting - We currently do not have aggregated global data			

Environmental / Aspect: Water										
Indicator	Description	Level	References	More Detail	FY07	FY08	FY09	FY10	FY11	Chg baseline to FY11
EN8	Total water withdrawal by source.	Fully	<u>Water</u> [Pg 31]	Water Withdrawal (m ³)						
				Ground water	3,584,234	3,296,274	3,701,882	3,729,870	4,136,335	
				Surface water (includes sea water)	5,159,905	4,897,178	4,719,845	3,918,684	3,459,698	
				Water from public net (per GRI "municipal water supplies or other water utilities")	2,164,106	2,381,657	1,993,322	1,646,027	1,642,643	
				Rainwater *	N/A	N/A	N/A	N/A	N/A	
				Waste water from another organization**	N/A	N/A	N/A	N/A	N/A	
				Sum	10,908,245	10,575,109	10,415,050	9,294,581	9,238,675	
				* Novelis does not use / uses only minimal rain water, and currently does not collect this information						
				** Novelis does not use / uses only minimal waste water from another organization, and currently does not collect this information.						
				Intensity FRP Sales (m ³ /Metric Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg baseline to FY11
				3.7	3.7	3.5	3.8	3.4	3.1	-16%
				During FY11, we implemented 10 water use reduction and recycling projects, including:						
				- Facility began reusing backwash water from their reverse osmosis treatment system. Estimated reuse quantity of more than 70 tons per day.						
				- Facility reduced cooling tower water usage intensity by more than 9% through cooling tower system upgrades.						
				- Facility began reusing rinse water in Litho Finishing Line acid regeneration process. Water usage in process decreased by 15%.						
				- Facility replaced BAC cooling towers with chiller cooling towers reducing water usage by 85%.						
				- Facility replaced wet ball media cleaning system with dry cleaning system reducing water usage by 8,200 gallons/year.						
				- Facility installed VDU chiller reducing groundwater usage by 2.7 million gallons/year.						
EN9	Water sources significantly affected by withdrawal of water.	Not disclosed		Not Reporting - We currently do not have aggregated global data						
EN10	Percentage and total water volume of water recycled and reused.	Not disclosed		Not Reporting - We currently do not have aggregated global data						

Environmental / Aspect: Biodiversity				
Indicator	Description	Level	References	More Detail
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity outside protected areas.	Not disclosed		Not Reporting
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not disclosed		Not Reporting
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Not disclosed		Not Reporting
EN13	Habitats protected or restored.	Not disclosed		Not Reporting
EN14	Strategies, current actions and future plans for managing impacts on biodiversity.	Not disclosed		Not Reporting
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Not disclosed		Not Reporting
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not disclosed		Not Reporting

Environmental / Aspect: Emissions, Effluents and Waste										
Indicator	Description	Level	References	More Detail						
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Greenhouse Gas Footprint [Pg 26]	The process for Novelis' calculations for GHGs and energy was developed under the U.S. EPA Climate Leaders Program. Novelis, along with the global aluminum industry, uses the IAI Aluminum Sector Greenhouse Gas Protocol formula, as well as the WRI/WBCSD GHG Protocol stationary combustion calculation tool for calculating GHG emissions.						
			Greenhouse Gas Emissions [Pg 30]	Total Scope 1 & 2 GHG Emissions	FY07	FY08	FY09	FY10	FY11	
				DIRECT ENERGY - Scope 1	1,634,230	1,602,654	1,539,775	1,435,775	1,313,453	
				INDIRECT ENERGY - Scope 2	1,115,878	1,106,134	1,010,266	928,692	1,020,220	
				Sum	2,750,108	2,708,788	2,550,041	2,364,467	2,333,673	
				Intensity FRP Sales - Scope 1 & 2 GHG (Metric Tons CO2e/Metric Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
				0.9	0.9	0.9	0.9	0.9	0.8	-15%
				Scope 1, 2 & 3 GHG Emissions (Metric Tons of CO2eq.)	FY07	FY08	FY09	FY10	FY11	
				Scope 1	1,634,230	1,602,654	1,539,775	1,435,775	1,313,453	
				Scope 2	1,115,878	1,106,134	1,010,266	928,692	1,020,220	
				Scope 3	19,022,250	19,016,307	16,896,680	15,869,448	17,914,618	
				Total GHG Emissions	21,772,358	21,725,095	19,446,721	18,233,915	20,248,291	
				Baseline (Avg FY07-FY09)	20,981,391					
				Intensity FRP Sales - Scopes 1, 2 & 3 GHG (Metric Tons CO2e/Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
				7.2	7.4	7.3	7.0	6.7	6.8	-6%

Indicator	Description	Level	References	More Detail						
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	<u>Greenhouse Gas Footprint</u> [Pg 26] <u>Greenhouse Gas Emissions</u> [Pg 30]	Scope 3:						
				- Transportation of good products shipped						
				- Metal Primary Production						
				Scope 3 GHG (Metric Tons of CO2eq)	FY07	FY08	FY09	FY10	FY11	
				Transport	253,931	264,336	246,760	251,774	250,879	
				Primary	18,768,319	18,751,972	16,649,919	15,617,675	17,663,739	
				Total Scope 3 GHG	19,022,250	19,016,307	16,896,680	15,869,448	17,914,618	
				Intensity FRP Sales - Scope 3 GHG (Metric Tons CO2e/Metric Ton)						
				Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
				6.3	6.4	6.4	6.1	5.9	6.0	-4%

Indicator	Description	Level	References	More Detail		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	<u>Energy Use and Greenhouse Gas Emissions</u> [Pg 25–26] <u>Greenhouse Gas Emissions</u> [Pg 30]	Novelis will reduce the lifecycle environmental impact of aluminum products by increasing its global supply from recycled aluminum to 80% by 2020. In this way it will be possible to remove almost additional 10 million tons of GHG from the aluminum product value chain annually, despite predicted increases in production.		
				Novelis is the world's leading beverage can recycler, with 40 billion cans recycled in 2010. In addition to saving bauxite and other resources, recycling these 40 billion cans saves energy equivalent to 30 million barrels of oil and reduces greenhouse gas emissions by five million tons, the equivalent to taking more than 900,000 cars off the road for a year.		
				A perfect example of aluminum's in-use benefits is its application in automotive and transportation products. When replacing heavier materials such as steel, aluminum's light weight and specific strength can provide significant benefits in fuel economy and emissions.		
				Novelis' aluminum is increasingly found in cars all over the world, providing auto manufacturers and their consumers with better fuel efficiency and improved driving performance.		
				Replacing one ton of heavier materials with aluminum reduces emissions by 20 tons of CO2equivalent emissions over the lifetime of the car, and this includes the material production. This weight reduction from aluminum can save up to 3,000 liters of fuel over the lifetime of an average two-tonne vehicle.		
				Indicator	Unit	FY'11
				GHG reductions achieved during the reporting period as a direct result of the initiative(s)	Tons of CO ₂ equivalent	8,778,500
				Split between two main actions:		
					Recycling	8,750,064 (99.7%)
					Energy saving	27,936 (0.3%)

Indicator	Description	Level	References	More Detail
EN19	Emissions of ozone-depleting substances by weight.	Not disclosed		Not Reporting

Indicator	Description	Level	References	More Detail					
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Fully	Non-GHG Air Emissions [Pg 33]	Novelis Total Air Emissions (Metric tons) – stack only	Calendar Year 2006	Calendar Year 2007	Calendar Year 2008	Calendar Year 2009	Calendar Year 2010
				Hydrogen Chloride	144	142	146	128	126
				Methyl Ethyl Ketone (MEK)	3	1	2	4	3
				NOx	1597	1567	1451	1320	1341
				PAH's	34	34	34	30	22
				Particulate materials	3106	2866	5088	4813	4117
				SO2	424	119	118	99	82
				Toluene	3	2	2	4	5
				Total Fluorides	1031	1019	936	875	685
				VOC	3034	2466	2503	1908	2191
				POP	No estimates available	No estimates available	No estimates available	No estimates available	No estimates available
Sum	9376	8216	10280	9180	8573				

Indicator	Description	Level	References	More Detail
EN21	Total water discharged by quality and destination.	Not disclosed		Not Reporting

