Performance data

Data table

Outcome 1, Safe, healthy, quality working lives for our people				2020	2019	2018	2017	2016
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Description of benefits provided to full-time employees that are not provided to temporary or part-time employees		Employee and Family Assistance Programs, Short and Long Term Disability Coverage, Extended Health and Dental Coverage, Pension and Retirement Savings, Parental Leave, Life Insurance	Employee and Family Assistance Programs, Short and Long Term Disability Coverage, Extended Health and Dental Coverage, Pension and Retirement Savings, Parental Leave, Life Insurance	Employee and Family Assistance Programs, Short and Long Term Disability Coverage, Extended Health and Dental Coverage, Pension and Retirement Savings, Parental Leave, Life Insurance	Employee and Family Assistance Programs, Short and Long Term Disability Coverage, Extended Health and Dental Coverage, Pension and Retirement Savings, Parental Leave, Life Insurance	Employee and Family Assistance Programs, Short and Long Term Disability Coverage, Extended Health and Dental Coverage, Pension and Retirement Savings, Parental Leave, Life Insurance
401-3	Return to work and retention rates after parental leave	Total number of employees entitled to parental leave, by gender	Men	6,964	7,164	7,236	7,076	7,614
			Women	953	955	982	942	1,107
		Total number of employees that took parental leave, by gender	Men	284	240	237	211	275
			Women	47	41	44	68	80
		Total number of employees that returned to work after parental leave, by gender	Men	276	220	218	192	264
			Women	30	35	50	48	79
		Total number of employees that were still employed 12 months after parental leave, by gender	Men	214	207	211	198	258
			Women	23	34	49	47	74
		Return to work rates of employees who took parental leave, by gender (%)	Men	97%	92%	92%	91%	96%
			Women	64%	85%	114%	71%	99%
		Retention rates of employees that were still employed 12 months after parental leave, by gender (%)	Men	78%	94%	97%	94%	94%
			Women	77%	97%	98%	69%	93%
403-1	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	Level at which each formal joint management-worker health and safety committee typically operates within the organization		Facility	Facility	Facility	Facility	Facility
		Percentage of the total workforce represented in formal joint management-worker health and safety committees (%)		100%	100%	100%	100%	100%

Outcome 1, Safe, healthy, quality working lives for our people				2020	2019	2018	2017	2016
◎	Restricted work, medical aid, and work-related fatalities for the total workforce	Restricted work hours (total)		8,832	5,884[1a]	11,856	9,808[1b]	18,030
		Restricted work frequency (restricted work/million hours worked)		428	275[2a]	573	462[2b]	886
		Medical aid hours (total instances)		146	188[3a]	179	238[3b]	224
		Medical aid hours (medical aid instances/million hours worked)		7.07	8.84[4a]	8.30	11.22[4b]	11.01
		Work-related fatalities		0	1	0	1[5]	0
◎	Lost time injuries	Lost time injury incidents (total)		13	22	11[6]	13.60	15
		Lost time injury frequency rate (lost time injury incidents/million hours worked)		0.63	1.03[7a]	0.51[7b]	0.63[7c]	0.75
		Percent change over the previous year (%)		0%	49%	-43%	-11%	22%
◎	Average hours of training per year per employee	Average hours of training per year per employee		83.7	55.7	76.2	55.0	94.6
404-3	Percentage of employees receiving regular performance and career development review	Percentage of total employees receiving regular performance and career development review, by employee category (%)	Salary	97%	97%	98%	98%	100%
			Non-Salary	45%	47%	47%	47%	23%
		Percentage of total employees receiving regular performance and career development review, by gender (%)	Men	58%	59%	60%	60%	42%
			Women	70%	74%	73%	75%	54%

