

ANNEX II
GRI AND UN GLOBAL COMPACT
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, Italy, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Principality of Monaco, Romania, Spain, Sweden, Switzerland, Turkey, United Kingdom

AMERICAS

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

CIS

Azerbaijan, Georgia, Kazakhstan, Russia, Turkmenistan, Ukraine

AFRICA

Algeria, Angola, Congo, Egypt, Gabon, Ghana, Ivory Coast, Libya, Morocco, Mozambique, Namibia, Nigeria, Uganda

MIDDLE EAST

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

FAR EAST AND OCEANIA

Australia, China, India, Indonesia, Malaysia, Singapore, South Korea, Taiwan, Thailand

**GRI AND UN GLOBAL COMPACT
CONTENT INDEX
'IN ACCORDANCE' WITH THE CORE OPTION**



GRI AND UN GLOBAL COMPACT CONTENT INDEX 'IN ACCORDANCE' WITH THE CORE OPTION

Reference Documents

SS16: Saipem Sustainability 2016

ST16: Sustainability Statements 2016

AR16: Annual Report 2016

CG16: Corporate Governance and Shareholding structure 2016

RR17: Remuneration Report 2017

UN Global Compact Principles

- 1:** Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2:** Principle 2. Make sure that they are not complicit in human rights abuses;
- 3:** Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4:** Principle 4. The elimination of all forms of forced and compulsory labour;
- 5:** Principle 5. The effective abolition of child labour; and
- 6:** Principle 6. The elimination of discrimination in respect of employment and occupation.
- 7:** Principle 7. Businesses should support a precautionary approach to environmental challenges;
- 8:** Principle 8. Undertake initiatives to promote greater environmental responsibility; and
- 9:** Principle 9. Encourage the development and diffusion of environmentally friendly technologies;
- 10:** Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page Number (or Link)	UN Global Compact Principles
Strategy and analysis		
G4-1	'Going beyond' pages 1-3 (SS16), 'Scenarios, business environment and market outlook' pages 4-5 (SS16)	1,2,3,4,5,6
G4-2	'Going beyond' pages 1-3 (SS16), 'Scenarios, business environment and market outlook' pages 4-5 (SS16)	
Organisational profile		
G4-3	Cover (SS16)	
G4-4	'Saipem at a glance' page 8 (SS16), 'Operating review' pages 17-34 (AR16)	
G4-5	Inside back cover (SS16)	
G4-6	'Saipem at a glance' page 8 (SS16), 'Saipem Sustainability 2016 summary' page 7 (SS16), inside front cover (AR16)	
G4-7	'Going beyond' pages 1-3 (SS16), 'Saipem at a glance' page 8 (SS16), Inside back cover (SS16)	
G4-8	'Scenarios, business environment and market outlook' pages 4-5 (SS16)	
G4-9	'Saipem at a glance' page 8 (SS16)	
G4-10	'Saipem at a glance' pages 8-9 (SS16), 'Saipem's people' page iv (ST16)	6
G4-11	'Saipem at a glance' page 8 (SS16), 'Industrial relations' page vi (ST16)	3
G4-12	'Saipem at a glance' page 8 (SS16), 'A sustainable supply chain' pages 49-53 (SS16) and xii-xiii (ST16)	
G4-13	'Going beyond' pages 1-3 (SS16), 'Methodology and reporting criteria' pages 82-84 (SS16), 'Methodology, criteria and reporting principles' pages ii-iii (ST16), 'Local presence' pages vii-ix (ST16)	
G4-14	'Business ethics as the only acceptable option' page 41 (SS16), 'Risk management' pages 62-68 (AR16)	
G4-15	'Business ethics as the only acceptable options' pages 42-45 (SS16), 'Protecting and promoting labour rights' page 46 (SS16)	
G4-16	'Membership of associations' page xviii (ST16)	