Indicator	Description	Level	References	More Detail						
EN22	Total weight of waste by type and disposal method.	Fully	Waste [Pg 32]	Total Waste Generated with landfilled dross waste from the dross processor (secondary waste)						
				Breakdown by Type of Waste and Type of Disposal (Metric Tons)	FY07	FY08	FY09	FY10	FY11	
				Hazardous						
				Incinerated	2,281	2,155	1,672	1,487	1,645	
				Landfilled	1,344	1,312	723	269	270	
				Recycled	55,679	61,461	58,433	56,056	53,879	
				Sum	59,303	64,928	60,828	57,812	55,793	
				Non-hazardous						
				Incinerated	1,058	936	882	742	856	
				Landfilled	60,346	59,435	56,876	48,065	52,132	
				Recycled	84,052	78,946	73,982	83,533	94,273	
				Sum	145,456	139,317	131,740	132,340	147,262	
				Total - All Wastes	204,760	204,245	192,569	190,152	203,055	
				Total Waste (Metric Tons) including dross or secondary waste					Change FY07-FY11	
				Incinerated	3,339	3,092	2,554	2,228	2,501	-25%
				Landfilled	61,690	60,747	57,599	48,334	52,402	-15%
				Recycled	139,731	140,406	132,416	139,589	148,152	6%

Sum	204,760	204,245	192,569	190,152	203,055	-1%
Waste- Intensity FRP Sales (Metric Tons/Metric Ton)						
Baseline (Avg FY07-FY09)	FY07	FY08	FY09	FY10	FY11	Chg Baseline to FY11
20.7	20.9	20.3	20.8	17.8	17.6	-15%
Determination of Type of Disposal:						
Depending on your local jurisdiction's solid waste definitions, some materials will be reported in different manners from site to site. In particular there are significant differences in how used oils, oily wastes, dross and scrap metals are classified in the local regulations. In some regions in Novelis these materials are not defined as wastes and are not be reported under any of the broad categories of Hazardous and Non-Hazardous Waste identified below. For example, the United States do not define dross, hot mill used emulsion, cold mill used oil and scrap metal as a waste (therefore it is not in the Novelis Performance Data Management database).						
Hazardous Waste Incinerated	Incineration is defined as the destruction of wastes that have a low BTU content. A low BTU content waste is defined as a waste that requires additional fuel to effectively destroy. Therefore the estimate of Total Hazardous Waste Incinerated should include the quantity of any incinerated Specific Material (Section 2.5.3) that is classified as hazardous waste by local government regulations.					
Hazardous Waste Recycled	The processing of high BTU content materials which allow for a self sustaining process is an alternative fuel and should be included in this figure (as a recycling activity). Therefore the estimate of Total Hazardous Waste Recycled should include the quantity of any recycled Specific Material that is classified as hazardous waste by local government regulations.					
Hazardous Waste Landfilled	The estimate of Total Hazardous Waste Landfilled should include the quantity of any landfilled Specific Material (Section 2.5.3) that is classified as hazardous waste by local government regulations.					
Non-Hazardous Waste Incinerated	Incineration is defined as the destruction of wastes that have a low BTU content. A low BTU content waste is defined as a waste that requires additional fuel to effectively destroy. The estimate of Total Non-Hazardous Waste Incinerated should include the quantity of any incinerated Specific Material (Section 2.5.3) that is classified as non hazardous waste by local government regulations.					
Non-Hazardous Waste Recycled	The processing of high BTU content materials which allow for a self sustaining process is an alternative fuel and should be included in this figure (as a recycling activity). The estimate of Total Non-Hazardous Waste Recycled should include the quantity of any recycled Specific Material (Section 2.5.3) that is classified as non hazardous waste by local government regulations.					
Non-Hazardous Waste Landfilled	The estimate of Total Non-Hazardous Waste Landfilled should include the quantity of any landfilled Specific Material (Section 2.5.3) that is classified as non hazardous waste by local government regulations.					
Total amount of waste (hazardous & non-hazardous) in Metric Tons by type for:						
composting	0					
reuse	N/D					
recovery	N/D					
composting	0					
deep well injection	0					
on-site storage	0					

Indicator	Description	Level	References	More Detail
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Not disclosed		Not Reporting

Indicator	Description	Level	References	More Detail
EN23	Total number and volume of significant spills.	Fully	Remediation in Bridgnorth [Pg 33]	Indicator FY11
				Total number of recorded significant spills 0
				Total volume of recorded significant spills (m3) N/A
				Report the impacts of significant spills. N/A

Indicator	Description	Level	References	More Detail
EN24	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not disclosed		Not Reporting - We currently do not have aggregated global data
EN25	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected but the reporting organization's discharges of water and runoff.	Not disclosed		Not Reporting - We currently do not have aggregated global data

Environmental / Aspect: Products and Services

Indicator	Description	Level	References	More Detail
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Not disclosed		Not Reporting - We currently do not have aggregated global data

Indicator	Description	Level	References	More Detail																												
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully		Novelis recycles approximately 40 billion aluminum cans per year.																												
				<table border="1"> <thead> <tr> <th>Indicator</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>Amount of products and their packaging materials reclaimed (metric million tons)</td> <td>9.6 *</td> <td>**</td> <td>**</td> </tr> <tr> <td colspan="4">Percentage of reclaimed products and their packaging materials for each category of products:</td> </tr> <tr> <td>Building & Construction ***</td> <td>89</td> <td></td> <td></td> </tr> <tr> <td>Transport (Auto & Light Truck)***</td> <td>88</td> <td></td> <td></td> </tr> <tr> <td>Beverage cans ***</td> <td>70</td> <td></td> <td></td> </tr> <tr> <td>Other packaging applications (foil)***</td> <td>19</td> <td></td> <td></td> </tr> </tbody> </table>	Indicator	2009	2010	2011	Amount of products and their packaging materials reclaimed (metric million tons)	9.6 *	**	**	Percentage of reclaimed products and their packaging materials for each category of products:				Building & Construction ***	89			Transport (Auto & Light Truck)***	88			Beverage cans ***	70			Other packaging applications (foil)***	19		
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				* from IAI Mass Flow Model 2009, amount of old scrap (or post-consumer).																												
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				*** These numbers are without packaging material.																												

Environmental / Aspect: Compliance

Indicator	Description	Level	References	More Detail
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully		<p>Total monetary value of significant fines.</p> <ul style="list-style-type: none"> Logan Aluminum; Title V Air Permit violation for administrative deficiencies; Civil Penalty: \$285,000 <p>Other than that we have no significant fines, however, in addition to the following, these were all fines in FY'11:</p> <ul style="list-style-type: none"> Oswego Plant; Title V Air Permit violation related to recycle afterburner; Civil Penalty: \$4,000. Terre Haute facility; Title V Air Permit violation resulting from discontinuance of Norpar 13 lubricant; Civil Penalty: \$13,125 <p>Number of non-monetary sanctions. None</p> <p>Cases brought through dispute resolution mechanisms. Three environmental cases were brought through the dispute resolution mechanics. See item 1 above.</p>

Environmental / Aspect: Transport

Indicator	Description	Level	References	More Detail
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Not disclosed		Not Reporting - We currently do not have aggregated global data

Environmental / Aspect: Overall

Indicator	Description	Level	References	More Detail
EN30	Total environmental protection expenditures and investments by type.	Not disclosed		Not Reporting - We currently do not have aggregated global data

Labor / Aspect: Employment

Indicator	Description	Level	References	More Detail
LA1	Total workforce by employment type, employment contract and region.	Partially Reported	About Novelis [Pg 6-7]	<p>The total workforce broken down by employees, supervised workers, and gender.</p> <p>As of March 31 2011 we had 10,850 employees. 2,169 of which are salaried or equivalent and 8,681 of which are hourly or equivalent. We will report gender when we have implemented our global HR information systems investment completed by FY13 report.</p>
				<p>If a substantial portion of the organization's work is performed by self-employed workers or by individuals other than employees or supervised workers.</p> <p>NA. We generally don't use self-employed workers. We have some support from contractors and consultants.</p>
				<p>The total number of employees broken down by type of employment contract and gender.</p> <p>2,169 of the 10,850 total employees are salaried or equivalent and 8,681 are hourly or equivalent, all of whom are classified as indefinite or permanent contract employees. We will report gender when we have implemented our global HR information systems investment completed by FY13 report.</p>
				<p>The total number of permanent employees broken down by employment type and gender.</p> <p>We will report this when we have implemented our HR systems by FY13 report.</p>
				<p>The total workforce broken down by region and gender based on the scale of the organization's operations.</p> <p>As of March 31 2011 we had 4,650 in Europe, 2,944 in North America, 1,600 in South America, 1,500 in Asia and 156 in Corporate HQ.</p>
				<p>If applicable: any significant seasonal variations in employment numbers.</p> <p>Seasonal workers are not material in Novelis.</p>

Indicator	Description	Level	References	More Detail
LA2	Total number and rate of employee turnover by age group, gender and region.	Not disclosed		Not Reporting - We currently do not have aggregated global data

Indicator	Description	Level	References	More Detail
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully		<p>Benefits vary by location depending on local requirements and culture. Typically most benefits which full time employees receive are also available to part time employees sometimes at a pro-rata level. Only some benefits are available to temporary employees. Stock options are only available to senior managers. Go to website for more details: http://www.novelis.com/en-us/Pages/Benefits.aspx</p>

Labor / Aspect: Management Relations				
Indicator	Description	Level	References	More Detail
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	<u>Novelis and Organized Labor</u> [Pg 22]	6836 employees covered by collective bargaining agreements. Approximately 63% of our employees are represented by labor unions under a large number of collective bargaining agreements with varying durations and expiration dates.
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	Fully	<u>Site Closures</u> [Pg 21]	The minimum notice period for significant operational changes usually varies by location depending on local regulations and customs and the significance of the issue. In Germany this ranges from 1 to 7 months dependent on the change. In France, Italy, UK 2 months, Luxembourg 4 months, 1 month in Brazil, 3 months in Switzerland The notice period / provision for consultation is usually determined by local regulations / customs.
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully		We had one strike or lockout in FY 11 that was longer than 7 days which was a 12 day strike during August 2010 in the Ulsan plant in Korea.

