



Annex II
GRI Content Index

Mission

We approach each challenge with innovative, reliable and secure solutions to meet the needs of our clients. Through multicultural working groups we are able to provide sustainable development for our company and for the communities in which we operate.

Values

Innovation; health, safety and environment; multiculturalism; passion; integrity.

Countries in which Saipem operates

EUROPE

Austria, Belgium, Bulgaria, Croatia, Cyprus, Denmark, France, Greece, Italy, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Spain, Switzerland, Turkey, United Kingdom

AMERICAS

Bolivia, Brazil, Canada, Chile, Colombia, Dominican Republic, Ecuador, Mexico, Panama, Peru, Suriname, Trinidad and Tobago, United States, Venezuela

CIS

Azerbaijan, Georgia, Kazakhstan, Russia, Turkmenistan, Ukraine

AFRICA

Algeria, Angola, Congo, Egypt, Gabon, Libya, Mauritania, Morocco, Mozambique, Namibia, Nigeria, South Africa, Uganda

MIDDLE EAST

Iraq, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates

FAR EAST AND OCEANIA

Australia, China, India, Indonesia, Japan, Malaysia, Papua New Guinea, Singapore, South Korea, Thailand, Vietnam



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GRI Content Index

GRI Content Index 'In Accordance' with the Core Option

SS15: Saipem Sustainability 2015

SP15: Sustainability Performance 2015

AR15: Annual Report 2015

CG15: Corporate Governance and Shareholding structure 2015

RR16: Remuneration Report 2016

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page Number (or Link)	External Assurance (pages 94-95 SS15)
Strategy and analysis		
G4-1	'A look ahead' pages 2-3 (SS15), 'Scenarios, business environment and market outlook' pages 6-7 (SS15)	
Organisational profile		
G4-3	Cover (SS15)	√
G4-4	'Saipem at a glance' page 8 (SS15), 'Operating Review' pages xx-xx (AR15)	√
G4-5	Inside back cover (SS15)	
G4-6	'Saipem at a glance' page 8 (SS15), 'Saipem Sustainability 2015 summary' page 5 (SS15), inside front cover (AR15)	√
G4-7	'A look ahead' pages 2-3 (SS15), 'Saipem at a glance' page 8 (SS15), Inside Back Cover (SS15)	√
G4-8	'Scenarios, business environment and market outlook' pages 6-7 (SS15)	√
G4-9	'Saipem at a glance' page 8 (SS15), Inside Back Cover (SS15)	√
G4-10	'Saipem at a glance' page 8 (SS15), page 44 (SS15), 'Saipem People' page 4 (SP15)	√
G4-11	'Saipem at a glance' page 8 (SS15)	
G4-12	'Saipem at a glance' page 8 (SS15), page 44 (SS15)	√
G4-13	'A look ahead' pages 2-3 (SS15), 'Methodology and reporting criteria' pages 92-93 (SS15), 'Methodology, criteria and reporting principles' pages ii-iii (SP15), 'Local Content' pages viii-ix (SP15)	
G4-14	Page 23 (SS15)	
G4-15	'Business ethics' page xii (SP15)	
G4-16	'Membership of associations' page xix (SP15)	
Identified material aspects and boundaries		
G4-17		√
G4-18		√
G4-19		√
G4-20	'Materiality Assessment: Identifying sustainability priorities' page 4 (SS15), 'Methodology and Reporting Criteria' pages 90-93 (SS15)	√
G4-21		√
G4-22		√
G4-23		√
Stakeholder engagement		
G4-24		√
G4-25	'Stakeholder engagement process' pages 11-13 (SS15), 'Sustainability' section of the 'Directors' Report' pages 41-42 (AR15)	√
G4-26		√
G4-27		√