Notes

(1a)	Corrected 2019 reported value of 1,024 restricted work hours at Flat Steel (5,984 total)
(1b)	Corrected 2017 reported value of 600 restricted work hours at Flat Steel (10,152 total)
(2a)	Corrected 2019 reported value of 95 restricted work frequency at Flat Steel (270 total)
(2b)	Corrected 2017 reported value of 61 restricted work frequency (restricted work hours/million hours worked) at Flat Steel (504 total)
(3a)	Corrected 2019 reported value of 74 medical aid instances at Flat Steel (192 total)
(3b)	Corrected 2017 reported value of 67 medical aid instances at Flat Steel (256 total)
(4a)	Corrected 2019 reported value of 7.00 medical aid instances/million hours worked at Flat Steel (8.65 total)
(4b)	Corrected 2017 reported value of 6.77 medical aid instances/million hours worked at Flat Steel (12.55 total)
(5)	Corrected 2017 reported value of 0 work related fatalities at Flat Steel (0 total)
(6)	Corrected 2018 reported value of 5.15 lost time injury incidents at Flat Steel (8.15 total)
(7a)	Corrected 2019 reported value of 0.28 lost time injury frequency rate (lost time injury incidents/million hours worked) at Flat Steel (0.99 total)
(7b)	Corrected 2018 reported value of 0.48 lost time injury frequency rate (lost time injury incidents/million hours worked) at Flat Steel (0.38 total)
(7c)	Corrected 2017 reported value of 0.81 lost time injury frequency rate (lost time injury incidents/million hours worked) at Flat Steel (0.67 total)

Outcome 4. Efficient use of resources and high recycling rates				2020	2019	2018	2017	2016
301-2	Percentage of materials used that are recycled input materials	Report the percentage of recycled input materials used to manufacture the organization's primary products and services (%)	Tailored Blanks	0%	0%	0%	0%	0%
			Long Products	17%	19%[L-1]	16%[L-2]	23%[L-3]	27%[L-4]
			Mining	0%	0%	0%	0%	-
			Flat Steel	21%	15%[F-1]	24%[F-2]	23%[F-3]	27%[F-4]
			Tubular	5%	4%	4%	4%	4%
◎	Mining excesses	Tailings (MT)		43.8	42.8	45.1	41.8	43.2
		Waste rock (MT)		2.5	0.8[M-1]	75.0	69.5	62.3

Notes

F-1	Corrected 2019 reported value of 19% of recycled input materials used to manufacture the organization's primary products and services at Flat Steel
L-1	Corrected 2019 reported value of 26% of recycled input materials used to manufacture the organization's primary products and services at Long Products
F-2	Corrected 2018 reported value of 31% of recycled input materials used to manufacture the organization's primary products and services at Flat Steel
L-2	Corrected 2018 reported value of 23% of recycled input materials used to manufacture the organization's primary products and services at Long Products
F-3	Corrected 2017 reported value of 31% of recycled input materials used to manufacture the organization's primary products and services at Flat Steel
L-3	Corrected 2017 reported value of 22% of recycled input materials used to manufacture the organization's primary products and services at Long Products
F-4	Corrected 2016 reported value of 29% of recycled input materials used to manufacture the organization's primary products and services at Flat Steel
L-4	Corrected 2016 reported value of 39% of recycled input materials used to manufacture the organization's primary products and services at Long Products
M-1	Corrected 2019 reported value of 70.1 MT of waste rock at Mining due to change in material accounting and reporting methods

Outcome 5. Trusted user of air, land, and water				2020	2019	2018	2017	2016
303-1	Total water withdrawals by source	Total water withdrawals (millions of m^3)		358.3	396.3[8a]	430.2[8b]	414.1	325.2
		Water withdrawals by source [m3]	Groundwater withdrawals	10,753	10,219	11,385	7,660	13,220,020
			Ocean withdrawals	0	0	0	0	-
			River withdrawals	19,755,505	22,179,520	23,743,308	18,090,620	21,228,079
			Lake withdrawals	268,584,297	270,660,188	273,619,393	271,452,462	279,803,173
			Wetland withdrawals	0	0	0	0	-
			Municipal withdrawals	8,369,541	8,867,552	8,849,642	9,029,722	9,892,316
			Rainwater withdrawals	44,460,825	75,686,158[9a]	69,590,128[9b]	98,438,604	1,083,250
			Wastewater from others	17,163,129	18,869,535	27,354,124	14,193,829	-
303-3	Percentage and total volume of water recycled and reused	Total volume of water recycled and reused (millions of m^3)		621	594	590	648	568
		Total volume of water recycled and reused as a percentage of the total water withdrawal (%)		173%	143%	137%	157%	175%
305-7	Air emissions	Significant air emissions (tonnes)	NO_x	8,232	8,782	8,436	9,348	12,106
			SO_x	8,600	9,855	9,390	9,601	10,055
			VOCs	176	189	192	426	460
			PM	1,122	1,412	2,429	2,232	4,037
			CO_2	5,895,372	7,278,907	7,218,419	7,313,498	7,382,837
			CH_4	112	140[10a]	140[10b]	127[10c]	680
			HFCs	0.523	0.863	0.919	0.908	0.921
			PFCs	-	-	-	-	0
			SF_6	-	0	0	0.10	0.10
			PAH	4.15	3.89	4.25	4.33	0.24
			CO	19,268	22,104	22,165	22,289	13,269
			N_2O	128	126[11a]	136[11b]	105[11c]	186
306-1	Water discharge by destination	Total water discharge (m^3)		427,720,257	416,275,966[12a]	362,233,697	378,275,546	371,525,896
		Water discharge by source (m^3)	Subsurface discharge	0	0	0	0	0
			Surface discharge	0	0	0	0	1,312
			Ocean discharge	0	0	0	0	7,765
			River discharge	35,755,292	34,959,805[12b]	26,892,406	29,870,024	26,401,834
			Lake discharge	388,261,092	377,686,799	332,343,661	333,701,471	341,899,605
			Wetland discharge	87	842	13,241	1,958	0
			Treatment Facility discharge	3,343,786	3,628,520	2,984,389	14,702,092	3,215,381
	Water discharge by quality	See table 306-1 below.						