Labor / Aspect: Occupational Health and Safety				
Indicator	Description	Level	References	More Detail
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully		Between 5%-15% of our total workforce is represented on occupational health and safety committees. 100% of our plants have health and safety committees/work groups, with participation ranging from 1% to 25% by location. Committees operate at plant level. The committees will review health and safety performance, incidents, corrective actions and training. We have been increasingly using a behavior based safety approach in many of our plants which has gotten nearly 100% of plants involved.

Indicator	Description	Level	References	More Detail																																																																																																									
LA7	Rates of injury, occupational diseases, lost days, absenteeism, and number of work related fatalities by region.	Partially Reported	<u>Our Health & Safety Performance</u> [Pg 18-19]	Novelis has established guidelines for EHS reporting, Novelis Injury and Illness Recordkeeping System (NIRS), and collects occupational and injury data in a database called Performance Data Management (PDM). The PDM system does not segregate occupational injuries from illnesses. It also does not segregate data based on gender. The accident/incident management database is available in English only and therefore is not fully utilized for reporting first-aid cases and minor accidents. Days Lost Rate is the number of scheduled workdays that employees could not work due to occupational injuries or illnesses in 100 employees working one year (200,000 hours). Days are calculated on the basis of an eight-hour workday. Novelis Occupational Health Exposure Risk Assessment (NOHERA) is the internal metrics to track workplace exposures which could lead to serious disease. Programs and other means of hierarchy of control (elimination, substitution, engineering controls, Personal Protective Equipment [PPE], administrative) vary from plant-to-plant. However, Novelis has instituted corrective action plans within each site within the Novelis umbrella as a part of the NOHERA process.																																																																																																									
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Indicator	Description	Level	References	More Detail
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	<u>Employee & Community Assistance Programs</u> [Pg 19]	<p>Program Recipients</p> <p>Education/Training</p> <p>Counseling</p> <p>Prevention/ Risk Control</p> <p>Treatment</p>
				<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>
				<p>Workers</p> <p>Novelis maintains several education and training programs relative to occupational disease. Programs include but are not limited to; 360 Wellness intervention, exercise/health care club reimbursement, on-site medical clinics</p> <p>Counseling is offered through the NOHERA process</p> <p>NOHERA, contains measured workplace and employee exposures to all types of agents (chemical, physical, ergonomic, biological). The data is compared to company specific OELs and if the results are >50% of the OEL, actions are taken to mitigate the risk.</p> <p>"Various treatments are offered to affected associates either through paid/insured programs." These are active programs completed annually and employees are encouraged to complete monthly phone intervention with 3rd party health coaches. Given the nature of the information and the HIPPA regulations, the information is deemed confidential.</p>
				<p>Workers' families</p> <p>Typically offered only at the larger US sites (Oswego, Logan Aluminum)</p> <p>Typically offered only at the larger US sites (Oswego, Logan Aluminum)</p> <p>Typically offered only at the larger US sites (Oswego, Logan Aluminum)</p> <p>Typically offered only at the larger US sites (Oswego, Logan Aluminum)</p>
				<p>Community Members</p> <p>Communications are being developed to inform associates, neighboring communities, etc. Ex. Dental Program we helped start in Ouro Preto. The Novelis Neighbor program is well underway and becoming formalized, in which each local program is tailored to the needs of the community. We recognize that more work needs to be done to accurately assess community needs and are targeting FY14 to complete these reviews.</p> <p>N/A</p> <p>Dental Program Ouro Preto</p> <p>Dental Program Ouro Preto</p>
				<p>Are there workers who are involved in occupational activities who have a high incidence or high risk of specific diseases?</p> <p>No. All high risks are controlled in order to reduce the residual risk to an acceptable level.</p>

Indicator	Description	Level	References	More Detail
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully		Many of our formal agreements with trade unions include EHS elements. These agreements are local and not global. Many would include items like protective equipment. We are increasing working well with unions and other representative bodies to focus on behavioral based safety techniques.

Labor / Aspect: Training and Education				
Indicator	Description	Level	References	More Detail
LA10	Average hours of training per year per employee by employee category.	Not disclosed		Not Reporting - We currently do not have aggregated global data

Indicator	Description	Level	References	More Detail
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing their careers.	Fully	Engaging and Developing Our People [Pg 19]	<p>We are committed to developing leaders and leadership talent at Novelis, which is why one of our targets is to provide "a world class leadership development program, benchmarked in the top 10% of companies."</p> <p>In FY11 we began with four levels of programs dependent on participants' experience. Approximately 120 global leaders participated in one of four levels of program, in all four regions.</p> <p>As we continue to develop the program in future years we will benchmark ourselves on our leadership programs compared to other multinational corporations of similar scope.</p> <p>These leadership and development programs are supported and complemented by training and development programs at regional and local level run in-house or at external learning institutions. At plant level training will include EHS and be job and individual / team need specific. Continuous Improvement Finance, IT and Language training are some of the most attended courses. Sabbaticals are not common. Novelis also has apprentice programs at a number of its locations.</p>
			Developing Leadership [Pg 20]	In a plant closure situation like Aratu or Bridgnorth, Novelis will consider a fair and appropriate way of supporting employees. In Aratu and Bridgnorth, support was offered to employees to help them prepare for future employment outside Novelis. Severance depends on the contracts and local regulations but will usually vary by length of service. Training support to retirees is not common.
LA12	Percentage of employees receiving regular performance and career development reviews.	Partially Reported	Employee Evaluation [Pg 20]	10,850 total employees
				Novelis has a structured performance management program "Poornata" which is People Soft based tool which includes formal annual performance appraisal review and career discussion as well as a mid-year review. 1790 employees (16% of all employees completed this for FY11 performance. There are also additionally a number of plants with local performance schemes with approx. 2400 employees (22%) having annual appraisal and review. Overall we have 38% of employees with performance review. We have a long-term target of 100% of eligible employees to receive performance reviews, and we will report on gender in future reports.

Labor / Aspect: Diversity and Equal Opportunity				
Indicator	Description	Level	References	More Detail
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	Partially Reported	Corporate website: Executive Officers	The percentage of employees in the gender category (female/male). We don't have centralized information to report on this for FY'11.
			Corporate website: Board of Directors	The percentage of employees in minority groups. We don't have centralized information to report on this for FY'11.
			Novelis FY11 10-K	The percentage of employees by age group (under 30; 30-50; over 50). We don't have centralized information to report on this for FY'11.
			Sustainability Management Systems [Pg 45]	For the identified minority and age groups, report the percentage of employees by gender. We don't have centralized information to report on this for FY'11.
				The percentage of individuals within the organization's governance bodies in the gender category (female/male). Novelis Inc.'s board is currently 100% male (5 total), Global Operating Committee is 13% female, 87% male (16 total)
				The percentage of individuals within the organization's governance bodies in minority groups. The Novelis Inc. board comprises 3 Indian citizens and 2 Canadians citizens. The Global Operating Committee overseeing the global business and comprises 16 individuals; 10 from the US, 2 from Brazil (1 is joint Brazilian Italian) 2 from the UK, 1 French and 1 German).
				The percentage of individuals within the organization's governance bodies by age group (under 30; 30-50; over 50). As of Dec 31 2010 Novelis Inc.'s board consisted of 1 ages 30-50, 4 in over 50, Global Operating Committee consisted of 12 ages 30 -50, and 4 over 50

Indicator	Description	Level	References	More Detail
LA14	Ratio of basic salary of men to women by employee category.	Not disclosed		Not Reporting

Human Rights / Aspect: Investment and Procurement Activities				
Indicator	Description	Level	References	More Detail
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Not disclosed		Not material to Novelis.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Not disclosed		Not Reporting