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page Number (or Link)	External Assurance (pages 94-95 SS15)
Report profile		
G4-28	Cover (SS15)	√
G4-29	'Methodology and Reporting Criteria' pages 90-93 (SS15)	√
G4-30	'Methodology and Reporting Criteria' pages 90-93 (SS15)	√
G4-31	Back Cover (SS15)	√
G4-32	Annex II (SS15)	√
G4-33	'Methodology and Reporting Criteria' pages 90-93 (SS15)	√
Governance		
G4-34	'Corporate Governance Structure' page 22 (SS15), 'Structure of the Board of Directors and its Committees' pages 46-48 (CG15)	√
Ethics and integrity		
G4-56	'Integrity-based business' pages 21-28 (SS15), 'Business Ethics' pages xii-xv (SP15)	√

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	External Assurance (pages 94-95 SS15)
Category: Economic			
Material aspect: Market presence			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 42-45 (SS15), pages vii-ix (SP15)		
G4-EC6	Pages 9-10, 'A Multinational Company with a local presence' pages 42-45 (SS15), 'Local Presence' pages vii-ix (SP15)		√
Material aspect: Indirect economic impacts			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-13, 42-45 (SS15), pages vii-ix, xii-xv (SP15), 'Sustainability' section of the 'Directors' Report' pages 41-42 (AR15)		
G4-EC7	Pages 9-10, 'A Multinational Company with a local presence' pages 42-45 (SS15), 'Local Presence' pages vii-ix (SP15)	The investments reported are in-kind or pro-bono.	√
Material aspect: Procurement practices			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 42-45 (SS15), pages vii-ix (SP15)		
G4-EC9	Pages 9-10, 'A Multinational Company with a local presence' page 44 (SS15), 'Local Presence' pages vii-ix (SP15)		√
Category: Environmental			
Material aspect: Energy			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 34-35, 38-39 (SS15), pages xv-xvi (SP15)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	
G4-EN3	Pages 9-10 (SS15), 'Environmentally efficient and reliable operations' pages 34-35, 'Transparency in Climate Change approach' page 34, 'Operational Excellence: built to be at the top' pages 38-39 (SS15)	In 2015, total energy consumption was equivalent to 21,520,152 GJ.	√
G4-EN6	'Environment' pages xv-xvi (SP15)	Total energy reduction are not reported in GJ. Saipem intends to collect the necessary data to cover all the requirements in the future.	
Material aspect: Emissions			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 34-35, 38-39 (SS15), pages xv-xvi (SP15)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	
G4-EN15	Pages 9-10 (SS15), 'Environmentally efficient and reliable operations' pages 34-35, 'Transparency in Climate Change' page 34, 'Operational Excellence: built to be at the top' pages 38-39 (SS15), 'Environment' pages xv-xvi (SP15)	Saipem's Emissions estimation methodology is based on the following standards: EMEP/EEA Air Pollutant Emission Inventory Guidebook 2009 - Issued by the European Environment Agency; and IPCC Guidelines for National Greenhouse Gas Inventories 2006 - Issued by the United Nation Environmental Programme.	√
G4-EN16			√
G4-EN19			
G4-EN21	Pages 9-10 (SS15), 'Operational Excellence: built to be at the top' pages 38-39 (SS15), 'Environment' pages xv-xvi (SP15)	In 2015, emission reductions were respectively: 328 t of CO ₂ of direct GHG emissions, 45.2 t of CO ₂ indirect GHG emissions and 9 t of CO ₂ GHG avoided emissions due to use of renewable sources (for electricity production).	