Notes

(8a)	Corrected 2019 reported value of 415.1 million cubic meters of water withdrawn due to adjustment of rainwater withdrawal at Mining
(8b)	Corrected 2018 reported value of 430.5 million cubic meters of water withdrawn due to adjustment of rainwater withdrawal at Mining
(9a)	Corrected 2019 reported value of 92,646,014 m3 of rainwater withdrawn at Mining (correction to double counting of wastewater from others) (94,555,693 m^3 total)
(9b)	Corrected 2018 reported value of 93,634,000 m3 of rainwater withdrawn at Mining (correction to double counting of wastewater from others) (96,944,252 m^3 total)
(10a)	Corrected 2019 reported value of 5.00 tonnes of CH4 emissions at Tubular (145 total)
(10b)	Corrected 2018 reported value of 5.37 tonnes of CH4 emissions at Tubular (145 total)
(10c)	Corrected 2017 reported value of 4.56 tonnes of CH4 emissions at Tubular (132 total)
(11a)	Corrected 2019 reported value of 47.67 tonnes of N2O emissions at Tubular and reported value of 114 tonnes of N2O emissions at Mining (173 total)
(11b)	Corrected 2018 reported value of 55.00 tonnes of N2O emissions at Tubular (191 total)
(11c)	Corrected 2017 reported value of 58.01 tonnes of N2O emissions at Tubular (163 total)
(12a)	Corrected 2019 reported value of 74,159,301 m3 total water discharge at Mining (410,988,038 m^3 total)
(12b)	Corrected 2019 reported value of 4,483,169 m3 river discharge at Mining (29,671,877 m^3 total)

Outcome 6. Responsible energy user that helps create a lower carbon future			2020	2019	2018	2017	2016
◎	Primary energy consumption	Primary energy consumption from cokemaking, ironmaking, and steelmaking (PJ)	95.43	116.82	119.62	117.77	116.36
302-4	Reduction of energy consumption	Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (GJ)	227,290	175,185	381,451	504,843	548,952
		Types of energy included in the reductions	Fuel, Electricity, Steam	Steam, Heating, and Electricity	Steam, Heating, and Electricity	Steam, Heating, and Electricity	Fuel, Electricity, Heating, Cooling, Steam
		Base year	2019	2018	2017	2016	2015
◎	Reductions in primary energy consumption	Energy consumption per tonne of steel produced (GJ)	22.20	22.00	21.45	20.90	21.47
		Energy consumption per tonne of steel products for concentrate - mining (GJ/tonne)	0.54	0.54	0.55	0.50	0.33
		Energy consumption per tonne of steel products for iron ore pellets - mining (GJ/tonne)	1.58	1.56	1.69	1.65	1.04
		Percentage change in energy intensity per tonne of steel compared to the previous year (%)	6%	5%	3%	0%	-2%
		Percentage change in energy intensity per tonne of concentrate compared to the previous year (%)	9%	9%	11%	66%	-8%
		Percentage change in energy intensity per tonne of iron ore pellets compared to the previous year (%)	-4%	-5%	2%	59%	4%