Indicator	Description	Level	References	More Detail
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees that are trained.	Partially Reported	Human Rights in Our Operations [Page 22]	Total number of hours in the reporting period devoted to training on policies and procedures concerning aspects of human rights that are relevant to operations.
				Percentage of employees in the reporting period trained in policies and procedures concerning aspects of human rights that are relevant to operations.
				(Hourly info is currently not available) All employees are given a copy of the Code of Conduct upon the start of their employment, and new management employees receive a brief orientation on the Code of Conduct. Last major roll out and training was in 2008, new updated code of conduct will start roll out and training in FY12.
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Human Rights / Aspect: Non-Discrimination				
Indicator	Description	Level	References	More Detail
HR4	Total number of incidents of discrimination and actions taken.	Fully		0 incidents in FY'11

Human Rights / Aspect: Freedom of Association and Collective Bargaining				
Indicator	Description	Level	References	More Detail
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Partially Reported	Responsible Supply Chain [Pg 14]	The Company follows all country specific legislation regarding works counsel consultation in Europe and collective bargaining arrangements in North America, Asia and South America. The Novelis Code of Conduct establishes Guidelines for Ethical Behavior that are applicable to all employees. The Guidelines include provisions to promote a desirable work environment and a mechanism to report violations.
			Novelis and Organized Labor [Pg 22]	We are not operating in countries of significant risk or where unions are illegal, and recognize the right of all employees to choose to belong or not belong to a union and to seek to bargain collectively.
				Additionally, Novelis will further its support of human rights and freedom of association by joining the UN Global Compact in FY'12.

Human Rights / Aspect: Child Labor				
Indicator	Description	Level	References	More Detail
HR6	Operations identified as having a significant risk for incidents of child labor, and measures taken to contribute to the elimination of forced or compulsory labor.	Partially Reported	<u>Responsible Supply Chain</u> [Pg 14]	There are no Company operations, and to the best of our knowledge, no significant suppliers identified as having significant risk of child labor. Additionally, Novelis advocates the UN Global Compact, and will further their support of human rights and the abolition of child labor by joining in FY'12.

Human Rights / Aspect: Forced and Compulsory Labor				
Indicator	Description	Level	References	More Detail
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Fully	<u>Responsible Supply Chain</u> [Pg 14]	0. We are not operating in countries of considered to be of significant risk. No issues identified requiring corrective measures. The Company follows all country specific legislation regarding works counsel consultation in Europe and collective bargaining arrangements in North America, Asia and South America. The Novelis Code of Conduct establishes Guidelines for Ethical Behavior that are applicable to all employees globally. The Guidelines include provisions to promote a desirable work environment and a mechanism to report violations. Additionally, Novelis advocates the UN Global Compact, and will further their support of human rights and the abolition of forced labor by joining in FY'12.

Human Rights / Aspect: Security Practices				
Indicator	Description	Level	References	More Detail
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not disclosed		Not Reporting

Human Rights / Aspect: Indigenous Rights				
Indicator	Description	Level	References	More Detail
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Not disclosed		Not material to Novelis.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not disclosed		Not material to Novelis.
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Not disclosed		Not Reporting

Indicator	Description	Level	References	More Detail
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully		Total number of grievances related to human rights filed through formal organizational grievance mechanisms during the reporting period. 0
				Total number of addressed grievances related to human rights from those filed in the reporting period, broken down by:
				Internal stakeholders 0
				External stakeholders. 0
				Gender, minority group membership and other indicators of diversity (for grievances filed by an individual or group of people and not an organization) 0
				Total number of resolved grievances related to human rights from those filed in the reporting period, broken down by:
				Internal stakeholders 0
				External stakeholders 0
				Gender, minority group membership and other indicators of diversity (for grievances filed by an individual or group of people and not an organization) 0
				Total number of grievances related to human rights addressed and resolved during the reporting period that were filed before the reporting period, broken down by:
				Internal stakeholders 0
				External stakeholders. 0
				Gender, minority group membership and other indicators of diversity (for grievances filed by an individual or group of people and not an organization) 0

Society / Aspect: Community				
Indicator	Description	Level	References	More Detail
SO1	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting.	Fully	<u>Sport Meets Novelis Values at Employee World Cup</u> [Pg 20]	Total number of operations Total number of operations: 30 operating plants, 7 research and development facilities and 3 dedicated recycling facilities. We have 32 sites represented in the Novelis Neighbor program. (Some recycling facilities are also plants and some R&D centers are linked to plants.)
			<u>Site Closures</u> [Pg 21]	Identify organization-wide local community engagement, impact assessments, and development programs. Novelis Neighbor Program- each local program is tailored to the needs of the community. We recognize that more work needs to be done to accurately assess community needs and are targeting FY14 to complete these reviews.
			<u>Engaging with Our Communities</u> [Pg 22]	Percentage of operations with implemented local community engagement, impact assessments, and development programs 100% of our operating sites have a community program, and all sites have reported giving and volunteering activities for fiscal year 2011.
			<u>Expanding The Novelis Neighbor Program</u> [Pg 23]	Currently, the following are not part of Novelis' community engagement program as of now, but will be considered as the program is developed in the future:
			<u>Novelis Neighbor— Good Neighbor Community Grants for EHS Excellence</u> [Pg 23]	· public disclosure of results of environmental and social impact assessments
			<u>ThinkCans</u>	· broad based local community consultation

<p><u>Promotes Beverage Can Recycling in the UK</u> [Pg 41]</p>	<p>committees and processes that include vulnerable groups</p>
<p><u>Engaging Cities to Keep America Beautiful</u> [Pg 42]</p>	<p>· formal local community grievance processes</p>
<p><u>Novelis Neighbor— Bringing Recycling to Schools in Brazil</u> [Pg 42]</p>	<p>Novelis' community programs are specifically tailored to the local situation of the community. We have plants of different scale from 100 to 2,000 employees, operating in different communities with differing issues and priorities. An informal assessment is carried out at each location to determine local environmental and social issues that Novelis community programs can address. Developing mutually benefiting relationships with government officials, community leaders and its citizens is a priority. In addition, as Novelis is highly focused on the health and safety of our employees, 100% of our sites have health and safety committees/workgroups in place to address the needs of employees at each location of operation.</p>
	<p>Volunteer hours for FY11: 1,587</p>
	<p>Charitable Giving (company and employees): Estimated to be approximately \$2 million</p>
	<p>A few highlights of some of the community programs that Novelis has implemented globally in FY'11 include the following:</p>
	<p><u>Corporate</u></p>
	<p><u>Make-A-Wish</u></p>
	<p>With \$250,000, Novelis was the largest corporate donor to the Make-A-Wish Foundation of Georgia and Alabama in FY'11. This also signifies the largest corporate gift to date in the chapter's history.</p>
	<p><u>United Way Employee Giving Campaign</u></p>
	<p>Employees raised: \$62,961, Company match: \$52,479, Total raised: \$115,440</p>
	<p>Won "Lived United" Award from United Way of Metropolitan Atlanta for our innovative campaign (which included a first annual foosball tournament) and marked a 211% increase in giving over the previous year</p>
	<p>United Way across Novelis North America- The Company and its employees give more than \$300,000 annually to support United Way initiatives in the communities in which we operate.</p>
	<p><u>Europe</u></p>
	<p>· Novelis Vision and Values World Cup</p>
	<p>· Partnership with University of Metz</p>
	<p>· Novelis worked with academia on a study exploring how to heal Post Traumatic Stress Disorder</p>
	<p>· Supported employee Clemens Nold to go to Afghanistan for one week to build an indoor skate park for Afghan kids – particularly girls who are not allowed to play sports outside. The skating park is now open six days a week for Afghan kids and teens. Novelis granted Clemens extra week of vacation and funds were contributed by Novelis and his colleagues to help fund the trip and build the park.</p>
	<p><u>Korea</u></p>
	<p>· Education: Scholarships to three student of Ulsan University, Matches \$5 million won of local government funds to help support ten high school students in Yeongju</p>
	<p>· Kimchi for Neighbors: Twenty-five volunteers – December 2010, made Kimchi from 1,000 heads of Korean cabbage; employees donated nearly \$8,000 dollars to make this effort a success.</p>
	<p><u>North America</u></p>
	<p>· Partnering with Salvation Army to feed the community: In Toronto, where we have major foil operation, Novelis annually donates stream tables and takeout containers to help in serving meals to the homeless.</p>
	<p>· Cans for the Community – Oswego, NY</p>
	<p>Oswego is a pillar in its local community and in 2010, instituted a program called "Cans for the Community." This program is funded by Novelis and community partnerships through can collections to give grants to local schools and non-profits. Last fiscal year, Oswego gave more than \$17,000 in community grants.</p>
	<p>Novelis 10KAN Race: This annual event in the Oswego community is well-supported by the local community. Novelis sees it as an opportunity to reach out to its local community to promote wellness and make the connection between health and taking care of our environment. There is a 10K, a cycling event, and a Fun Run for kids to get people moving. Participants have the option of registering for the race by "paying" their race fee in aluminum cans! The cans are collected and the proceeds go toward the site's Cans for the Community program. In FY11, the Novelis event drew more than 500 participants and volunteers. There were also .27 wellness experts including nurses and doctors on hand to answer questions about health and wellness.</p>
	<p>Through Novelis' sponsorship of the Oswego Speedway and in an effort to increase recycling in the community, Novelis entered into a partnership which has allowed for all beverage cans collected at the Oswego Raceway to be donated to help fund the "Cans for the Community" program.</p>
	<p>· NNA Aluminum Can Recycling: In this annual challenge by the Novelis North America president Jean-Marc Germain, all</p>