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	External Assurance (pages 94-95 SS15)
Material aspect: Effluents and waste			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 32-34, (SS15), pages xv-xviii (SP15)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	
G4-EN22	'Environment' pages xvii-xviii (SP15)	Data on the quality of the water (including treatment method) are not available.	
G4-EN23	'Emergency preparedness' pages 32-33, 'Reinforcing oil spill prevention and preparedness' pages 33-34 (SS15), 'Environment' pages xvii-xviii (SP15)		√
G4-EN24			
Material aspect: Supplier environmental assessment			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages vi, xii-xv (SP15)	Data on relevant vendors is collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	
G4-EN32	'Business Ethics' pages xiii-xiv (SP15)	The percentage of new suppliers that were screened using environmental criteria is not considered material. Saipem assesses vendors supplying relevant commodity codes.	
Category: Social			
Sub-category: Labour practices and decent work			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages iv, vi-vii, xii-xv, xix (SP15)		
G4-LA1	'Saipem's people' page iv (SP15)	Some information related to this indicator is not currently available. Saipem intends to collect the necessary data to fulfil the requirement.	
G4-LA2	'Saipem's people' page iv (SP15), 'Diversity and gender equality' page vii (SP15), 'Other information' page xix (SP15)		
G4-LA3	'Saipem's people' pages vi-vii (SP15)	The following data are not collected: (a) total number of employees who returned to work after parental leave ended who were still employed twelve month after their return to work, by gender; (b) the return to work and retention rates of employee who took parental leave, by gender.	
Material aspect: Occupational health and safety			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 29-32 (SS15), pages iv, ix-xi (SP15)		
G4-LA5	'Saipem's people' page vi (SP15), 'Workplace Health and Safety' page ix (SP15)	The percentage of people comprising the Health and safety committee is not available. However it is not considered material to provide the exact number due to the heterogeneity of Saipem's realities and the legislative frameworks applied to Saipem's operations.	
G4-LA6	'Safety performance' page 32 (SS15), 'Health and safety at the workplace' pages ix-xi (SP15)	Data by geographical areas are monitored monthly for each project. Considering that Saipem works in 70 countries, it is more valuable to provide aggregate numbers. Saipem does not consider significant monitoring safety performance split by gender. Occupational disease rate is not reported.	√
G4-LA8	'Health and safety at the workplace' pages ix-xi (SP15)		

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	External Assurance (pages 94-95 SS15)
Material aspect: Training and education			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 40-41 (SS15), page v (SP15)		
G4-LA9	'Saipem at a glance' page 8 (SS15), 'Operational excellence: built to be at the top' page 41 (SS15), 'Development of skills' page v (SP15)	Average training hours by gender are not reported, as Saipem does not consider material reporting this data split by gender.	√
G4-LA10	'Operational excellence: built to be at the top' pages 40-41 (SS15), 'Saipem's people' page v (SP15)		√
G4-LA11	'Operational excellence: built to be at the top' pages 40-41 (SS15), 'Saipem's people' page v (SP15)	Performance evaluation data are not collected by gender. This information is not considered material. In fact, Saipem is committed to promote the development of its people without any form of discrimination, as stated in Saipem's Code of Ethics.	√
Material aspect: Diversity and equal opportunities			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages iv, vi-vii, xii-xv, xix (SP15)		
G4-LA12	'Integrity-based business' pages 21-28 (SS15), 'Saipem's people' page vi (SP15)	The Board of Directors is composed by 9 Directors (3 women), of which 3 Directors were selected from the minority list. Directors' age is not considered material. However the main selection criteria are experience and competences.	√
Material aspect: Supplier assessment for labour practices			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages vi, xii-xv (SP15)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	
G4-LA14	Annex I 'Approach to Sustainability', pages 9-10, 'Integrity-based business' pages 26-28 (SS15), 'A sustainable supply chain' pages xii-xiv (SP15)	The percentage of new suppliers that were screened using labor practices criteria is not considered material. Saipem assesses vendors supplying relevant commodity codes belonging to certain countries considered as critical.	√
Material aspect: Labour practices grievance mechanism			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages xii-xv (SP15), 'Legal Proceedings' section pages 128-137 (AR15), 'Bodies involved in the Internal Control and Risk Management System' pages 30-31 (CG15)		
G4-LA16	Pages 9-10, 'Integrity-based business' pages 25-27 (SS15), 'Reporting suspected violations' pages xiv-xv (SP15)		√
Sub-category: Human Rights			
Material aspect: Investments			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages xii-xv (SP15), 'Legal Proceedings' section pages 128-137 (AR15), 'Anti-Corruption procedures' pages 35-36 (CG15)		
G4-HR1	'Business Ethics' pages xii-xv (SP15)		

