

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.

Values

Innovation; health, safety and environment; multiculturalism; passion; integrity.

Countries in which Saipem operates

EUROPE

Austria, Bulgaria, Croatia, Cyprus, Denmark, France, Greece, Italy, Luxembourg, Netherlands, Norway, Poland, Portugal, Principality of Monaco, Romania, Spain, Sweden, Switzerland, Turkey, United Kingdom

AMERICAS

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

CIS

Azerbaijan, Georgia, Kazakhstan, Russia, Turkmenistan

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
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'IN ACCORDANCE' WITH THE CORE OPTION**



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

Reference Documents

SS17: Saipem Sustainability 2017

DNF17: Consolidated Non-Financial Statements 2017

AR17: Annual Report 2017

CG17: Corporate Governance and Shareholding structure 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	'Saipem of tomorrow', pages 2-3 (SS17); 'Letters to shareholders', pages 2-3 (SS17).	1,2,3,4,5,6
G4-2	'Directors' Report', pages 58-67 (AR17).	
Organisational profile		
G4-3	Cover (SS17).	
G4-4	'Directors' Report', pages 20-35 (AR17).	
G4-5	Inside back cover (SS17).	
G4-6	'Saipem at a glance', page 6 (SS17); inside front cover (AR17).	
G4-7	Table 'Shareholding structure', page 58 (CG17).	
G4-8	'Directors' Report', pages 20-35 (AR17).	
G4-9	'Saipem at a glance', page 6 (SS17); 'People in Saipem', pages 82-83 (DNF17).	
G4-10	'Saipem at a glance', page 6 (SS17); 'People in Saipem', pages 82-83 (DNF17).	6
G4-11	'Saipem at a glance', page 6 (SS17); 'People in Saipem', pages 82-83 (DNF17).	3
G4-12	'Saipem at a glance', page 6 (SS17); 'Social aspects', pages 81-82 (DNF17).	
G4-13	'Methodology and reporting criteria', pages 46-49 (SS17); 'Company management and organisation model', pages 74-75 (DNF17); 'Social aspects', pages 81-82 (DNF17); 'Shareholder structure of the Saipem Group', pages 5-7 (AR17); 'Principles of consolidation', pages 109-112 (AR17).	
G4-14	'Anti-corruption and ethical business practices', pages 22-23 (SS17); 'Directors' Report', pages 58-67 (AR17).	
G4-15	'Anti-corruption and ethical business practices', pages 22-23 (SS17); 'Human and labour rights', pages 24-25 (SS17).	
G4-16	'Stakeholder engagement in 2017', page 12 (SS17).	