GENERAL STANDARD DISCLOSURES			
General Standard Disclosures	Page Number (or Link)		UN Global Compact Principles
Identified material aspects and boundaries			
G4-17	'Materiality assessment: Identifying sustainability priorities' page 6 (SS16), 'Methodology and reporting criteria' pages 82-85 (SS16), 'Methodology, criteria and reporting principles' pages ii-iii (ST16)		
G4-18			
G4-19			
G4-20			
G4-21			
G4-22			
G4-23			
Stakeholder engagement			
G4-24	'Stakeholder engagement process' pages 12-15 (SS16), 'Sustainability' section of the 'Directors' Report' pages 44-46 (AR16)		
G4-25			
G4-26			
G4-27			
Report profile			
G4-28	Cover (SS16)		
G4-29	'Methodology and reporting criteria' pages 82-85 (SS13)		
G4-30	'Methodology and reporting criteria' pages 82-85 (SS16)		
G4-31	Back Cover (SS16)		
G4-32	Annex II (SS16)		
G4-33	'Methodology and reporting criteria' pages 82-84 (SS16)		
Governance			
G4-34	'Corporate governance structure' page 42 (SS16), 'Structure of the Board of Directors and its committees' page 59 (CG16)		10
Ethics and integrity			
G4-56	'Business ethics as the only acceptable option' pages 41-45 (SS16), 'Business ethics' pages xii-xiv (ST16)		1,2,3,4,5,6,10
SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Category: Economic			
Material aspect: Market presence			
G4-DMA	Annex I 'Sustainability Approach' pages 9-10, 'Local presence' pages vii-ix (ST16)		
G4-EC6	Saipem at a glance' pages 8-9, 'Creating value by employing locally' pages 60-61 (SS16), 'Local presence' pages vii-ix (ST16)		
Category: Environmental			
Material aspect: Energy			
G4-DMA	Annex I 'Sustainability Approach' page 6, 'Saipem's at a glance' pages 8-9 (SS16), 'Saipem's approach to energy efficiency' pages 29-31 (SS16), 'Energy' pages xv-xvi (ST16)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	7,8,9
G4-EN3	'Saipem's approach to energy efficiency' pages 29-31 (SS16), 'Environment' page xv (ST16)	In 2016, total energy consumption was equivalent to 17,237.1 TJ.	7,8,9
G4-EN6	'Saipem's approach to energy efficiency' pages 29-30 (SS16), 'Environment' pages xv-xvi (ST16)	Total energy reduction was equivalent to 23,174 GJ.	7,8,9

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Category: Environmental			
Material aspect: Effluents and waste			
G4-DMA	Annex I 'Sustainability Approach' pages 5-6, 'Saipem's approach to spill prevention and response' pages 32-33 (SS16), 'Environment' pages xiv-xviii (ST16)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	7,8,9
G4-EN22	'Environment' page xvi (ST16)	Data on the water quality (including treatment method) are not available.	7,8,9
G4-EN23	'Environment' page vii (ST16)		7,8,9
G4-EN24	'Saipem's approach to spill prevention and response' pages 32-33 (SS16), 'Environment' page xvii (ST16)		7,8,9
Material aspect: Supplier environmental assessment			
G4-DMA	Annex I 'Sustainability Approach', pages 3-5, 'A sustainable supply chain' pages 49-53 (SS16), 'A sustainable supply chain' pages xii-xiii (ST16)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	7,8
G4-EN32	'Business ethics' page xiii (ST16), 'A sustainable supply chain' pages 49-53 (SS16)	The percentage of new suppliers that were screened using environmental criteria is not considered material. Saipem assesses vendors supplying relevant commodity codes.	7,8
Category: Social			
Sub-category: Labour practices and decent work			
Material aspect: Employment			
G4-DMA	Annex I 'Sustainability Approach' pages 6-7, 'Protecting and promoting labour rights' pages 46-48 (SS16), 'A sustainable supply chain' pages 49-53 (SS16), 'Saipem's people' pages iv-vii (ST16) 'Saipem's people' page iv (ST16)		1,2,3,4,5,6
G4-LA1		The informations details listed below is currently not available: the total number and rate of new employee hires during the reporting period, by age group, gender and region; the total number and rate of employee turnover by age group, gender and region. Saipem intends to collect the necessary data to fulfil the requirement.	1,2,3,4,5,6
G4-LA2	'Saipem's people' page iv (ST16)		1,2,3,4,5,6
G4-LA3	'Saipem's people' page vii (ST16)	The return to work and retention rate of employees who took parental leave is 92% for men and 67% for women. Saipem does not report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.	1,2,3,4,5,6
Material aspect: Occupational health and safety			
G4-DMA	Annex I 'Sustainability Approach', pages 8-9, 'Safety first' pages 25-28 (SS16), 'Health and safety at the workplace' pages ix-xii (ST16)		1,2,3,4,5,6

