

# 2017

## SAIPEM SUSTAINABILITY PERFORMANCE INDICATORS

INDICATOR	UNIT	2017	2016	2015
<b>SAFETY</b>				
Worked man-hours	(mln)	281.9	258.6	234.4
Fatal accidents	(No.)	3	1	2
- employees	(No.)	0	0	2
- subcontractors	(No.)	3	1	0
Fatal Accident Frequency Rate (FTLFR)	(ratio)	1.06	0.38	0.85
Lost Time Injuries (LTI)	(No.)	37	51	70
LTI Frequency Rate (LTIFR)	(ratio)	0.14	0.20	0.31
Total Recordable Incidents (TRI)	(No.)	144	201	253
TRI Frequency Rate (TRIFR)	(ratio)	0.51	0.78	1.08
Lost workdays	(No.)	1,857	3,106	4,439
Severity rate	(ratio)	0.01	0.01	0.02
Absenteeism rate	(%)	4.1	4.9	4.6

### ENVIRONMENT

<b>Energy</b>				
Total energy consumption	(ktoe)	440.6	411.7	514.0
Total energy consumption	(TJ)	18,435.0	17,237.1	21,520.2
Direct energy consumption by type:	(ktoe)	419.3	388.1	488.2
- Diesel	(ktoe)	246.6	256.6	290.6
- Diesel Marine Oil	(ktoe)	141.8	111.8	139.7
- Heavy Fuel Oil (HFO)	(ktoe)	1.0	-	-
- Intermediate Fuel Oil (IFO)	(ktoe)	12.8	7.5	21.0
- Light Fuel Oil (LFO)	(ktoe)	4.5	1.4	28.7
- Natural gas	(ktoe)	1.1	1.4	1.5
- Gasoline	(ktoe)	11.5	9.5	6.8
Total electricity purchased from public network	(MWh)	92,309.9	102,343.4	112,094.5
Electricity produced from renewable sources	(MWh)	352.4	305.0	309.9
Energy saving due to energy consumption reduction initiatives	(MWh)	32,563.9	6,437	-
Energy intensity ratio	(toe/€ mln revenue)	49.0	41.3	44.7

<b>Emissions</b>				
GHG scope 1 emissions	(kt) CO <sub>2</sub> eq	1,299.7	1,203.4	1,504.2
GHG scope 2 emissions	(kt) CO <sub>2</sub> eq	37.5	38.9	43.0
Direct CO <sub>2</sub> emissions	(kt) CO <sub>2</sub> eq	1,298.0	1,161.8	1,502.7
Direct CH <sub>4</sub> emissions	(kt) CO <sub>2</sub> eq	1.6	1.4	1.7
Significant emissions into the atmosphere by type:				
- SO <sub>x</sub>	(kt)	4.6	3.8	5.1
- NO <sub>x</sub>	(kt)	22.6	20.2	26.5
- CO	(kt)	14.5	10.3	12.0

INDICATOR	UNIT	2017	2016	2015
<b>Emissions</b>				
- PM	(kt)	0.5	0.5	0.6
- NMVOC	(kt)	0.9	0.8	1.0
Emission intensity ratio	(t CO <sub>2</sub> eq/€ mln revenue)	144.4	124.5	134.5
CO <sub>2</sub> saving due to energy efficiency initiatives	(t)	2,898	1,755	-

