

ANNEX I

**GRI AND UN GLOBAL COMPACT
CONTENT INDEX**

MISSION

Our mission is to implement challenging, safe and innovative projects, leveraging on the competence of our people and on the solidity, multiculturalism and integrity of our organisational model. With the ability to face and overcome the challenges posed by the evolution of the global scenarios, we must seize the opportunities to create economic and social value for all our stakeholders.

OUR VALUES

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

COUNTRIES IN WHICH SAIPEM OPERATES

EUROPE

Albania, Austria, Bulgaria, Croatia, Cyprus, France, Germany, Greece, Italy, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Serbia, Spain, Sweden, Switzerland, Turkey, United Kingdom

AMERICAS

Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Ecuador, Guyana, Mexico, Peru, United States, Venezuela

CIS

Azerbaijan, Georgia, Kazakhstan, Russia

AFRICA

Algeria, Angola, Congo, Egypt, Ghana, Libya, Morocco, Mauritania, Mozambique, Namibia, Nigeria, Senegal, South Africa, Tunisia, Uganda

MIDDLE EAST

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

ESTREMO ORIENTE E OCEANIA

Australia, China, India, Indonesia, Japan, Malaysia, Pakistan, Singapore, South Korea, Taiwan, Thailand, Vietnam

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IN ACCORDANCE WITH GRI STANDARDS - CORE OPTIONS

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In accordance with GRI Standards - Core options

Reference Documents

MCP19: Making change possible - Sustainability Report 2019

NFS19: Consolidated Non-Financial Statement 2019

AR18: Annual Report 2019

CG19: Corporate Governance and Shareholding Structure 2019

UN Global Compact Principles

Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2. Make sure that they are not complicit in human rights abuses.

Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4. The elimination of all forms of forced and compulsory labour.

Principle 5. The effective abolition of child labour.

Principle 6. The elimination of discrimination in respect of employment and occupation.

Principle 7. Businesses should support a precautionary approach to environmental challenges.

Principle 8. Undertake initiatives to promote greater environmental responsibility.

Principle 9. Encourage the development and diffusion of environmentally friendly technologies.

Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.

GENERAL DISCLOSURES (2016)		
Disclosure	Section name and page number (or Link)	UN Global Compact Principles
Organisational profile		
102-1	Cover (AR19).	
102-2	"Directors' Report", pages 15-29 (AR19).	
102-3	Back cover (AR19).	
102-4	Inside front cover (AR19).	
102-5	Table "Shareholding structure", page 60 (CG19).	
102-6	"Directors' Report", pages 12-14 (AR19).	
102-7	"Company profile and key operations", page 77 (NFS19); "Workforce trend", pages 109-110 (NFS19); "Letter to the Shareholders", pages 2-4 (AR19); "Financial and economic results", pages 30-40 (AR19).	
102-8	"Workforce trend", pages 109-110 (NFS19).	
102-9	"Social aspects", pages 99-103 (NFS19).	
102-10	"Social aspects", pages 99-103 (NFS19).	
102-11	"Company management and organisation model", page 78 (NFS19).	
102-12	"Business ethics", pages 117-121 (NFS19).	
102-13	"Relations with stakeholders", pages 82-83 (NFS19); "Relations with institutions and business associations", pages 84-85 (NFS19).	
Strategy		
102-14	"Letter to the Shareholders", pages-2-4 (AR19).	
Ethics and integrity		
102-16	"Company management and organisation model", page 78 (NFS19); Inside front cover (AR19).	1, 2, 3, 4, 5, 6, 10
Governance		
102-18	"Governance of business sustainability", page 86 (NFS19).	

GENERAL DISCLOSURES		
Disclosure	Section name and page number (or Link)	UN Global Compact Principles
Stakeholder engagement		
102-40 102-41 102-42 102-43 102-44	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Company management and organisation model", page 78 (NFS19); "Relations with stakeholders", pages 82-83 (NFS19); "A sustainable supply chain", pages 102-103 (NFS19); "Industrial relations", pages 113-114 (NFS19); "Enduring relations", pages 16-19 (MCP19).	
Reporting practice		
102-45	"Consolidation scope at December 31, 2019", pages 158-162 (AR19).	
102-46 102-47 102-48 102-49 102-50	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Consolidation scope at December 31, 2019", pages 158-162 (AR19); "Changes in the consolidation scope", page 163 (AR19); "Methodology and reporting criteria", pages 72-75 (MCP19).	
102-51	"Sustainable Saipem 2018" (SS18), approved the March 11, 2019.	
102-52	"Methodology and reporting criteria", pages 72-75 (MCP19).	
102-53	Inside back cover (MCP19).	
102-54	"Methodology and reporting criteria", pages 72-75 (MCP19).	
102-55	"Annex I" (MCP19).	
102-56	"Assurance Statement", pages 76-78 (MCP19).	