Outcome 6. Responsible energy user that helps create a lower carbon future			2020	2019	2018	2017	2016
305-5	Reduction of greenhouse gas (GHG) emissions	GHG emissions reductions achieved as a direct result of initiatives to reduce emissions (million metric tonnes of CO_2 equivalent)	0.006	0.001	0	0.040	0.021
		Gases included in the calculation	CO_2	CO_2, CH_4, N_2O[13]	NA	CO_2, CH_4, N_2O [14]	CO_2, CH_4, N_2O
		Base year	2019	2018[13]	NA	2016	2015
		Scope of GHG emissions	Scope 1	Scope 1[13]	NA	Scope 1	Scope 1
◎	Total CO_2 emissions	Total CO_2 emissions per tonne of steel produced (tonnes of CO_2 equivalents)	1.104	1.108	1.052	1.054	1.065
		Total CO_2 emissions per tonne of iron ore pellets - mining (kg of CO_2 equivalents)	107.58	116.48[15]	108.38	99.19	139.30
		Total CO^2 emissions per tonne of concentrate - mining (kg of CO^2 equivalents)	10.42	10.99	12.70	10.78	53.29

Notes

(13)	Corrected 2019 reported reduction in GHG emissions details, previously listed as "n/a": gases included in the calculation, base year, scope of GHG emissions
(14)	Corrected 2017 reported reduction in GHG emission details, scope of GHG emissions, previously listed NO_2
(15)	Corrected 2019 reported value of total CO_2e emissions per tonne of iron ore pellet due to change in reporting of 7.867 tonnes of N_2O at Mining Port Cartier facility (pellets) (116.48 tonnes CO_2e total)

Outcome 7. Supply chains that our customers trust			2020	2019	2018	2017	2016
◎	Operations certified to ISO 14001	Percentage of operations certified to ISO 14001 (%)	88%	88%	88%	88%	56%

Outcome 8. Active and welcomed member of the community				2020	2019	2018	2017	2016
307-1	Monetary value of significant fines and total number of non- monetary sanctions for non-compliance with environmental laws and regulations	Total monetary value of significant fines		$5,000	$47,930	$170,005	$14,600	$53,810
		Total number of non-monetary sanctions		11	23	17	15	18
		Cases brought through dispute resolution mechanisms		0	0	0	1	0
201-1	Direct economic value generated and distributed	Direct economic value generated	Revenues	$8,786,940,855	$9,947,640,038	$10,077,032,071	$8,801,060,380	$7,841,706,835
		Economic value distributed	Operating Costs	$5,178,843,604	$6,079,559,172	$6,070,835,198	$5,452,012,081	$4,844,553,460
			Employee Wages and Benefits	$1,180,610,183	$1,407,408,927	$1,390,109,959	$1,383,715,847	$1,388,665,326
			Payments to Providers of Capital	$179,874,054	$755,068,410	$74,867,457	$114,345,998	$73,653,992
			Payments to Government	$359,722,174	$271,957,671	$332,538,167	$224,709,324	$222,376,211
			Community Investments	$789,803	$1,182,190	$2,379,881	$2,216,393	$2,153,434
		Economic value retained		$1,877,092,037	$1,432,463,668	$2,404,301,409	$1,624,060,737	$1,371,304,894

Outcome 8. Active and welcomed member of the community			2020	2019	2018	2017	2016
◎	Social dialogue interactions	Number of social dialogue interactions	10	14	13	12	58
412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	1,536	3,532	3,707	3,858	4,946
		Percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations (%)	27%	70%	72%	74%	59%
◎	Percentage of employees compliant with internal anti-corruption training requirements	Percentage of obligated employees who are required to receive anti-corruption training who had completed it by year end (%)	99%	98%	94%	100%	94%

Outcome 10. Our contribution to society measured, shared and valued				2020	2019	2018	2017	2016
See table 401-1 below								
401-1	Total number and rates of new employee hires and employee turnover	Rate of new employees hired (%)		4%	10%	10%	12%	12%
		Rate of employee turnover (%)		9%	9%	8%	6%	7%
204-1	Proportion of spending on local suppliers at significant locations of operation	Procurement budget used for significant locations of operation spent on suppliers local to that operation		51%	54%	53%	63%	21%
405-2	Basic salary and remuneration of women to men	Ratio of basic salary (%)	Salary - Women:Men	89%	88%	85%	87%	88%
			Non-Salary - Women:Men	91%	89%	90%	89%	86%
		Ratio of remuneration (%)	Salary - Women:Men	84%	76%	79%	84%	86%
			Non-Salary - Women:Men	84%	84%	85%	84%	85%
◎	Unionized workforce	Percent of employees that are unionized (%)		39%	38%	38%	38%	33%

