

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, Denmark, France, Germany, Greece, Italy, Luxembourg, Netherlands, Malta, 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, Turkmenistan

AFRICA

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

MIDDLE EAST

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

FAR EAST AND OCEANIA

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

**GRI AND UN GLOBAL COMPACT
CONTENT INDEX
IN ACCORDANCE WITH GRI STANDARDS - CORE OPTIONS**



GRI AND UN GLOBAL COMPACT CONTENT INDEX

In accordance with GRI Standards - Core options

Reference Documents

SS18: Saipem Sustainability 2018

NFS18: Consolidated Non-Financial Statement 2018

AR18: Annual Report 2018

CG18: Corporate Governance and Shareholding Structure 2018

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		
Disclosure	Section name and page number (or Link)	UN Global Compact Principles
Organisational profile		
102-1	Cover (AR18).	
102-2	'Directors' Report', pages 15-29 (AR18).	
102-3	Back cover (AR18).	
102-4	Inside front cover (AR18).	
102-5	Table 'Shareholding structure', page 63 (CG18).	
102-6	'Directors' Report', pages 12-14 (AR18).	
102-7	'People in Saipem', pages 86-98 (NFS18); 'Letter to the Shareholders', pages 2-3 (AR18); 'Financial and economic results', pages 32-37 (AR18).	
102-8	'People in Saipem', pages 86-98 (NFS18). There are 14,123 employees with a contractual form defined as stable (with key professional role). Geographic distribution of those personnel is the following: 725 in the Americas, 1,607 in the Far East, 690 in CIS, 405 in North Africa, 1,512 in Sub-saharan Africa, 3,571 in the Middle East and 5,433 in Europe. Employees who do not belong to key professional roles can be defined 'temporary' as per GRI definition. 33,906 employees have a full-time contract, of which 3,476 are women.	
102-9	'Social aspects', pages 82-86 (NFS18).	
102-10	'Social aspects', pages 82-86 (NFS18).	
102-11	'Company management and organisation model', pages 74-76 (NFS18).	
102-12	'Fighting corruption', pages 98-99 (NFS18); 'Respecting human and labour rights', pages 99-103 (NFS18); 'Business ethics as the only acceptable option', pages 46-48 (SS18).	
102-13	Saipem is an active member of 121 business associations at the national and international level. The parent company is a member of 47 associations, among which ANIMP, IADC, IMCA, IPLOCA, UN Global Compact, Valore D, WEF and WEC.	
Strategy		
102-14	'Letter to the Shareholders', pages-2-3 (AR18).	
Ethics and integrity		
102-16	'Company management and organisation model', pages 74-76 (NFS18); Inside front cover (AR18).	1, 2, 3, 4, 5, 6, 10

GENERAL DISCLOSURES		
Disclosure	Section name and page number (or Link)	UN Global Compact Principles
Governance		
102-18	'Board of Directors', pages 17-19 (CG18); 'Board Committees', pages 33-39 (CG18); 'Structure of the Board of Directors and its Committees', page 64 (CG18).	
Stakeholder engagement		
102-40 102-41 102-42 102-43 102-44	'Engaging with our stakeholder', pages 6-7 (SS18); 'Stakeholder engagement in 2018', pages 8-10 (SS18); 'Perform as a responsible player', page 45 (SS18).	
Reporting practice		
102-45	'Scope of consolidation at December 31, 2018', pages 152-156 (AR18).	
102-46 102-47 102-48 102-49 102-50	'Methodology and reporting criteria', pages 59-62 (SS18).	
102-51	'Saipem Sustainability 2017' (SS17), approved the March 5, 2018.	
102-52	'Methodology and reporting criteria', pages 59-62 (SS18).	
102-53	Inside back cover (SS18).	
102-54	'Methodology and reporting criteria', pages 59-62 (SS18).	
102-55	'Annex I' (SS18).	
102-56	'Assurance Statement', pages 63-65 (SS18).	

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 202: Market presence 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Social aspect management activities and results', page 84 (NFS18).		
202-2	'Social aspect management activities and results', page 84 (NFS18).	Employees classified as 'local personnel' are those resident in the country where they work.	
GRI 205: Anti-corruption 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Perform as a responsible player', pages 46-48 (SS18).		10
205-3	'Legal proceedings' section, pages 186-198 (AR18).	No employees were dismissed due to corruption cases.	10
GRI 302: Energy 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'On the side of progress against climate change', pages 28-29 (SS18); 'Environmental management and results', pages 76-78 (NFS18).		7, 8, 9
302-1	'On the side of progress against climate change', pages 28-29 (SS18); 'Environmental management and results', pages 79-80 (NFS18).	In 2018, total energy consumption was equivalent to 18,987.82 TJ. The percentage of electricity consumed by the Group that was produced by renewable sources depends on the energy mix of the different countries.	7, 8, 9