	<p>North American sites engage in a friendly competition to see which site can collect the most aluminum cans for recycling. The value of the cans is matched and given to a local charity. In FY11, 19,000 pounds of aluminum cans were collected, resulting in Novelis North America collectively raising \$36,000 for various charities.</p>
	<p>South America</p>
	<ul style="list-style-type: none"> · Ouro Preto's Candeias Program: This program's goal is to promote awareness and preservation of Barcelos Forest Farm, owned by Novelis (located near factory and neighborhoods in City). Created in 2010, Candeias focus areas are 1) natural resource conservation, environmental awareness and improvement of the local Human Development Index (HDI). Our Ouro Preto facility works with the Development Agency of Ouro Preto to monitor implementation of projects and disperse funds.
	<ul style="list-style-type: none"> · Ecorun: Novelis sponsors the Ecorun race in Ouro Preto and Sao Paulo, Brazil. As the Health and Wellness (body and environment) race sponsor, Novelis is helping teach others about the recycling process and its importance to a sustainable society (\$56,000 program).
	<ul style="list-style-type: none"> · The Society of Tomorrow Projects: Ouro Preto and Pinda this program in 2007 in partnership with local grants and the Department of Education. Its purpose is to reach out to public schools to teach environmental education through recreational and educational activities to disseminate concepts, attitudes and actions in favor of preserving nature. In doing so, it educates students about benefits of environmental preservation and the importance of being wise stewards with our resources. This program reaches more than 23,000 students and teachers annually. Novelis invests more than \$112,000 annually in this program.
	<p>Social Inclusion</p>
	<p>Although no formal measures are currently in place to address social inclusion, there are several examples of such initiatives already in place in our company's operations. For example, for over 30 years, the Rolled Products Nachterstedt facility in Germany has been integrating disabled persons into the plant's activities. By working under contract with Lebenshilfe, an institution for mentally handicapped people, our Nachterstedt plant employs approximately 20 disabled persons in various cleaning, packaging and transportation tasks. (see press release: Sustainability in Action: Working with the Disabled at Nacherstedt)</p>
	<p>The process of using feedback and analysis of community program impacts to further improve community engagement is currently not formalized across the company. However, many of our operations have regular dialogue with their communities. Examples being: open house days and dialogue sessions with community leaders and neighbors. In Brazil, we work closely with citizen organizations on what would be most beneficial for the local community – attending "town hall" type meetings frequently to be a true partner in bettering the communities in which we operate. These types of engagement are carried out in approximately 50% of our operating sites.</p>
	<p>Plant Openings and Closures</p>
	<p>Diligence in selling the Bridgnorth site last year instead of simply idling the plant – which in effect would have affected more employee jobs - is an example of how the company really makes it a goal to minimize its negative impact.</p>
	<p>While we have not opened a new plant for some time, we have a series of programs and policies to help to minimize the impact when we exit a community. Careful steps are taken to ensure dialogue with local officials and also provide job counseling, skills training and support when employees are notified of a closure. The company also has a generous severance to help those it formerly employed remain stable within the community until a new opportunity is found.</p>
	<p>We closed 2 operating plants (located in Aratu, Brazil and Bridgnorth, UK) in FY'11, and one regional office in Cleveland, OH in the USA. Bridgnorth had part of the operation sold to a third party, which retained 105 jobs. Details regarding these closings are as follows:</p>
	<p>Bridgnorth, UK</p>
	<p>The company announced in September 2010 that it was proposing to close the foil and packaging business at Bridgnorth in the UK for European market and structural reasons, consolidating operations at other plants in its European system. This proposal was then fully consulted with the 319 Novelis employees at Bridgnorth. The site had 3 operations; foil rolling, packaging laminating (bonding foil to paper) and packaging converting the later largely producing multi color printed foil packaging for confectionary customers like Cadbury and Hershey.</p>
	<p>A number of factors were behind the proposal, which aimed to improve the competitiveness of Novelis' overall European foil and packaging production system. These factors include over-capacity in the European foil market and increasing competition from low-cost countries; poor conditions and long-term outlook in the market segments serviced by the plant; and high exposure to currency fluctuations. Furthermore, the Bridgnorth plant was at a technical and logistical disadvantage compared to others in the Novelis Europe system.</p>
	<p>We had 90 day consultation with our colleagues including the trade union and other representatives at Bridgnorth to discuss in detail options and issues that arose from the proposal and through the consultation.</p>
	<p>On Dec. 14, 2010 Novelis announced after the 90-day consultation that its foil rolling activities at Bridgnorth and also part of the packaging business on the same site will cease operations by the end of April 2011. "Despite significant effort by the Bridgnorth team, unfortunately a viable alternative to closure did not emerge for most of the operation," said Steve Westwood, Plant Manager of Novelis Bridgnorth. "We thank the employees for their constructive approach during this difficult time."</p>
	<p>Novelis during the consultation continued to try and sell the confectionary business and actively pursued a number of options.</p>
	<p>The plant closing, proposed in September and confirmed in December 2010, resulted in</p>
	<ul style="list-style-type: none"> · Foil rolling and lamination operations ceasing production by end of April 2011, with employees leaving the company at different times in that period. Production of the foil and tobacco laminate packaging will be consolidated at Novelis Berlin and Novelis Ludenscheid.
	<ul style="list-style-type: none"> · A container slitter moves to Novelis Rugles, annealing furnaces will go to Novelis Dudelange, and a mentholating machine goes to Berlin. Approximately 20 jobs are being added in Germany; these were promoted and discussed in Bridgnorth.
	<ul style="list-style-type: none"> · Decommissioning of plant and machinery will follow the above activities. A small team will work on shutdown of machinery and systems along with site clearance, which is expected to wrap up by year-end 2011.
	<p>Discussions took place with employees on the specifics of the termination of their contracts in line with the needs of the business. As</p>

	part of this, support was offered by a specialist outplacement agency to help people search for opportunities and training to further their career after leaving Novelis Bridgnorth. Approximately 40 positions elsewhere in Novelis have been posted at Bridgnorth and it is anticipated that approximately 10 to 15 will move to other Novelis locations.
	On March 1, 2011 Novelis announced that it has sold its printed confectionery foil packaging business at Bridgnorth, UK, to Discovery Foils effective immediately. 105 employees transferred to Discovery Foils along with the assets of the business. Novelis will provide aluminum foil to the operation under a supply agreement.
	"We are very pleased we have found a sustainable solution for the confectionery foil operation and its employees," said Pierre Labat, General Manager of Novelis Europe's Packaging and Converted Products business. "Whereas multi-color printing is not a core activity for Novelis, it is a good strategic fit for the owners of Discovery Foils who have other interests in the printing and packaging business. I wish to thank our employees for their cooperation during this sale process."
	Aratu, Brazil
	Novelis Inc. announced on December 6, 2010 that it would cease operations at its primary aluminum smelter in Aratu, Brazil, by December 31 2010. The closure of 60,000-tons-per-year facility affected approximately 300 employees who worked there. The plant had been operating at a loss for nearly two years despite management efforts to improve performance. The decision was in response to high operating costs and the lack of a competitively priced energy supply. The plant's small scale, outdated technology and logistical factors meant its operating efficiency was well behind global competitive levels.
	"We made significant efforts to improve performance at the smelter, including restructuring the operation, installing new plant leadership and adjusting production levels," said Alexandre Almeida, president of Novelis South America. "Unfortunately, despite the teams' strong efforts we could not achieve profitability for the plant."
	"This was a very difficult decision for us to make especially in light of its impact on our employees," continued Almeida. "I want to thank them for their support while we tried to find a sustainable solution for the plant."
	Novelis offered the affected employees a severance package, extended health benefits and job search assistance.
	Cleveland, USA
	In February 2010 Novelis announced it would consolidate corporate functions and enhance organizational effectiveness, by relocating our North American headquarters from Cleveland, Ohio to Atlanta, Georgia, where our executive offices are located. Approximately 80 jobs were moved to Atlanta with people offered relocation support to move to Georgia and 50 jobs were eliminated where a severance and other support were provided. The move was completed by the end of 2010.