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
G4-LA5	'Safety at the workplace' pages ix-x (ST16)	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.	1,2,3,4,5,6
G4-LA6	'Safety first' pages 25-28 (SS16), 'Health and safety at the workplace' pages x-xi (ST16)	Data by geographic areas are monitored monthly for each project. Considering that Saipem works in 68 countries, it is more valuable to provide aggregate numbers. Saipem does not consider monitoring safety performance split by gender significant. Occupational disease rate is not reported.	1,2,3,4,5,6
G4-LA8	'Health and safety at the workplace' pages ix-xi (ST16)		1,2,3,4,5,6
Material aspect: Training and education			
G4-DMA	Annex I 'Sustainability Approach' page 7, 'Saipem at a glance' pages 8-9, 'Nurturing competence and know-how' pages 56-59 (SS16), 'Saipem's people' page v (ST16)		
G4-LA9	'Nurturing competence and know-how' pages 56-59 (SS16), 'Saipem's people' page v (ST16)	Average training hours by gender are not reported, as Saipem does not consider reporting this data split by gender material.	6
G4-LA10	'Nurturing competence and know-how' pages 56-59 (SS16), 'Saipem's people' page v (ST16)		6
G4-LA11	'Nurturing competence and know-how' pages 56-59 (SS16), 'Saipem's people' page v (ST16)	Performance evaluation data are not collected by gender. This information is not considered material. In fact, Saipem is committed to promoting the development of its people without any form of discrimination, as stated in Saipem's Code of Ethics.	6
Material aspect: Diversity and equal opportunities			
G4-DMA	Annex I 'Sustainability Approach' page 7, 'Saipem at a glance' pages 8-9 (SS16), 'Diversity and equal opportunities' pages vi-vii, 'Local presence' page vii (ST16)		1,2,3,4,5,6
G4-LA12	'Integrity-based business' pages 21-28 (SS16), 'Saipem's people' page vi (ST16)	The Board of Directors is composed of 9 Directors (3 women). The Directors' ages are not considered material. However the experience and competences are the main selection criteria.	1,2,3,4,5,6
Material aspect: Supplier assessment for labour practices			
G4-DMA	Annex I 'Sustainability Approach', pages 3-4, 'A sustainable supply chain' pages 49-53 (SS16), 'Business ethics' pages xii-xiv (ST16)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	1,2,3,4,5,6
G4-LA14	'A sustainable supply chain' pages 49-53 (SS16), 'Business ethics' pages xii-xiii (ST16)	The percentage of new suppliers that were screened using labour practices criteria is not considered material. Saipem assesses vendors supplying relevant commodity codes belonging to certain countries considered as critical.	1,2,3,4,5,6

