

# HUMAN AND LABOUR RIGHTS

Saipem is a responsible employer promoting positive behaviour also outside its own operative boundaries



Saipem is committed to protecting and promoting labour rights in running its business, taking into account both internationally recognised labour standards (i.e. UN Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, ILO Conventions, the Ten Principles of the UN Global Compact) and local legislation in the countries in which Group companies operate.

Further details on Saipem's approach to human and labour rights can be found in the 'Consolidated Non-Financial Statements' of the Annual Report 2017.

2017 Highlights	UN GC Principles	Sustainable Development Goals
Percentage of employees covered by collective bargaining contracts <b>49%</b>		
Human and labour rights training man-hours <b>229</b>		

Following a human rights risk assessment, Saipem developed an **action plan on human and labour rights** in 2016. In the course of 2017 the Company put in place several initiatives related to engagement of stakeholders regarding the promotion and respect of internationally recognised human rights.

## PROMOTING HUMAN AND LABOUR RIGHTS

In this respect, a comprehensive induction was delivered to **subcontractor and qualified employment agency representatives**, specifically addressed to HR personnel managing subcontractor resources and covered aspects related to international norms protecting human rights, as well as possible violations and resulting risks related to Saipem referent industry. Its training modules cover a wide range of themes including fighting corruption, social responsibility, integrity, ethical supply chain, health and safety, etc. Moreover, the induction offered a comprehensive review of Saipem's policies and regulations with which subcontractors are expected to comply in their business operations with the Company.

**Subcontractor and employment agency representatives from 46 countries reached by human and labour rights training** **+500**

Furthermore, an additional training programme on human and labour rights focusing on local legislation and labour practices was delivered to **HR Managers and HR personnel** operating in 20 countries. The training programme will be further extended in 2018 to also include HR personnel and local top management.

**HR Managers and coordinators reached by the human and labour rights training programme in 2017** **31**

Both training initiatives were delivered through an e-learning platform to facilitate access by the large number of targeted recipients. The training initiative also led to the set-up of an extensive database on legislation in each of the concerned countries specifically addressing forced labour, child labour, non-discrimination, freedom of association and collective bargaining. The collected material will support the concerned HR functions in framing and implementing the most appropriate line of action concerning issues related to human rights.

## RECRUITING AND MANAGING INTERNATIONAL PERSONNEL WITH THE HIGHEST ETHICAL STANDARDS

Global Petroprojects Services (GPS AG) is a subsidiary of the Saipem Group founded in Switzerland in 1964 and licensed for recruitment even of non-resident manpower for international supply since 1994. GPS AG is a human resources centre of excellence which provides a complex spectrum of onshore, offshore, and maritime HR related services to Saipem worldwide.

For certain specific contexts GPS AG is supported by local agencies to satisfy legal obligations and manage specific logistic duties. In the framework of its human and labour rights commitment, Saipem has a rigorous process in place for selecting manpower suppliers and a structured engagement to promote fruitful cooperation.

GPS AG constantly monitors how employment agencies manage sensitive processes such as recruitment and administration practices. This is performed through audits at the vendor's premises and phone interviews with GPS AG's international personnel. Feedback collected demonstrated a good level of people's satisfaction and confirmed that employment agencies meet Saipem's requirements.

**Employees from employment agencies interviewed (2016-2017)** **+300**

**HUMAN RIGHTS AT OPERATIONAL LEVEL: HOPE**



The **HOPE (Human Operational Environment) Training Programme** has been implemented since 2014 to further develop and disseminate a human rights culture while promoting an on-the-ground approach. The objectives of the Saipem HOPE training workshop are to:

- Develop a better understanding of key human rights risks and issues for the business.
- Develop a better understanding of company responsibility with regard to respecting human rights that are relevant for the operational business environment.
- Reinforce Saipem's ability to fulfil stakeholder expectations and ensure the requirements related to human rights concerning both reputation and management aspects (such as security management) are met, specifically in multicultural and challenging conditions.
- Become familiar with the existing Saipem framework, resources and behaviours for managing potential human rights issues.
- Develop a deeper understanding of the local environment in which Saipem operates to ensure its holistic approach to community relations.
- Identify/share practical solutions to issues connected with local impacts from Saipem operations in specific areas.

The programme is specifically targeted at managers working at the operative level at sites and projects in functions such as Operations, Human Resources, HSE, Security and Community Relations. They are expected to familiarise themselves with relevant human rights concepts and to identify/share practical solutions to issues connected with Saipem operational impacts in specific areas and in the event of emerging human rights issues.

In 2017, the training session carried out in Angola specifically focused on the local context of the Kaombo FOS project. A total of 9 people from the project

## FOCUS ON PLANNED CONVOCATION OF THE 1<sup>ST</sup> MEETING OF THE EUROPEAN WORKS COUNCIL

2017 led to the approval of the Agreement regulating Saipem's European Works Council following the election and summoning of the representatives to the Special Negotiating Body. The establishment of the European Works Council in representation of the employees of Group companies operating in the European Economic Area is in line with the reference European regulation, as well as with the efforts made by the Management to promote effective information sharing and consultation with the workforce. The first meeting of the newly established European Works Council will be held in 2018.

participated, including the Project Manager. Practical cases were analysed and discussed to identify adequate solutions and approaches to managing potential human rights aspects.

## 2014-2017 HOPE PROGRAMME KEY FIGURES

**Sites/Projects where the HOPE programme was implemented** **5**

**Participants** **+90**



## A TRANSPARENT COMMITMENT TO HUMAN AND LABOUR RIGHTS

According to the ILO, around 25 million people are estimated to be in forced labour. Saipem is committed ensuring respect for human and labour rights and preventing modern slavery and human trafficking in its business and supply chain. For this reason Saipem welcomes the requirements of the **UK Modern Slavery Act** and transparently describes its principles, policies, processes and actions to show that the Company has been working to respect and promote human rights.

*The annual Saipem Modern Slavery Statement is available on the Saipem website.*