Indicator	Description	Level	References	More Detail
MM6	Significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Fully	<u>Resettlement</u> <u>Dispute involving</u> <u>Consórcio</u> <u>Candongga</u> [Pg 22]	Criteria for classifying disputes as 'significant'. Significant would be a case reported to the audit committee, and/or reported in the 10-K, or any case that has been raised in court.
				The Company's only significant dispute relating to land use or customary rights of local communities involves Consorcio Candonga, an unincorporated joint venture with Companhia Vale do Rio Doce (now called Vale) in Brazil, South America. The Candonga power project, which provides power to our Ouro Preto plant, became operational in 2004. However, the reservoir created for the dam required the location of 137 families who resided in the towns of Rio Doce and Santa Cruz do Escalvado and their surrounding areas. The affected families were relocated to a new village called Nova Soberbo, where each family received, in addition to housing, new wood burning stoves and vouchers for furniture.
				Number of these disputes. One
				Description of nature of these disputes. One hundred thirty-seven families were required to relocate as a result of the construction of the Candonga power facility. Ongoing litigation threatens the continued validity of Candonga's operating license.

Indicator	Description	Level	References	More Detail
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Fully	<u>Resettlement</u> <u>Dispute involving</u> <u>Consórcio</u> <u>Candongga</u> [Pg 22]	A number of non-governmental organizations (NGOs) lodged complaints against the construction of the dam and relocation of the affected communities. One NGO, Núcleo de Assessoria às Comunidades Atingidas por Barragens (NACAB) (Foundation of Assistance for Communities Affected by Dams) filed a lawsuit in 2004 against the Candonga Consortium and the State of Minas Gerais, seeking to stop Candonga's activities and invalidate its operating license.
				More than 80 community meetings were held with affected residents throughout the relocation process, as well as individual meetings with the families. Court proceedings have overtaken grievance mechanisms as the primary vehicle to resolve the dispute.
				There have been creditable interactions, but no agreements have been finalized, throughout the construction and operation of the Candonga power plant. Unfortunately, grievance procedures, if formally used at all, were not enough to stop the lawsuit from being filed.

Society / Aspect: Artisanal and Small-Scale Mining				
Indicator	Description	Level	References	More Detail
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Not disclosed		Not applicable to Novelis.

Society / Aspect: Resettlement				
Indicator	Description	Level	References	More Detail
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	<u>Resettlement Dispute involving Consórcio Candonga</u> [Pg 22]	Number of households involved in any resettlement program. One hundred thirty-seven families were required to relocate as a result of the construction of the Candonga power facility. Ongoing litigation threatens the continued validity of Candonga's operating license.
				Number of individuals or an informed estimate can also be reported. 137 as noted above.
				Consultation processes and measures put in place to re-establish the affected community, to mitigate any impacts of relocation, and the outcomes in terms of livelihoods, including sustainable land use. Initially, The Consortium consulted on this, and then migrated to dialogue with the NGO Núcleo de Assessoria às Comunidades Atingidas por Barragens (NACAB) (Foundation of Assistance for Communities Affected by Dams). This has now become a legal case.
				Criticisms of Nova Soberbo include poor construction and poor water quality; the housing negotiations were made individually, not collectively; the needs of prospectors and sharecroppers were not included in the relocation; tactics to evict holdouts were considered aggressive; and no economic stimulus programs were put in place for the new community.
				Significant disputes related to resettlement and the processes employed to resolve outstanding issues. See complete discussion of Consorcio Candonga case in MM6, MM7 and above. Dispute has resulted in lawsuit.

Society / Aspect: Corruption				
Indicator	Description	Level	References	More Detail
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	<u>Implementing Ethics and Anti-Corruption Training</u> [Pg 47]	The total number of business units analyzed for risks related to corruption. 100% All of the Company's operating units (35, including plants and head offices) are included in the Enterprise Risk Assessment. Corruption, violations of FCPA, and violations of the Company's Code of Conduct are all factors which are considered.
				The percentage of business units analyzed for risks related to corruption. 100%

Indicator	Description	Level	References	More Detail
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	<u>Implementing Ethics and Anti-Corruption Training</u> [Pg 47]	The percentage of total number of management employees who have received anti-corruption training during the reporting period. <5%.
				The Company's Code of Conduct is the primary vehicle for training in anti-corruption policies and procedures. In 2008, 100% of our managers, sales and procurement teams (approximately 1000 employees) were formally trained on the Company's Code of Conduct, and information was also made available to all employees on the company intranet. All employees are given a copy of the Code of Conduct upon the start of their employment, and new management employees receive a brief orientation on the Code of Conduct.
				The Company will conduct a full, all-employee training on the new version of the Code of Conduct to be released in FY'12 (including on anti-corruption policies) and we will have ongoing training thereafter.
				Novelis also has plans to introduce an Ethics Hotline later this year. Currently employees are advised to talk to their direct manager about any workplace issues, or HR manager if they are not comfortable with doing so. Additionally, a Global Operating Committee member, the Senior Vice President, General Counsel and Compliance Officer oversees these issues as they arise.
				The percentage of total number of non-management employees who have received anti-corruption training during the reporting period. In FY'11, we estimate that <5% have been formally trained, but the information has been made available to all employees, and is available on the Novelis intranet. All employees are given a copy of the code of conduct upon the start of their employment.

Indicator	Description	Level	References	More Detail
SO4	Actions taken in response to incidents of corruption.	Fully	<u>Implementing Ethics and Anti-Corruption Training</u> [Pg 47]	Actions taken in response to incidents of corruptions. No incidents of corruption have been identified in FY11.
				Including the total number of incidents in which employees were dismissed or disciplined for corruption. 0
				Including the total number of incidents when contracts with business partners were not renewed due to violations related to corruption. 0
				Any concluded legal cases regarding the reporting organization or its employees during the reporting period. 0
				The outcomes of such cases. N/A

Society / Aspect: Public Policy				
Indicator	Description	Level	References	More Detail
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Public Policy [Pg 47]	Issues vary from country to country, our key issue areas of Novelis interest for public policy development and lobbying are: <ul style="list-style-type: none"> • Carbon and climate change including emissions trading • Sustainability • Resource availability • Recycling • Health and safety • Trade Issues • Education
				Most of Novelis' lobbying is through associations, primarily aluminum associations.
				Novelis is active in many associations, particularly aluminum groups, which focus on the sustainability and related issues of our products. Memberships include the global International Aluminium Institute, the Aluminum Association in the US (where Jean-Marc Germain, President of Novelis North America, is chair of the executive committee), Associação Brasileira do Alumínio (Brazilian Aluminum Association, where Mauro Moreno, Vice President of Sales Novelis South America, is vice president), and the European Aluminium Association (where Tadeu Nardocci, President of Novelis Europe, is currently the chair) as well as other national aluminum associations where we operate. We also are members and participate in a number of sustainability / environment associations with our customers and other stakeholders, for example, in Europe: Metal Packaging Europe.
				Novelis supports an international framework to address the key challenge of climate change, and we work closely with other businesses, environmental groups, and governments to build support for collaborative action. Encouraging and increasing recycling, in particular collection of post consumer materials is a key focus for Novelis and a major contributor to carbon reduction efforts.
There is no difference between our lobbying position and our stated policies.				

Indicator	Description	Level	References	More Detail	
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.	Fully	Public Policy [Pg 47]	Identify the total monetary value of financial and in-kind contributions committed by the reporting organization during the reporting period to political parties, politicians, and related institutions. The value of in-kind contributions should be estimated.	
				Calculate contributions in accordance with national accounting rules (where these exist).	\$0: No such funding, either from corporate or the regions, was requested in FY2011.
				Report the total monetary value broken down by country for those countries	\$0
				N/A	

Society / Aspect: Anti-Competitive Behavior					
Indicator	Description	Level	References	More Detail	
SO7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.	Fully		Identify legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the reporting organization has been identified as a participant.	
				Report the total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices.	There are no such allegations, complaints or actions.
				Report the main outcomes of such actions, including any decisions or judgments.	0
				N/A	

Society / Aspect: Compliance				
Indicator	Description	Level	References	More Detail
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully		Total monetary value of significant fines. None
				MMSS COMMENTARY: Summary of judgments made against the organization in the areas related to health and safety and labor laws. None material. All fines and sanctions would be recorded by the regional counsel and reported in the 10-K if material.
				Number of non-monetary sanctions. None
				Cases brought through dispute resolution mechanisms. None

Society / Aspect: Closure Planning				
Indicator	Description	Level	References	More Detail
SO9	Operations with significant potential or actual negative impacts on local communities.		Not disclosed	Not material to Novelis.
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		Not disclosed	Not material to Novelis.
MM10	Number and percentage of operations with closure plans.		Not disclosed	Not material to Novelis.