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 201: Economic Performance 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Our business", pages 77-85 (NFS19); "Our contribution to mitigating climate change", pages 90-94 (NFS19).		
201-1: Direct economic value generated and distributed	"Economic value generated and distributed", page 81 (NFS19).		
201-2: Financial implications and other risks and opportunities due to climate change	"Analysis of the climate-related scenario", pages 91-92 (NFS19); "Risks and opportunities", pages 10-17 (Climate: from strategy to action).		7, 8, 9
201-4: Financial assistance received from government	Note 44 "Adempimento degli obblighi di trasparenza e pubblicità. Legge 4 agosto 2017, n. 124 (art. 1, commi 125-129)", page 349 of Annual Report Italian version.		
GRI 202: Market presence 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Local presence", page 101 (NFS 19); "Methodology and reporting criteria", pages 72-75 (MCP19).		
202-2: Proportion of senior management hired from the local community	"Local presence", page 101 (NFS 19); "Generating shared value", pages 58-69 (MCP19).		
GRI 203: Indirect Economic Impacts 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Our business", pages 77-85 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19).		

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 203: Indirect Economic Impacts 2016			
203-1: Infrastructure investments and services supported	"Relations with stakeholders", pages 82-83 (NFS19); "Generating shared value", pages 58-69 (MCP19).		
GRI 204: Procurement Practices 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Supply chain management", pages 79-80 (NFS19).		
204-1: Proportion of spending on local suppliers	"Supply chain management", pages 79-80 (NFS19).		
GRI 205: Anti-corruption 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Business ethics", pages 117-121 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19).		10
205-2: Communication and training about anti-corruption policies and procedures	"Fighting corruption", pages 118-119 (NFS19).	The Company will integrate more details regarding the anti-corruption training provided within the next two reporting cycles.	10
205-3: Confirmed incidents of corruption and actions taken	"Fighting corruption", pages 118-119 (NFS19).		10
GRI 302: Energy 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Our contribution to mitigating climate change", pages 90-94 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19); "Enabling carbon footprint reduction", pages 34-43 (MCP19).		7, 8, 9
302-1: Energy consumption within the organisation	"Energy efficiency", pages 92-93 (NFS19).	The percentage of electricity produced from renewable sources and consumed by the Group depends on the specific national electricity mixes.	7, 8, 9
302-3: Energy intensity	"Energy efficiency", pages 92-93 (NFS19).		7, 8, 9
302-4: Reduction of energy consumption	"Energy efficiency", pages 92-93 (NFS19).		7, 8, 9
GRI 305: Emissions 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Our contribution to mitigating climate change", pages 90-94 (NFS19); "Protecting the environment and minimising environmental impacts", pages 94-99 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19); "Innovating for the new energy scenario", pages 24-31 (MCP19).		7, 8, 9
305-1: Direct (Scope 1) GHG emissions	"GHG emissions", pages 93-94 (NFS19); "Enabling carbon footprint reduction", pages 34-43 (MCP19).		7, 8, 9
305-2: Energy indirect (Scope 2) GHG emissions	"GHG emissions", pages 93-94 (NFS19); "Enabling carbon footprint reduction", pages 34-43 (MCP19).		7, 8, 9
305-3: Other indirect (Scope 3) GHG emissions	"GHG emissions", pages 93-94 (NFS19); "Enabling carbon footprint reduction", pages 34-43 (MCP19).		7, 8, 9

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 305: Emission 2016			
305-4: GHG emissions intensity	"GHG emissions", pages 93-94 (NFS19); "Enabling carbon footprint reduction", pages 34-43 (MCP19).		7, 8, 9
305-5: Reduction of GHG emissions	"GHG emissions", pages 93-94 (NFS19); "Innovating for the new energy scenario", pages 24-31 (MCP19).		7, 8, 9
305-7: Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	"Preserving the air quality", pages 98-99 (NFS19).		7, 8, 9
Reduction of air pollutant	"Preserving the air quality", pages 98-99 (NFS19).		7, 8, 9
GRI 306: Effluents and Waste 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Protecting the environment and minimising environmental impacts", pages 94-99 (NFS19); "Minimising the impact of our operations on the marine ecosystem", pages 56-57 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		7, 8, 9
306-3: Significant spills	"Spill prevention and response", pages 96-97 (NFS19).		7, 8, 9
GRI 308: Supplier Environmental Assessment 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19).		
308-1: New suppliers that were screened using environmental criteria	"A sustainable supply chain", pages 102-103 (NFS19).		7, 8, 9
GRI 401: Employment 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Human capital", pages 109-116 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19).		1, 2, 3, 4, 5, 6
401-2: Benefits provided to full-time employees	"Equal treatment and enhancement of differences", pages 114-116 (NFS19).		1, 2, 3, 4, 5, 6
GRI 403: Occupational Health and Safety 2018			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Safeguarding the health and safety of people", pages 104-109 (NFS19); "Keeping people and operations safe and sound", pages 46-55 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		1, 2, 3, 4, 5, 6
403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Safeguarding the health and safety of people", pages 104-109 (NFS19); "Keeping people and operations safe and sound", pages 46-55 (MCP19).		1, 2, 3, 4, 5, 6
403-9: Work-related injuries	"Safety", pages 104-107 (NFS19); "Keeping people and operations safe and sound", pages 46-55 (MCP19).		1, 2, 3, 4, 5, 6
403-10: Work-related ill health	"Employee health", pages 108-109 (NFS19).		1, 2, 3, 4, 5, 6