<b>Water</b>				
Water consumption	(10 <sup>3</sup> m <sup>3</sup> )	7,690.4	6,972.9	5,226.4
Water consumption by source:				
- fresh water from public network/third party	(10 <sup>3</sup> m <sup>3</sup> )	1,375.1	3,054.5	2,614.9
- ground water	(10 <sup>3</sup> m <sup>3</sup> )	5,441.2	2,571.9	1,571.6
- surface water	(10 <sup>3</sup> m <sup>3</sup> )	188.3	69.5	152.8
- sea water	(10 <sup>3</sup> m <sup>3</sup> )	685.8	1,276.9	887.0
Water by type of use:				
- concrete production	(10 <sup>3</sup> m <sup>3</sup> )	40.2	9.7	35.8
- general service	(10 <sup>3</sup> m <sup>3</sup> )	2,652.4	2,968.6	1,203.7
- hydrotesting	(10 <sup>3</sup> m <sup>3</sup> )	313.9	858.7	263.5
- domestic use	(10 <sup>3</sup> m <sup>3</sup> )	1,637.6	2,954.1	3,530.1
- irrigation	(10 <sup>3</sup> m <sup>3</sup> )	8.6	12.8	45.3
- roads watering	(10 <sup>3</sup> m <sup>3</sup> )	133.7	141.3	95.9
- other	(10 <sup>3</sup> m <sup>3</sup> )	2,904.0	27.6	51.4
Water withdrawal in water stressed areas	(%)	37	41	31
Volume of recycled and reused water	(10 <sup>3</sup> m <sup>3</sup> )	1,179.8	308.4	309.9
Percentage of recycled and reused water	(%)	15	4	6
Discharged water	(10 <sup>3</sup> m <sup>3</sup> )	5,657.0	4,859.0	3,746.3
Total amount of discharged water by type and destination:				
- water discharged into sewers	(10 <sup>3</sup> m <sup>3</sup> )	642.8	427.7	569.4
- water discharged into bodies of surface water	(10 <sup>3</sup> m <sup>3</sup> )	3,605.4	2,556.3	1,182.2
- water discharged into the sea	(10 <sup>3</sup> m <sup>3</sup> )	515.4	1,142.7	1,064.6
- water discharged to other destinations	(10 <sup>3</sup> m <sup>3</sup> )	893.4	732.2	930.1

<b>Waste</b>				
Total waste produced	(kt)	431.3	907.6	508.5
Waste by type:				
- hazardous	(kt)	70.4	56.4	39.7
- non-hazardous	(kt)	360.9	851.2	468.8
Waste by type and destination:				
- hazardous waste disposed of in landfill sites	(kt)	61.2	36.1 <sup>(a)</sup>	31.9
- hazardous waste incinerated	(kt)	2.3	1.6	2.8
- hazardous waste recycled	(kt)	6.9	18.7	5.0
- non-hazardous waste disposed of in landfill sites	(kt)	172.4	140.0 <sup>(a)</sup>	285.8
- non-hazardous waste incinerated	(kt)	3.6	3.0	6.4
- non-hazardous waste recycled	(kt)	185.0	708.1	176.5

INDICATOR	UNIT	2017	2016	2015
<b>Waste</b>				
Waste recycled	(%)	44	80	36

(a) This figure was recalculated in 2017.

<b>Spills</b>				
Number of spills	(No.)	26	30	38
Spill volumes	(m <sup>3</sup> )	6.21	4.26	2.18
Number of spills by type:				
- oil spills	(No.)	18	25	34
- chemical spills	(No.)	8	5	4
Spill volumes by type:				
- oil spills	(m <sup>3</sup> )	2.63	3.54	2.12
- chemical spills	(m <sup>3</sup> )	3.58	0.71	0.06
Number of spills by size:				
- over 500 litres	(No.)	3	3	0
- between 160 and 500 litres	(No.)	2	3	2
- between 10 and 160 litres	(No.)	21	24	36
Spills by destination:				
- into water streams	(No.)	0	0	0
- into swamps or lakes	(No.)	0	0	0
- into the sea	(No.)	5	5	4
- on land	(No.)	21	25	34
Spill drills	(No.)	314	405	-

## HEALTH

Occupational diseases	(No.)	5	9	26
Occupational disease rate	(ratio)	0.05	0.08	0.23
Medical fitness examinations	(No.)	31,835	27,329	44,939
Medical consultations	(No.)	153,351	139,354	124,224

## HSE MANAGEMENT SYSTEM

Percentage of employees working in OHSAS 18001 certified companies/branches	(%)	72	66	-
Percentage of employees working in ISO 14001 certified companies/branches	(%)	74	64	-

## PEOPLE

<b>Employment</b>				
Total employees at year's end	(No.)	35,918	40,305	46,346
Employee categories:				
- Blue Collars	(No.)	14,688	17,134	19,408
- White Collars	(No.)	16,642	18,496	21,549