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Material aspect: Labour practices grievance mechanism			
G4-DMA	Annex I 'Sustainability Approach', pages 2-4, 6-7, 'Protecting and promoting labour rights' pages 46-48 (SS16), xiii-xiv (ST16), 'Legal proceedings' section pages 148-158 (AR16), 'Bodies involved in the internal control and risk management system' page 38 (CG16)		1,2,3,4,5,6
G4-LA16	'Protecting and promoting labour rights' pages 43, 46-48 (SS16), 'Business ethics' pages xii-xiv (ST16)		1,2,3,4,5,6
Sub-category: Human Rights			
Material aspect: Investments			
G4-DMA	Annex I 'Sustainability Approach' pages 3-4, 6-7, 'A sustainable supply chain' pages 49-53 (SS16), 'Business ethics' pages xii-xiii (ST16), 'Legal proceedings' section pages 148-158 (AR16), 'Anti-corruption procedures' pages 44-45 (CG16)		1,2
G4-HR1	'A sustainable supply chain' pages 49-53 (SS16), 'Business ethics' pages xii-xiii (ST16)		1,2
Material aspect: Non-discrimination			
G4-DMA	Annex I 'Sustainability Approach' pages 6-7, 'Business ethics as the only acceptable options' pages 41-45 (SS16), 'Business ethics' pages xiii-xiv (ST16)		6
G4-HR3	'Business ethics as the only acceptable options' pages 41-45 (SS16), 'Business ethics' pages xiii-xiv (ST16)		6
Material aspect: Freedom of association and collective bargaining			
G4-DMA	Annex I 'Sustainability Approach' pages 6-7, 'Saipem at a glance' page 8 (SS16), 'Protecting and promoting labour rights' and 'A sustainable supply chain' pages 46-53 (SS16), 'Industrial relations' pages vi and 'Business ethics' pages xii-xiii (ST16)		3
G4-HR4	'Saipem at a glance' page 8, 'Protecting and promoting labour rights' and 'A sustainable supply chain' pages 46-53 (SS16), 'Industrial relations' page vi and 'Business ethics' pages xii-xiii (ST16)		3
Material aspect: Child labour			
G4-DMA	Annex I 'Sustainability Approach' pages 6-7, 'Business ethics as the only acceptable options' pages 41-45 (SS16), 'Business ethics' pages xiii-xiv (ST16)		5
G4-HR5	'Business ethics as the only acceptable options' pages 41-45 (SS16), 'Business ethics' pages xiii-xiv (ST16)		5
Material aspect: Forced or compulsory labour			
G4-DMA	Annex I 'Sustainability Approach' pages 6-7, 'Business ethics as the only acceptable options' pages 41-45 (SS16), 'Business ethics' pages xiii-xiv (ST16)		4

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
G4-HR6	'Business ethics as the only acceptable options' pages 41-45 (SS16), 'Business ethics' pages xiii-xiv (ST16)		4
Material aspect: Supplier Human Rights assessment			
G4-DMA	Annex I 'Sustainability Approach' pages 3-4, 'A sustainable supply chain' pages 49-53 (SS16), 'Business ethics' pages xii-xv (ST16)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	1,2,3,4,5,6
G4-HR10	'A sustainable supply chain' pages 49-52 (SS16), 'Business ethics' pages xii-xiii (ST16)	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.	1,2,3,4,5,6
Material aspect: Human Rights grievance mechanism			
G4-DMA	Annex I 'Sustainability Approach' pages 2, 6-7, 'Protecting and promoting labour rights' pages 46-48, xii-xiv (ST16), 'Legal proceedings' section pages 148-158 (AR16), 'Bodies involved in the internal control and risk management system' page 38 (CG16)		1,2,3,4,5,6
G4-HR112	Protecting and promoting labour rights' pages 43, 46-48 (SS16), 'Business ethics' pages xii-xiv (ST16)		1,2,3,4,5,6
Sub-category: Society			
Material aspect: Anti-Corruption			
G4-DMA	Annex I 'Sustainability Approach' pages 2-3, 'Business ethics as the only acceptable option' pages 41-45 (SS16), 'Business ethics' page xii (ST16), 'Legal proceedings' section pages 148-158 (AR16), 'Anti-corruption procedures' pages 44-45 (CG16)		10
G4-SO3	'Business ethics as the only acceptable option' pages 41-45 (SS16), 'Business ethics' page xii (ST16), 'Anti-corruption procedures' pages 44-45 (CG16)		10
G4-SO4	'Business ethics as the only acceptable option' pages 41-45 (SS16), 'Business ethics' page xii (ST16)	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 reported because these specific trainings are not addressed to all employee categories but to specific clusters. The frequency of refresher courses may differ.	
G4-SO5	'Legal proceedings' section pages 148-158 (AR16)		

