

## Human Rights Policy

Respect for Human Rights is a fundamental value of Saipem which considers them to be inalienable, essential and the basis for establishing a society founded on the principles of equality, solidarity, repudiation of war, the protection of civil, political, social, economic and cultural rights and the acknowledgement of so-called third generation rights (the right of self-determination, the right to peace, the right to development and protection of the environment). Saipem operates within the reference framework of the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the ILO – International Labour Organization – and the OECD Guidelines on Multinational Enterprises.

Any form of discrimination, unlawful recruitment, illegal brokering and labour exploitation, mistreatment, forced or child labour is rejected. Particular attention is paid to the acknowledgement and safeguarding of the dignity, freedom and equality of human beings, to the protection of labour and of the freedom of association, in accordance with International Institutions, Conventions and Company values and principles, as stated in the Code of Ethics and Sustainability Policy. Gender, cultural, ethnic, traditions and religious diversity are distinctive elements of Saipem's workforce. The Company undertakes to respect the characteristics of the social context where it operates and to create a good work environment for all employees.

Saipem's commitment to respect internationally recognised Human Rights, attested by acceptance into Global Compact, and to promote them, both in its own activities and in joint ventures with partners, results in an ongoing and transparent dialogue with all its Stakeholders.

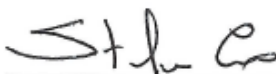
All employees of Saipem, of its vendors and partners must to comply with this policy.

**Labour** – Saipem treats all its employees with respect and dignity, protecting diversity in the workplace. Company policies and procedures adhere to all applicable domestic laws and are consistent with ILO principles: Saipem respects freedom of association and collective bargaining and repudiates discrimination, forced and child labour.

**Security** – In guaranteeing the protection of personnel and assets and providing a secure environment for operations, Saipem aligns its policies, regulatory documents and systems to international standards, including the Voluntary Principles on Security and Human Rights, and the laws of the jurisdictions where it operates. Saipem is aware that the creation of a context of reciprocal respect and trust between the company, employees and Local Communities is an essential aspect to prevent and minimise the necessity of security actions and measures.

**Local Communities** – Saipem respects the cultures, customs and social rights of the Communities in which it operates and undertakes to contribute to their promotion. In the execution of its activities, Saipem contributes to the socio-economic development of the local communities, by offering employment and business opportunities, human capital development, and, overall, improving wealth and quality of life. Saipem promotes an open and transparent dialogue with local stakeholders to understand and consider the legitimate expectations and create a relation of mutual trust.

**Supply Chain** – Saipem selects vendors and subcontractors who abide by Saipem principles as expressed in the Saipem Code of Ethics and this Policy, including therefore, respect for Human Rights. Saipem imposes compliance with applicable laws consistent with the fundamental principles of Human Rights and Labour on its vendors.



Stefano Cao  
Chief Executive Officer

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