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 305: Emission 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'On the side of progress against climate change', pages 24-27 (SS18); 'Environmental management and results', pages 76-78 (NFS18).		7, 8, 9
305-1	'On the side of progress against climate change', pages 24-27 (SS18); 'Environmental management and results', page 80 (NFS18).	'IPCC Guideline for National Greenhouse Gas Inventories 2006' is the source used to define emission factors.	7, 8, 9
305-2	'On the side of progress against climate change', pages 24-27 (SS18); 'Environmental management and results', page 80 (NFS18).	Sources used to define emission factors are the following: 'Confronti internazionali' (Terna) and Greenhouse Gas Protocol. Scope 2 market-based emissions are 38.2 kt of CO ₂ eq. Using a conservative approach, the value of scope 2 market-based emissions has been calculated using the residual mix emission factors. The Company is planning to start collecting information on origin certificates from renewable sources in order to provide for next reporting cycle the real value of emissions.	7, 8, 9
GRI 306: Effluents and waste 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Environmental management and results', pages 76-78 (NFS18).		7, 8, 9
306-3	'Environmental management and results', page 79 (NFS18).		7, 8, 9
GRI 401: Employment 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'People in Saipem', pages 87-88, 91-93 (NFS18).		1, 2, 3, 4, 5, 6
401-2	'People in Saipem', pages 91-93 (NFS18).		1, 2, 3, 4, 5, 6
GRI 403: Occupational Health and Safety 2018			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'People in Saipem', pages 90, 94-98 (NFS18).		1, 2, 3, 4, 5, 6
403-5	'People in Saipem', page 90 (NFS18); 'Guaranteeing safe operations', pages 31-35 (SS18).		1, 2, 3, 4, 5, 6
403-9	'People in Saipem', page 97 (NFS18); 'Guaranteeing safe operations', pages 31-35 (SS18).	Saipem delivered 1,497,101 training man-hours on Health and Safety topics (531,347 delivered to employees and 965,754 on subcontractors).	1, 2, 3, 4, 5, 6
GRI 404: Training and education 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'People in Saipem', pages 89-90 (NFS18); 'Valuing people', pages 53-56 (SS18).		6
404-1	'People in Saipem', page 90 (NFS18), 'Valuing people', pages 53-56 (SS18).	Training hours by gender and by category are not reported. At the moment, the internal IT reporting system used for the data collection does not allow this division.	6

MATERIAL TOPICS			
GRI standard	Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 404: Training and education 2016			
404-3	'People in Saipem', page 90 (NFS18); 'Valuing people', pages 53-56 (SS18).	On a total of 34,129, 13,568 underwent a performance evaluation (of which 53% were women and 38% were men). 97% of senior managers, 59% of managers, 43% of white collar and 27% of blue collar were involved in this process.	6
GRI 405: Diversity and equal opportunity 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'People in Saipem', pages 91-93 (NFS18).		1, 2, 3, 4, 5, 6
405-1	'People in Saipem', pages 91-93 (NFS18).	The Board of Directors is composed of 9 Directors (3 women). All Directors are over 50. Women represent 11% of the total workforce. 11% of employees are under 30, 71% are between 30 and 50 years and 18% are over 50.	1, 2, 3, 4, 5, 6
GRI 406: Non discrimination			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'People in Saipem', pages 91-93 (NFS18); 'Valuing people', pages 53-56 (SS18).		6
406-1	'Respect for human rights', pages 101-103 (NFS18).		6
GRI 407: Freedom of association and collective bargaining			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Social aspect management activities and results', page 85 (NFS18); 'Respect for human rights', pages 99-100 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		3
407-1	'Social aspect management activities and results', page 85 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		3
GRI 408: Child labour 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Social aspect management activities and results', page 85 (NFS18); 'Respect for human rights', pages 99-100 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		5
408-1	'Social aspect management activities and results', page 85 (NFS18); 'Respect for the human rights', pages 99-100 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		5
GRI 409: Forced and compulsory labour 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Social aspect management activities and results', page 85 (NFS18); 'Respect for human rights', pages 99-100 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		4

MATERIAL TOPICS			
GRI standard	Page Section name and page number (or Link)	Omissions/Notes	UN Global Compact Principles
GRI 409: Forced and compulsory labour 2016			
409-1	'Social aspect management activities and results', page 85 (NFS18); 'Respect for the human rights', pages 99-100 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		4
GRI 410: Security practices			
103-1, 103-2 and 103-3	'Respect for human rights', pages 100-101 (NFS18); 'Perform as a responsible player', page 49 (SS18).		1, 2
410-1	'Respect for human rights', pages 100-101 (NFS18); 'Perform as a responsible player', page 49 (SS18).	In 2018, 10% of security personnel were trained on ethics and compliance.	1, 2
GRI 414: Supplier social assessment 2016			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Social aspect management activities and results', page 86 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).		1, 2, 3, 4, 5, 6
414-1	'Social aspect management activities and results', page 86 (NFS18); 'Perform as a responsible player', pages 48-51 (SS18).	In 2018, the percentage of new suppliers assessed on labour rights issues was 2.5% of vendors qualified in the year. This assessment is performed only on new vendors supplying goods and services representing relevant commodity codes operating in countries considered critical.	1, 2, 3, 4, 5, 6
Technological and operating innovation			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'Directors' Report', pages 40-43 (NFS18); 'Pushing beyond the frontiers of innovation', pages 39-43 (SS18).		7, 8, 9
Safe operations, asset integrity and process safety			
103-1, 103-2 and 103-3	'Methodology and reporting criteria', pages 59-62 (SS18); 'People in Saipem', page 98 (NFS18); 'Guaranteeing safe operations', page 35 (SS18).		

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

Interim Consolidated Report as of June 30
(in Italian and English)

Saipem Sustainability (in English)

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