OTHER INFORMATION REPORTED			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Category: Economic			
Material aspect: Indirect economic impacts			
G4-DMA	'Annex I 'Sustainability Approach', pages 9-10, 'Creating value by employing locally' pages 60-63 (SS16), 'Local presence' pages vii-ix, 'A sustainable supply chain' pages xii-xvi (ST16), 'Sustainability' section of the 'Directors' Report' pages 44-56 (AR16)		
G4-EC7	'Creating value by employing locally' pages 60-63 (SS16), 'Local presence' pages vii-ix (ST16)		
Material aspect: Procurement practices			
G4-DMA	Annex I 'Sustainability Approach', pages 9-10, 'Local presence' pages vii-ix (ST16)		
G4-EC9	'A sustainable supply chain' pages 49-53 (SS16), 'Local presence' pages vii-ix (ST16)		
Category: Environmental			
Material aspect: Emissions			
G4-DMA	Annex I 'Sustainability Approach' page 6, 'Saipem's approach to energy efficiency' pages 29-31 (SS16), 'Environment' pages xv-xvi (ST16), 'Saipem's at glance' pages 8-9 (SS16)	Data on relevant vendors are collected through the qualification questionnaire and analysed. Information is not presented in an aggregate form.	7,8,9
G4-EN15	'Saipem at a glance' pages 8-9 (SS16), 'Saipem's approach to energy efficiency' page 31 (SS16), 'Environment' page xv (ST16)	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. In 2016, emission reductions were 1,755 t of CO ₂ of GHG emissions (respectively 106 t of CO ₂ of Scope 2 emission and 1,648 t of CO ₂ of Scope 1 emission).	7,8,9
G4-EN16	'Saipem at a glance' pages 8-9 (SS16), 'Saipem's approach to energy efficiency' page 31 (SS16), 'Environment' page xv (ST16)		7,8,9
G4-EN19	'Saipem's approach to energy efficiency' pages 29-31 (SS16), 'Environment' pages xv-xvi (ST16)		
G4-EN21	'Environment' pages xv-xvi (ST16)		
Category: Social			
Sub-category: Society			
Material aspect: Local communities			
G4-DMA	Annex I 'Sustainability Approach' pages 9-10, 'Stakeholder engagement process' page 12, 'Stakeholder engagement in 2016' page 14, 'How Saipem creates value' pages 16-17, 'Creating value by employing locally' pages 60-63, 'Three current milestones of Saipem's projects' pages 68-81 (SS16), 'Local presence' pages vii-ix (ST16), 'Sustainability' section of the 'Directors' Report' pages 44-46 (AR16)		
G4-SO1	Stakeholder engagement process' page 12, 'Stakeholder engagement in 2016' page 14, 'How Saipem creates value' pages 16-17, 'Creating value by employing locally' pages 60-63, 'Three current milestones of Saipem's projects' pages 68-81 (SS16), 'Local presence' pages vii-ix (ST16), 'Sustainability' section of the 'Directors' Report' pages 44-46 (AR16)		

Headquarters: San Donato Milanese (Milan) - Italy
Via Martiri di Cefalonia, 67
Branches:
Cortemaggiore (Piacenza) - Italy
Via Enrico Mattei, 20



saipem Società per Azioni
Share Capital €2,191,384,693 fully paid up
Tax identification number and Milan Companies' Register
No. 00825790157

Information for Shareholders
Saipem SpA, Via Martiri di Cefalonia, 67
20097 San Donato Milanese (Milan) - Italy

Relations with institutional investors
and financial analysts
Fax +39-0244254295
e-mail: investor.relations@saipem.eni.it

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)

Also available on Saipem's website:
www.saipem.com

Website: www.saipem.com
You can also telephone: +39-024421

Layout and supervision: Studio Joly Srl - Rome - Italy



SAIPEM SpA
Via Martiri di Cefalonia, 67
20097 San Donato Milanese (MI)

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