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	External Assurance (pages 94-95 SS15)
Material aspect: Non-discrimination			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages iv, vi-vii, xii-xv, xix (SP15)		
G4-HR3	'Integrity-based business' pages 21-28 (SS15), 'Preserving Saipem's people' page vi (SP15), 'Business Ethics' pages xii-xv (SP15)		√
Material aspect: Freedom of association and collective bargaining			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages iv, vi-vii, xii-xv, xix (SP15)		
G4-HR4	'Integrity-based business' pages 25-28 (SS15), 'Industrial Relations' page vi (SP15), 'Business Ethics' pages xii-xv (SP15)		√
Material aspect: Child labour			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages iv, vi-vii, xii-xv, xix (SP15)		
G4-HR5	'Integrity-based business' pages 25-28 (SS15), 'Industrial Relations' page vi, 'Business Ethics' pages xii-xv (SP15)		
Material aspect: Forced or compulsory labour			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages vi-vii, xii-xv, xix (SP15)		
G4-HR6	'Integrity-based business' pages 25-28 (SS15), 'Business Ethics' pages xii-xv (SP15)		
Material aspect: Supplier Human Rights assessment			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), 'Saipem's people' pages vi, xii-xv (SP15)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	
G4-HR10	'Integrity-based business' pages 25-28 (SS15), 'Business Ethics' pages xii-xv (SP15)	The percentage of new suppliers that were screened using human rights criteria is not considered material. Saipem assesses vendors supplying relevant commodity codes belonging to certain countries considered as critical.	√
Material aspect: Human Rights grievance mechanism			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages xii-xv (SP15), 'Legal Proceedings' section pages 128-137 (AR15), 'Bodies involved in the Internal Control and Risk Management System' pages 30-31 (CG15)		
G4-HR12	Pages 9-10, 'Integrity-based business' pages 25-28 (SS15), 'Saipem's people' pages vi, xii-xv (SP15)		√
Sub-category: Society			
Material aspect: Local communities			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-13, 42-45 (SS15), pages vii-ix, xii-xv (SP15), 'Sustainability' section of the 'Management Review' pages xx-xx (AR15)		
G4-S01	Pages 9-10, 'Stakeholder engagement process' pages 11-13, 'A Multinational company with a local presence' pages 42-45 (SS15), 'Saipem's presence' pages vii-ix, 'Business ethics' pages xii-xv (SP15), 'Sustainability' section of the 'Directors' Report' pages 41-42 (AR15)		√

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	External Assurance (pages 94-95 SS15)
Material aspect: Anti-Corruption			
G4-DMA	Annex I 'Approach to Sustainability', pages 9-10, 21-28 (SS15), pages xii-xv (SP15), 'Legal Proceedings' section pages 128-137 (AR15), 'Anti-Corruption procedures' pages 35-36 (CG15)		
G4-S03	'Integrity-based business' pages 21-28 (SS15),	Saipem's Code of Ethics is provided to each new employee (when the hiring contract is signed) and is communicated to members of governance bodies. The percentage of employees or governance members trained is not material because these specific trainings are not addressed to all employees categories but to specific clusters. The frequency of refresher courses may differs.	√
G4-S04	'Business ethics' pages xii-xv (SP15), 'Legal		√
G4-S05	'Proceedings' section pages 128-137 (AR15), 'Anti-Corruption procedures' pages 35-36 (CG15)		

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Publications
Relazione finanziaria annuale (in Italian)
Annual Report (in English)

Interim Consolidated Report as of June 30
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