401-1 - Total number and rates of new employee hires and employee turnover

Employee Data							
Topic	**Description**		**2020**	**2019**	**2018**	**2017**	**2016**
New employees hired	By age group	Under 30	145	449	370	511	574
		30 - 50	167	438	546	518	573
		Over 50	31	73	127	103	170
	By gender	Men	302	790	899	982	1,128
		Women	41	170	144	150	189
	Number of new employees hired		343	960	1,043	1,132	1,317
Rate of new employees hired	By age group	Under 30	1.5%	4.5%	3.7%	5.3%	5.2%
		30 - 50	1.7%	4.4%	5.5%	5.4%	5.2%
		Over 50	0.3%	0.7%	1.3%	1.1%	1.5%
	By gender	Men	3.1%	7.9%	9.0%	10.1%	10.2%
		Women	0.4%	1.7%	1.4%	1.6%	1.7%
	Rate of total new employees hired		3.6%	9.7%	10.5%	11.7%	12.0%
Employee turnover	By age group	Under 30	93	128	122	118	132
		30 - 50	251	241	227	243	320
		Over 50	523	488	449	240	349
	By gender	Men	744	708	702	528	695
		Women	123	149	96	73	106
	Total number of employee turnover		867	857	798	601	801
Rate of employee turnover	By age group	Under 30	1.0%	1.3%	1.2%	1.2%	1.2%
		30 - 50	2.6%	2.4%	2.3%	2.5%	2.9%
		Over 50	5.4%	4.9%	4.5%	2.5%	3.2%
	By gender	Men	7.7%	7.1%	7.1%	5.5%	6.3%
		Women	1.3%	1.5%	1.0%	0.8%	1.0%
	Rate of total employee turnover		9.0%	8.6%	8.0%	6.2%	7.3%

306-1 - Total water discharge by quality and destination

Water Discharge Volume by Destination					
Destination	**2020**	**2019**	**2018**	**2017**	**2016**
Subsurface	0	0	0	-	-
Surface	0	0	0	-	1,312
Ocean	0	0	0	-	7,765
River	35,755,292	34,959,805[16a]	26,892,406	29,870,024	26,401,834
Lake	388,621,092	377,686,799	332,343,661	333,701,471	341,899,605
Wetland	87	842	13,241	1,958	-
Treatment Facility	3,464,654	3,628,520	2,984,389	14,702,092	3,215,381
Total (m^3)	427,841,125	416,275,966[16b]	362,233,697	378,275,546	371,525,896

Notes

(16a)	Corrected 2019 reported value of 4,483,169 m^3 river discharge at Mining (29,671,877 m^3 total)
(16b)	Corrected 2019 reported value of 74,159,301 m^3 total water discharge at Mining (410,988,038 m^3 total)

Water Discharge Quality - 2020														
Destination	**Arsenic (total)**	**Copper (total)**	**Cyanide (total)**	**BOD (kg)**	**Lead (total)**	**Nickel (total)**	**Zinc (total)**	**Total Ammonia plus Ammonium**	**Total Kjeldahl Nitrogen (kg)**	**Total Phosphorous**	**Total Oil and Grease (kg)**	**Total Suspended Solids (TSS)**	**Phenolics (4AAP)**	**pH (Range of averages)**
Subsurface	0	0	0	0	0	0	0	0	0	0	0	0	0	-
Surface	0	0	0	0	0	0	0	0	0	0	0	0	0	-
Ocean	0	0	0	0	0	0	0	0	0	0	0	0	0	-
River	13.2	210	0	0	27.9	1,623	3,730	9,690	22,551	4,290	9,042	264,491	0	7.1 - 8.15
Lake	5.6	70	0	0	5.9	502	5,685	84,103	0	292	6,568	1,155,833	0	6 - 7.8
Wetland	0	0	0	0	0	0	0	0	0	0	0	66	0	7.82
Treatment Facility	3.5	12	0	0	45.9	13	334	22,586	203	13	793	91,501	0	7.85-8.38
Total (kg)	22.2	293	0	0	79.6	2,138	9,749	116,378	22,755	4,594	16,404	1,511,891	0	6 - 8.38