INDICATOR	UNIT	2017	2016	2015
<b>Employment</b>				
Employees categories:				
- Managers	(No.)	4,190	4,276	4,972
- Senior Managers	(No.)	398	399	417
Employees by geographical area:				
- Americas	(No.)	1,849	3,083	8,226
- CIS	(No.)	2,743	3,169	4,550
- Europe	(No.)	10,283	9,962	10,553
- Middle East	(No.)	11,472	9,219	8,779
- Africa	(No.)	6,258	7,905	8,020
- Far East	(No.)	3,313	6,967	6,218
<b>Type of contract</b>				
Full-time employees by gender:				
- male	(No.)	35,686	40,060	46,073
- female	(No.)	3,616	4,069	5,058
Part-time employees by gender:				
- male	(No.)	232	245	273
- female	(No.)	58	63	74
- female	(No.)	174	182	199
Employees recruited through employment agencies	(No.)	5,829	5,643	4,489
Employees with a stable work contract by gender:				
- male	(No.)	14,177	14,991	17,840
- female	(No.)	13,000	13,703	16,156
- female	(No.)	1,177	1,288	1,684
<b>Turnover</b>				
Voluntary turnover of employees with a stable work contract	(%)	6.6	8.3	6.4
Total turnover	(%)	35	40	-
<b>Local employment</b>				
Local employees by category:				
- Blue Collars	(%)	76	80	80
- White Collars	(%)	74	81	81
- White Collars	(%)	78	81	80
- Managers <sup>(b)</sup>	(%)	48	48	46
- Senior Managers <sup>(b)</sup>	(%)	14	13	10

(b) The percentage of local managers and senior managers is calculated excluding the data of France and Italy.

<b>Diversity and equal opportunities</b>				
<b>Gender diversity</b>				
Women employed, by category:				
- Blue Collars	(No.)	3,790	4,251	5,257
- Blue Collars	(No.)	95	118	224
- White Collars	(No.)	3,060	3,510	4,307
- Managers	(No.)	612	600	704
- Senior Managers	(No.)	23	23	22
Women on the Saipem SpA Board of Directors	(No.)	3	3	3

INDICATOR	UNIT	2017	2016	2015
<b>Diversity and equal opportunities</b>				
Women employed, by geographical area:				
- Americas	(No.)	348	495	985
- CIS	(No.)	461	478	546
- Europe	(No.)	2,101	2,198	2,441
- Middle East	(No.)	120	129	168
- Africa	(No.)	345	391	524
- Far East	(No.)	415	560	593
Gender pay-gap (women vs. men):				
- Blue Collars	(%)	112	101	46
- White Collars	(%)	91	86	92
- Managers	(%)	85	80	82
- Senior Managers	(%)	81	88	91
Age ranges:				
- employees under 30	(No.)	4,330	5,809	7,595
•of which women	(No.)	494	735	1,097
- employees between 30 and 50	(No.)	25,673	28,418	31,436
•of which women	(No.)	2,744	2,961	3,529
- employees over 50	(No.)	5,915	6,078	7,315
•of which women	(No.)	552	555	631
<b>Multiculturalism</b>				
Number of nationalities represented in the employee population	(No.)	115	120	128
<b>Parental leave</b>				
Employees who took parental leave, of which:	(No.)	695	1,278	1,093
- women	(No.)	239	553	620
- men	(No.)	456	725	473
Return to work rate after parental leave:				
- women	(%)	56	67	40
- men	(%)	99.6	92	86
<b>Skills development</b>				
<b>Training</b>				
Total hours of training, of which:	(No.)	1,930,709	1,570,894 <sup>(c)</sup>	1,594,281 <sup>(c)</sup>
- HSE	(No.)	1,699,674	1,324,853 <sup>(c)</sup>	1,165,952 <sup>(c)</sup>
- managerial potential and skills	(No.)	15,090	24,446	36,390
- IT and languages	(No.)	17,979	20,969	54,226
- professional technical skills	(No.)	197,966	200,626	337,713
Average training man-hours by employee	(No.)	21.9	21.5	25.0
<b>Skills assessment</b>				
Skills assessment	(No.)	7,173	2,738	4,897

INDICATOR	UNIT	2017	2016	2015
<b>Skills development</b>				
<b>Performance evaluation</b>				
Total employee performance evaluations, of which:	(No.)	9,844	24,144	18,446
- Senior Managers	(No.)	359	375	398
- Managers	(No.)	2,918	3,038	2,734
- White Collars	(No.)	5,781	10,369	9,406
- Blue Collars	(No.)	786	10,362	5,908
Total employee performance evaluations	(%)	50	60	40

(c) This figure was recalculated in 2017.