Product Responsibility / Aspect: Materials Stewardship				
Indicator	Description	Level	References	More Detail
MM11	Programs and progress relating to materials stewardship.	Fully	<u>Sustainability at Novelis—Taking a Life Cycle Approach</u> [Pg 8-10]	NVL undertakes several initiatives focused to improve material stewardship: 1) Efforts to increase recycled material and activities to improve the End-of-Life recycling rates. 2) Product innovation/collaboration with customers a. Down-gauging, improve process efficiency b. Developing new products to light weight finished products and reduce GHGs in end use phase (link to EN18 discussion of light-weighting cars). 3) Support industry LCA studies
			<u>Sourcing Our Raw Materials</u> [Pg 12–14]	Action 1) Recycled material and End-of-Life recycling rates
			<u>Reducing GHG Emissions Across the Life Cycle</u> [Pg 25]	Novelis is actively involved in promoting recycling within the aluminum supply chain. Novelis recycled over one million tons of aluminum scrap in FY'11. The recycled material is coming both from pre-consumer scrap and post-consumer scrap.
			<u>Sustainable Solutions</u> [Pg 36]	Novelis already has in place several agreements to buy back customer scrap, increasing both the direct environmental benefits (95% less energy vs. primary production) and the indirect ones (such as better logistics for material transportation).
			<u>Novelis Partners with Customers on LCA Study</u> [Pg 38]	Additionally Novelis supports recycling schemes directly and indirectly through associations in the regions where operates. These include educational programs, as well as recycling infrastructure. Globally, the aluminum can recycling rate is estimated by the IAI to be 70%, while transport and building applications are approaching the 90% level.
			<u>Aligning R&D With Sustainability Strategy</u> [Pg 38]	Novelis supports the End-of-Life (EoL) recycling approach, which is based on an overall product life cycle and material stewardship perspective. In fact, since aluminum is not consumed or altered during its use phase, the end of life recycling approach stimulates metal conservation by optimizing collection methods and recycling technologies
			<u>Reducing Waste for Our Customers Through Product Innovation</u> [Pg 38]	Finally, once an aluminum product has reached its End-of-Life, it is fully recyclable into the same product with no loss of quality; with no limit as to how many times the process can take place.
				Action 2) Innovation / collaboration with customers
				Novelis is opening a new global research and development (R&D) facility in Kennesaw, Georgia. That facility is expected to open in June 2012. Once open, it will be the hub of Novelis' global R&D operations, housing as many as 150 scientists and technologists focused on product and process development for the can, automotive and specialties markets and supporting the company sustainability goal to increase

	the recycled content of our products to 80 percent by 2020.
	In this way, Novelis expects to bring new products and processes to market faster, resulting in huge benefits for both customers and the business.
	In addition to Novelis' efforts to reduce the environmental impact of its operations and purchasing, its product also has an inherent environmental benefit when displacing other, heavier materials. A perfect example of aluminum's in-use benefits is its application in automotive and transportation products. When replacing heavier materials such as steel, aluminum's light weight and specific strength can provide significant benefits in fuel economy and emissions. Novelis' aluminum is increasingly found in cars all over the world, providing auto manufacturers and their consumers with better fuel efficiency and improved driving performance. Replacing one ton of heavier materials with aluminum reduces emissions by 20 tons of CO ₂ equivalent emissions over the lifetime of the car, and this includes the material production. This weight reduction from aluminum can save up to 3,000 liters of fuel over the lifetime of an average two-ton vehicle.
	Action 3) Support industry LCA studies
	The aluminum industry is characterized by: <ul style="list-style-type: none"> • long production chains employing large volumes of materials (from bauxite extraction, to alumina refining, to metal smelting and final downstream operations for the productions of the semi-finished goods) • full recyclability of the aluminum both in the production phase and post-consumer phase • aluminum is lightweight, strength, durability and recycling offering strong benefits to society
	This presents product life cycle opportunities for improving efficiencies along the supply chain with a special focus in the case of Novelis (production of Flat Rolled Products) in the recycling of pre-consumer and post consumer aluminum, where recycling plays an essential role in the concept of sustainable development.
	Therefore, the recovery of aluminum scrap is of crucial importance. Novelis strives to continuously promote dialogue on the benefits of aluminum lifecycle including recycling, as well as reducing the environmental impact of the manufacturing phase via its targets on 80% recycled content by 2020 and the other performances on energy use, waste reduction, water usage and last but not least in GHG emissions.
	Aluminum stewardship efforts have as main objectives to sustainably improve performance through all stages of the life cycle of aluminum products. i.e. the aluminum industry has constantly improved its environmental performance throughout the whole production chain (upstream and downstream) process and for end products by means of efficient use of resources and energy, reduction of emissions to air and water, reduction of waste. This is achieved by the improvement of existing technology, the development and / or introduction of new technologies, increased recycling of all materials in the production process.
	Increasing environmental awareness has led to greater use of the Life Cycle Assessment (LCA) methodology and studies that provide the best framework for assessing the potential environmental impacts of products. LCA can deal with complex product systems which comprise the full life cycle of a product, including raw material extraction, transformation and following semi- and final fabrication, transportation, use, recycling and the related actions like energy supply. ISO 14040 and 14044 standards are usually used as reference to define proper methodologies to consider and integrate properly all stages of the life cycle of a product.
	Novelis is proactively supporting all these efforts. It is actively involved in the industry associations, often with customers and their associations and is contributing to the development of reliable life cycle inventory (LCI) data for aluminum applications covering the fabrication of semi-finished aluminum products and the recycling of aluminum process and end-of-life scrap, but also interacting on the effort related to the primary aluminum production.
	Novelis is demonstrating this commitment contributing directly or indirectly (via aluminum associations) on LCA studies that have lead the improve understanding through the respective supply chain of the issues, helping to prioritize actions and increase consumer awareness. Relevant examples are listed here below:
	<ul style="list-style-type: none"> - CAN: two LCA studies were commissioned on beverage can to enhance public understanding of the environmental footprint of the aluminum beverage can. These studies were among the most comprehensive life-cycle analyses (LCA) ever conducted by an industry group. The studies were commissioned in Europe by BCME (http://www.bcme.org/about.htm) the European Aluminium Association (EAA) and the Association of European Producers of Steel for Packaging (APEAL) and in North America by the Aluminum Association (AA) (http://www.aluminum.org/AM/Template.cfm?Section=20101&CONTENTID=29921&TEMPLATE=/CM/ContentDisplay.cfm). - AUTOMOTIVE: several automotive LCA studies are lead by EAA (http://eaa.net/en/applications/transport/brochure-moving-up-to-aluminium/) and AA (http://aluminumtransportation.org/) respectively in Europe and U.S.A. Main focus is to increase awareness of technical advantages of aluminum for light-weighting savings. A reduction of 10% of the mass of the car will induce 3.5% of fuel in case of no adaptation of the power train. When the full optimization of the car concept can take place, i.e. including also the adaptation of the engine and other power train components but keeping the ratio "performance/mass" constant, such fuel economy can be doubled, i.e. 7% of fuel economy can be assumed. - PACKAGING: a series of LCA studies (http://www.alufoil.org/front_content.php?idcat=172) were undertaken by the European Aluminium Foil Association (EAFA) to reach robust findings case. Studies were undertaken including flexible packaging for coffee, butter, and roast in household foil. The evaluation of the environmental performance of packaging usually concentrates on a comparison of packaging materials. Broader approaches, which focus on the life cycle of packed goods, including the entire supply system and the consumption of goods, are necessary to get an environmental footprint of the food supply system with respect to sustainable production and consumption. In fact packaging contributes to minimizing environmental impact by reducing spoilage and over consumption.
	Additionally Novelis is actively increasing its recycling program to improve material stewardship.
	Another key focus is R&D collaboration with our customer to improve their products (e.g. material down-gauging, increase efficiency in the production rate, improve process recovery, etc.).

