


# COMMITMENT, RESULTS AND OBJECTIVES

ISSUES	COMMITMENTS	2017 RESULTS	2018 OBJECTIVES	UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)
<b>People safety</b> 	Reinforce safety processes and people competences, including those of vendors.	<ul style="list-style-type: none"> <li>Extension of the ISO 14001 and OHSAS 18001 certifications.</li> <li>10 years of LiHS, more than 17,000 activities carried out and around 200,000 people involved.</li> <li>A value of 0.51 TRIFR recorded.</li> </ul>	<ul style="list-style-type: none"> <li>Pursuing continuous improvement:                             <ul style="list-style-type: none"> <li>- promotion and development of a safety culture;</li> <li>- strengthening the HSE audit planning system.</li> </ul> </li> <li>Improvement of the Total Recordable Incident Frequency Rate (TRIFR).</li> </ul>	 
<b>Safe operations, asset integrity and process safety</b> 	Run safe operations for people and the environment and ensure integrity of assets.	<ul style="list-style-type: none"> <li>Development of a new Asset Integrity Management System.</li> <li>Development and launch of the upgraded version of the Vessel HSE Case.</li> <li>Definition of asset integrity KPIs for specific Divisions.</li> </ul>	<ul style="list-style-type: none"> <li>Extend the upgraded version of the Vessel HSE Case to five additional vessels.</li> <li>Develop audit and inspection tools and an awareness tool for information cascading.</li> </ul>	  
<b>Anti-Corruption and ethical business practices</b> 	Run operations in compliance with ethical business best practices.	<ul style="list-style-type: none"> <li>Delivery of training on the OM&amp;C Model, Code of Ethics and Anti-Corruption and refresher courses.</li> <li>79% of subsidiaries and 100% of JVs* covered by the OM&amp;C Model, Code of Ethics and Anti-Corruption training.</li> <li>Provision of training on human rights.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to deliver periodic refresher training of employee awareness promotion.</li> <li>Maintain an adequate system of internal control and risk management.</li> <li>Periodically review the OM&amp;C Model.</li> <li>Reinforce transparency in communication and relations with stakeholders.</li> </ul>	
<b>Human and labour rights</b> 	Comply with international best practices on human and labour rights and monitor actual compliance.	<ul style="list-style-type: none"> <li>Subcontractor and employment agency representatives reached by HLR training.</li> <li>Training programme on HLRs delivered to more than 30 Saipem HR managers and coordinators.</li> <li>88% of vendors audited on HLR in high risk countries**.</li> </ul>	<ul style="list-style-type: none"> <li>Extend human and labour rights training to HR personnel, general and branch managers.</li> <li>Implement the worker grievance procedure to Saipem Operating Companies.</li> </ul>	  
<b>Ethical supply chain</b> 	Promote a sustainable supply chain.	<ul style="list-style-type: none"> <li>Continuation of supply chain social responsibility campaign.</li> <li>Delivery of the internal human rights and supply chain programme involving more than 100 employees.</li> </ul>	<p>Strengthen the supplier control system during the execution phase through training to functions that have direct contact with suppliers at their operational sites.</p>	  

(\*) Saipem's subsidiaries and majority-owned JVs with Saipem personnel.

(\*\*) 2017 objective was to audit 80% of vendors on HLR in high risk countries out of the total vendors audited in those countries.

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<b>Technology and operational innovation</b> 	Align Saipem's business offer to business needs and the market scenario.	<ul style="list-style-type: none"> <li>R&amp;D expenditure was 31 million euro in 2017.</li> <li>30 new patents filed in 2017 and around 2,350 patents in force.</li> <li>Overall innovation expenditure was over 55 million euro in 2017.</li> </ul>	<ul style="list-style-type: none"> <li>Refine and implement the new technology vision.</li> <li>Maintain the high investment in technology innovation.</li> </ul>	  
<b>Training and development</b> 	Bring employee skills in line with business needs.	<ul style="list-style-type: none"> <li>Deployment of the Leadership Model.</li> <li>Implementation of various initiatives and programmes to map, assess and develop personnel competence.</li> </ul>	<ul style="list-style-type: none"> <li>Support the generational change.</li> <li>Launch and continue to implement training and development programmes.</li> </ul>	  
<b>Health and well-being</b> 	Guarantee a healthy workplace.	<ul style="list-style-type: none"> <li>Continue promoting and consolidating a positive health culture among workers.</li> <li>Pre-Travel Counselling Programme extended to all Saipem personnel working or travelling abroad.</li> </ul>	<ul style="list-style-type: none"> <li>Guarantee the highest standard in Saipem's Occupational Health System.</li> <li>Spread health awareness among Saipem people.</li> </ul>	  
<b>Spill prevention and response</b> 	Reduce environmental risks associated with the handling, storage and use of hazardous substances during operations.	<ul style="list-style-type: none"> <li>Completion of the oil spill mapping for relevant offshore construction and drilling fleets.</li> <li>Oil and chemical mapping process extended to yards.</li> <li>Spill risk assessment performed at Arbatax yard (Italy).</li> </ul>	Extend the spill risk assessment to relevant Saipem operating sites.	 
<b>Water management and pollution</b> 	Adopt a strategy to reduce consumption of water and to promote its efficient use.	<ul style="list-style-type: none"> <li>Implementation of multiple water reutilisation systems.</li> <li>Implementation of the Administration's required system of the BWM Convention on Ballast Water Treatment on Castorone.</li> </ul>	Promote water reutilisation at Saipem operating sites.	
<b>Energy efficiency</b> 	Optimise energy consumption and investigate clean technologies.	<ul style="list-style-type: none"> <li>Energy assessments performed for some relevant vessels.</li> <li>Implementation of several energy saving initiatives.</li> </ul>	Implement a certified model that leads to the measurement, planning and reduction target of GHG emissions.	 