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 404: Training and education 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Human capital", pages 109-116 (NFS19); "Innovating for the new energy scenario", pages 24-31 (MCP19); "Enabling carbon footprint reduction", pages 34-43 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		6
404-1: Average hours of training per year per employee	"Reverse Mentoring and training", pages 112-113 (NFS19); "Saipem at a glance", pages 6-15 (MCP19).		
404-3: Employees receiving regular performance and career development reviews	"Development of skills", pages 110-111 (NFS19).		6
GRI 405: Diversity and equal opportunity 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Human capital", pages 109-116 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19).		1, 2, 3, 4, 5, 6
405-1: Diversity of governance bodies and employees	"Governance of business sustainability", page 86 (NFS19); "Equal treatment and enhancement of differences", pages 114-116 (NFS19).		1, 2, 3, 4, 5, 6
405-2: Ratio of basic salary and remuneration of women to men	"Equal treatment and enhancement of differences", pages 114-116 (NFS19).		1, 2, 3, 4, 5, 6
GRI 406: Non Discrimination 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Business ethics", pages 117-121 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19).		6
406-1: Incidents of discrimination and corrective actions taken	"Reporting suspected violations", pages 120-121 (NFS19).		6
GRI 407: Freedom of association and collective bargaining 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19); "Business ethics", pages 117-121 (NFS19); "Generating shared value", pages 58-69 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		3
407-1: Operations and suppliers in which the freedom of association and collective bargaining may be at risk	"Human rights", page 117 (NFS19); "Generating shared value", pages 58-69 (MCP19).		3
GRI 408: Child Labor 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19); "Business ethics", pages 117-121 (NFS19); "Generating shared value", pages 58-69 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		5
408-1: Operations and suppliers at significant risk for incidents of child labor	"Human rights", page 117 (NFS19); "Generating shared value", pages 58-69 (MCP19).		5

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 409: Forced and Compulsory Labor 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19); "Business ethics", pages 117-121 (NFS19); "Generating shared value", pages 58-69 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		4
409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	"Human rights", page 117 (NFS19); "Generating shared value", pages 58-69 (MCP19).		4
GRI 410: Security Practices 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Business ethics", pages 117-121 (NFS19); "Keeping people and operations safe and sound", pages 46-55 (MCP19).		1, 2
410-1: Security personnel trained in human rights policies or procedures	"Security practices", pages 117-118 (NFS19).	In 2019, the security staff was not involved in any training course on ethics and compliance issues. The creation of an e-learning module dedicated to these issues is being finalised for dissemination during 2020.	1, 2
GRI 412: Human Rights Assessment 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19); "Business ethics", pages 117-121 (NFS19); "Methodology and reporting criteria", pages 72-75 (MCP19).		1, 2
412-2: Employee training on human rights policies or procedures	"A sustainable supply chain", pages 102-103 (NFS19); "Generating shared value", pages 58-69 (MCP19).		1, 2
412-3: Investment agreements and contracts that include human rights clauses	"A sustainable supply chain", pages 102-103 (NFS19); "Security practices", pages 117-118 (NFS19).		1, 2
GRI 413: Local Communities 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19).		1, 2
413-2: Operations with significant actual and potential negative impacts on local communities	"Social aspects", pages 99-103 (NFS19).		1, 2
GRI 414: Supplier Social assessment 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Social aspects", pages 99-103 (NFS19); "Generating shared value", pages 58-69 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).	The data on the suppliers are collected through the qualification questionnaire and subsequently analysed.	1, 2, 3, 4, 5, 6
414-1: New suppliers that were screened using social criteria	"A sustainable supply chain", pages 102-103 (NFS19); "Generating shared value", pages 58-69 (MCP19).	The screening on these issues is carried out only on new suppliers that supply goods and services belonging to the most significant commodity classes and operating in countries considered as critical.	1, 2, 3, 4, 5, 6

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 415: Public Policy 2016			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Business ethics", pages 117-121 (NFS19).		10
415-1: Political contributions	"Fighting corruption", pages 118-119 (NFS19).		10
Technological and operating innovation			
103-1, 103-2 and 103-3	"Methodology, principles and reporting criteria", pages 72-76 (NFS19); "Our contribution to mitigating climate change", pages 90-94 (NFS19); "Innovating for the new energy scenario", pages 24-31 (MCP19); "Methodology and reporting criteria", pages 72-75 (MCP19).		7, 8, 9
Amount spent on decarbonisation R&D and technology application	"Innovation and research to fight climate change", page 92 (NFS19); "Innovating for the new energy scenario", pages 24-31 (MCP19).		7, 8, 9
Number of signed cooperation/license agreements for energy decarbonisation projects	"Innovation and research to fight climate change", page 92 (NFS19); "Innovating for the new energy scenario", pages 24-31 (MCP19).		7, 8, 9
Environmental product innovation	"Innovation and research to fight climate change", page 92 (NFS19); "Innovating for the new energy scenario", pages 24-31 (MCP19).		7, 8, 9



Società per Azioni

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Publications

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Annual Report (in English)

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