Indicator	Description	Level	References	More Detail
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	<u>Consumer Safety and Regulation</u> [Pg 43]	Health & Safety impacts of products and services are assessed for improvement:
				Development of product concept When new products are conceived, health and safety impacts through the life cycle are evaluated as part of our R&D process. The basis of our product development in terms of health and safety considerations are dictated by local/country regulations and all pertinent regulations specific to H&S are considered. Evidence to this is that Novelis has not received a notice of legal non-compliance of any applicable requirement.
				R & D Novelis utilizes an internal approval process (Novelis Alloy Request) for all R&D related alloy changes. The request take into consideration several product compliance consideration such as but not limited to; 1) CONEG, 2) RoHS, 3) IMDS (automotive), 4) other regulatory driven chemistry limitations.
				Certification Where proposed compositions exceed limitations, efforts are taken to reformulate preparations in order to sustain compliance. Thus far in CY2011 we've processed 29 Alloy Chemistry Requests. All of which were completed so that 100% of the chemistries complied with legal requirements. Certification statements associated with regulatory conformance are routinely authored based on downstream customer inquiries. Novelis maintains a library of compliance certification statements.
				Manufacturing As described in LA8, Novelis utilizes several applications to assess and improve the H&S impacts of its products and services. Risks are assessed through ISO certified applications (HIRARC, NOHERA, MOC, etc) as part of the process or product change. The intent of these procedures are to ensure that changes are understood and corrective actions are taken to mitigate risk. Hierarchy of control (Elimination, Substitution, Eng. Adm, PPE) are applied as a means to control risk and improve processes.
				Marketing and Production Novelis product Material Safety Data Sheets (MSDS) are authored and posted within the company's internet site to all interested parties. The MSDS's contain current and relevant H&S information, disposal and recycling practices, regulatory footnotes, storage recommendations, etc. MSDS content are reviewed periodically so that data sheets are not older than 3yrs.
				Storage Distribution & supply See Marketing and Production/MSDS Statements – Section 7: "Handling: The lubricant that is coating the sheet can make it slippery. Use appropriate gloves and tools to ensure safe handling. Avoid contact with sharp edges and hot surfaces. Because of the risk of explosion, aluminum ingots and metal scrap should be thoroughly dried prior to remelting. Use standard techniques to check metal temperature before handling. Hot aluminum does not present any warning color change. Exercise great caution, since the metal may be hot. For more information on the handling and storage of aluminum, consult the following documents published by Aluminum Association: Guidelines for handling molten aluminum; Recommendation for storage and handling of aluminum powders and paste; and Guidelines for handling Aluminum Fines generated during various aluminum fabricating operations. For wetted coil of foil: Do not cut, transport or even approach any coil giving off a crackling sound or emitting steam vapor. Once a coil of foil has been partially or completely wetted: keep the coil cool until the interior is completely dry. If such cooling is impractical, leave the coil in place and keep people at least 30 meters away from it for at least 72 hours. Storage: Store in a dry place. Store away from incompatible materials."
				Use & Service See Marketing and Production/MSDS Statements – Section 13: General Information: Dispose of waste and residues in accordance with local authority requirements. "Disposal Methods: Disposal recommendations are based on material as supplied. Disposal must be in accordance with current applicable laws and regulations, and material characteristics at time of disposal. Recover and reclaim or recycle, if practical. Aluminum in the form of particles may be reactive. Its hazardous characteristics, including fire and explosion, should be determined prior to disposal. The lubricant that has been washed off the aluminum sheets must be disposed of in accordance with federal, state or local regulations."
				Percentage of significant product or service covered by and in compliance with procedures 100%

Indicator	Description	Level	References	More Detail	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and service during their life cycle, by type of outcomes.	Fully		# of incidents resulting in fine or penalty	0
				# of incidents resulting in a warning	0
				# of incidents of non-compliance with voluntary codes	0

Product Responsibility / Aspect: Product and Service Labeling						
Indicator	Description	Level	References	More Detail		
PR3	Type of product and service information required by procedures and percentage of significant products and service subject to such information requirements.	Fully		Required for product and service information labeling		
				the sourcing of components of the product or service	Yes	Reference newly updated revision B of the One Novelis Procurement Policy, and Third Party Code of Conduct is in progress
				content, particularly with regard to substances that might produce an environmental or social impact	Yes	See Marketing and Production/MSDS Statements – Section 13: General Information: Dispose of waste and residues in accordance with local authority requirements. "Disposal Methods: Disposal recommendations are based on material as supplied. Disposal must be in accordance with current applicable laws and regulations, and material characteristics at time of disposal. Recover and reclaim or recycle, if practical. Aluminum in the form of particles may be reactive. Its hazardous characteristics, including fire and explosion, should be determined prior to disposal. The lubricant that has been washed off the aluminum sheets must be disposed of in accordance with federal, state or local regulations."
				safe use of the product or service	Yes	Product labeling is managed through the Novelis, Inc MSDS platform. Novelis, Inc offers downstream customers a Product Label for bulk metal as required by OSHA applicable regulations. The product labels are applicable to other countries and therefore offered to downstream customers through the Novelis internet/sustainability hyperlink. See Marketing and Production/MSDS Statements as noted above.
				disposal of the product and environmental/ social impacts	Yes	Disposal measures, recycling, etc are covered in MSDS's. Social impact is well managed based on Novelis's on-going efforts to improve and increase globally recycled content. See Marketing and Production/MSDS Statements as noted above.
				Percentage of significant product or service covered by and in compliance with procedures	100%	

Indicator	Description	Level	References	More Detail	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully		# of incidents resulting in fine or penalty	0
				# of incidents resulting in a warning	0
				# of incidents of non-compliance with voluntary codes	0

Indicator	Description	Level	References	More Detail
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully		Voice of the Customer is critical for Novelis to help improve its service and other performance metrics delivered to our customers. Novelis regularly assesses customer satisfaction across our various markets mostly using the Net Promoter Score by Satmetrix.
				Novelis products are overall perceived with "good quality" listed frequently among comments. In fact it is consistently "good" according to comments from many customers falling in different categories (Promoters, Passives and Detractors in the Net Promoter Scores). According to the "Novelis Voice of the Customer Program European Results Presentation" Colors indicate net promoter score classification: • Green = Promoter • Yellow = Passive • Red = Detractor
				In North America, Novelis has a monthly rating with cansheet customers (Preferred Supplier Rating) that is done jointly with each can plant we supply. There are some customers that also provide their own system for rating suppliers. An overall area for improvement has been identified in "service," where there is an opportunity to move Passives to Promoters, as a large number of respondents' scores were "neutral" (score of 5 over 10). Initiatives undertaken to utilize the results and drive improvement are evaluated on a case by case basis.

Product Responsibility / Aspect: Marketing Communications

Indicator	Description	Level	References	More Detail
PR6	Programs for adherence to laws, standards and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship.		Not disclosed	

Indicator	Description	Level	References	More Detail	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully		Report the total number of incidents of noncompliance with regulations concerning marketing communications, broken down by:	
				• Incidents of non-compliance with regulations resulting in a fine or penalty;	0
				• Incidents of non-compliance with regulations resulting in a warning; and	0
				• Incidents of non-compliance with voluntary codes.	0

Product Responsibility / Aspect: Customer Privacy

Indicator	Description	Level	References	More Detail	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully		Report the total number of substantiated complaints received concerning breaches of customer privacy, categorized by:	
				• Complaints received from outside parties and substantiated by the organization; and	0
				• Complaints from regulatory bodies.	0
				Report the total number of identified leaks, thefts, or losses of customer data.	0

Product Responsibility / Aspect: Compliance				
Indicator	Description	Level	References	More Detail
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully		Identify administrative or judicial sanctions levied against the organization for failure to comply with laws or regulations, including international declarations/conventions/ treaties, and national, sub-national, regional, and local regulations concerning the provision and use of the reporting organization's products and services. Relevant information for this Indicator includes but is not limited to data from PR2, PR4, and PR7.
				Total monetary value of significant fines. None
				Where the reporting organization has not identified any non-compliance with laws or regulations, a brief statement to this fact is sufficient. N/A. No non-compliance.

Note: (Referenced by 2.8 and EC1)	
Non-GAAP Financial Measures	
The Sustainability report and this GRI Index contain non-GAAP financial measures as defined by SEC rules. We think that these measures are helpful to investors in measuring our financial performance and liquidity and comparing our performance to our peers. However, our non-GAAP financial measures may not be comparable to similarly titled non-GAAP financial measures used by other companies. These non-GAAP financial measures have limitations as an analytical tool and should not be considered in isolation or as a substitute for GAAP financial measures.	
Reconciliation from Net Income (Loss) Attributable to our Common Shareholder to Adjusted EBITDA	
Novelis is providing disclosure of the reconciliation of reported non-GAAP financial measures to their comparable financial measures on a GAAP basis.	
(in millions)	Year Ended
	March 31,
	2011
Net income attributable to common shareholder	\$116
Noncontrolling interests	(44)
Income tax (provision) benefit	(83)
Interest, net	(194)
Depreciation and amortization	(404)
EBITDA	841
Unrealized gain (loss) on derivatives	(64)
Realized gain on derivative instruments not included in segment income	5
Loss on early extinguishment of debt	(84)
Proportional consolidation	(45)
Restructuring charges, net	(34)
Others costs, net	(9)
Adjusted EBITDA	\$1,072