<b>Industrial relations</b>				
Percentage of the total workforce represented in formal joint management-worker health and safety committees	(%)	32	-	-
Employees covered by collective bargaining	(%)	49	58	59
Strike hours	(No.)	1,143	65,196	35,018

<b>BUSINESS</b>				
<b>Supply chain</b>				
Number of vendors	(No.)	26,345	29,959	32,931
Number of vendors qualified in the year	(No.)	6,918	6,571	10,844
Vendors qualified in the year operating in high risk countries for human and labour rights	(%)	59	60	-
New vendors assessed on labour rights	(No.)	94	106	367
Vendors qualified in the year for activities considered at HSE risk	(%)	4	6	-
Vendors assessed on HSE aspects and qualified	(No.)	278	385	163
Qualification audits, of which:	(No.)	62	46	-
- on human and labour rights	(No.)	14	6	13
- on HSE	(No.)	3	5	-
Total goods and services ordered	(bln €)	6.42	5.66	8.27
Percentage of goods and services ordered locally	(%)	64	69	68
Goods and services ordered by criticality level:				
- critical	(bln €)	4.47	3.56	5.75
- not critical	(bln €)	1.90	1.96	2.47
- other	(bln €)	0.05	0.14	0.05
Number of Frame Agreements	(No.)	5,643	5,758	6,826
Vendors qualified for more than 10 years	(%)	18	16	-
Vendor feedback released	(No.)	658	1,475	-
Percentage of positive feedback on vendor	(%)	64	74	-
Employees trained in human and labour rights and the supply chain	(No.)	115	147	-

<b>Anti-corruption</b>				
Employees trained in compliance, governance, ethics and anti-corruption issues	(No.)	1,962	2,813	-
Training hours in compliance, governance, ethics and anti-corruption issues	(No.)	6,201	6,713	4,264

INDICATOR	UNIT	2017	2016	2015
<b>Anti-corruption</b>				
Percentage of subsidiaries that implemented training in compliance, governance, ethics and anti-corruption	(%)	79	-	-
Percentage of JVs that implemented training in compliance, governance, ethics and anti-corruption	(%)	100	-	-

<b>Grievance mechanism</b>		(d)		
Total files, of which:	(No.)	118	125	78
- founded or partially founded	(No.)	20	28	20
- unfounded	(No.)	67	97	58
- open	(No.)	31	4	-
Total files on cases of discrimination, of which:	(No.)	12	19	11
- founded or partially founded	(No.)	2	2	2
- unfounded	(No.)	4	17	9
- open	(No.)	6	-	-
Total files on workers' rights, of which:	(No.)	26	30	15
- founded or partially founded	(No.)	3	6	5
- unfounded	(No.)	9	23	10
- open	(No.)	14	1	-
Total files on violations of the rights of local communities, of which:	(No.)	3	2	2
- founded or partially founded	(No.)	-	-	-
- unfounded	(No.)	2	2	2
- open	(No.)	1	-	-

(d) 2016: the count for closed files includes 4 closed files concerning the system of internal controls and risk management and re-opened and closed also for other matters concerned.

<b>Innovation</b>				
Patents in force	(No.)	2,350	2,308	-
New patents filed in the year	(No.)	30	36	-
Research & Development expenditure	(mln €)	31	19	14

<b>Local presence</b>				
Countries in which local development projects are implemented	(No.)	11	9	10
Expenses for local development projects	(mln €)	1.28	1.90	2.86

<b>Other</b>				
Memberships of associations	(No.)	89	72	80
Membership fees paid	(€)	993,489	-	-
Total value of political contributions	(€)	0	0	0

Information on audit and non-audit fees can be found at page 301 of the Relazione Finanziaria Annuale 2017 ([click here](#))