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page Number (or Link)	UN Global Compact Principles
Identified material aspects and boundaries		
G4-17	'Scope of consolidation at December 31, 2017', pages 130-134 (AR17).	
G4-18	'Methodology and reporting criteria', pages 46-49 (SS17).	
G4-19	'Materiality assessment: identifying sustainability priorities', page 4 (SS17); 'Methodology and reporting criteria', pages 46-49 (SS17); 'Methodology, principles and reporting criteria', pages 73-74 (DNF17).	
G4-20	'Materiality assessment: identifying sustainability priorities', page 4 (SS17); 'Methodology and reporting criteria', pages 46-49 (SS17); 'Methodology, principles and reporting criteria', pages 73-74 (DNF17).	
G4-21	'Materiality assessment: identifying sustainability priorities', page 4 (SS17); 'Methodology and reporting criteria', pages 46-49 (SS17); 'Methodology, principles and reporting criteria', pages 73-74 (DNF17).	
G4-22	'Materiality assessment: identifying sustainability priorities', page 4 (SS17); 'Methodology and reporting criteria', pages 46-49 (SS17); 'Methodology, principles and reporting criteria', pages 73-74 (DNF17).	
G4-23	'Materiality assessment: identifying sustainability priorities', page 4 (SS17); 'Methodology and reporting criteria', pages 46-49 (SS17); 'Methodology, principles and reporting criteria', pages 73-74 (DNF17); 'Scope of consolidation at December 31, 2017', pages 130-134 (AR17).	
Stakeholder engagement		
G4-24	'Stakeholder engagement process' and 'Stakeholder engagement in 2017', pages 10-13 (SS17).	
G4-25	'Stakeholder engagement process' and 'Stakeholder engagement in 2017', pages 10-13 (SS17).	
G4-26	'Stakeholder engagement process' and 'Stakeholder engagement in 2017', pages 10-13 (SS17).	
G4-27	'Stakeholder engagement process' and 'Stakeholder engagement in 2017', pages 10-13 (SS17).	
Report profile		
G4-28	Cover (SS17).	
G4-29	'Methodology and reporting criteria', pages 46-49 (SS17).	
G4-30	'Methodology and reporting criteria', pages 46-49 (SS17).	
G4-31	Inner back cover (SS17).	
G4-32	Annex I (SS17).	
G4-33	'Methodology and reporting criteria', pages 46-49 (SS17).	
Governance		
G4-34	'Board committees', pages 43-48 (CG17).	10
Ethics and integrity		
G4-56	'Anti-corruption and ethical business practices', pages 22-23 (SS17); 'Company management and organisation model', pages 74-75 (DNF17).	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 G4-EC6	'Social aspects', page 81 (DNF17).		
Category: Environmental			
Material aspect: Energy			
G4-DMA	'Protecting environment and minimise environmental impact', page 78 (DNF17).		7,8,9
G4-EN3	'Tackling climate change', pages 32-35 (SS17).	In 2017, total energy consumption was equivalent to 18,435 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
G4-EN5	'Tackling climate change', page 34 (SS17).		
G4-EN6	'Tackling climate change', pages 32-35 (SS17); 'Protecting environment and minimise environmental impact', page 78 (DNF17).	Total energy reduction due to energy saving initiatives was equivalent to 117,230 GJ.	7,8,9
Material aspect: Emissions			
G4-DMA	'Tackling climate change', pages 32-35 (SS17); 'Protecting environment and minimise environmental impact', page 78 (DNF17).		7,8,9
G4-EN15	'Tackling climate change', pages 32-35 (SS17); 'Protecting environment and minimise environmental impact', page 78 (DNF17).	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.	7,8,9
G4-EN16	'Tackling climate change', pages 32-35 (SS17).		7,8,9
G4-EN18	'Tackling climate change', page 35 (SS17).		
Material aspect: Water			
G4-DMA	'Protecting environment and minimise environmental impact', page 79 (DNF17).		7,8,9
G4-EN8	'Water management and pollution', pages 38-39 (SS17); 'Protecting environment and minimise environmental impact', page 79 (DNF17).		7,8,9
G4-EN10	'Water management and pollution', pages 38-39 (SS17); 'Protecting environment and minimise environmental impact', page 79 (DNF17).		7,8,9
Material aspect: Effluents and waste			
G4-DMA	'Protecting environment and minimise environmental impact', pages 77-80 (DNF17).		7,8,9
G4-EN22	'Protecting environment and minimise environmental impact', page 79 (DNF17).	The data on the water quality (including treatment water) is not available as it was not systematically reported.	7,8,9
G4-EN23	'Protecting environment and minimise environmental impact', pages 79-80 (DNF17).		7,8,9
G4-EN24	'Spill prevention and response', pages 36-37 (SS17); 'Protecting environment and minimise environmental impact', page 77 (DNF17).		7,8,9

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Category: Social			
Sub-category: Labour practices and decent work			
Material aspect: Employment			
G4-DMA	'People in Saipem', pages 82-83, 85-89 (DNF17).		1,2,3,4,5,6
G4-LA1	'People in Saipem', pages 82-83 (DNF17).	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	'People in Saipem', pages 85-89 (DNF17).		1,2,3,4,5,6
G4-LA3	'People in Saipem', page 89 (DNF17).	The return to work rate of employees who took parental leave is 99.6% for men and 56.0% 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 (retention rate). This indicator is considered significant only in realities where Saipem presence is stable. The reporting methodology is under evaluation.	1,2,3,4,5,6
Material aspect: Occupational health and safety			
G4-DMA	'People in Saipem', pages 87-89 (DNF17).		1,2,3,4,5,6
G4-LA5	'People in Saipem', page 88 (DNF17).	More than 30% of personnel is represented in formal joint management-worker health and safety committee.	1,2,3,4,5,6
G4-LA6	'People in Saipem', pages 87-89 (DNF17).	Data by project (and then by geographic areas) are monitored monthly. Considering that Saipem works in more than 60 countries, it is considered more significant to provide aggregate data. Saipem does not monitor safety performance split by gender. Employees and subcontractors data are reported in an aggregate way to provide a comprehensive understanding of safety management system.	1,2,3,4,5,6
G4-LA8	'People in Saipem', page 88 (DNF17).	The percentage of agreement with trade unions covering health and safety topics is not monitored.	1,2,3,4,5,6
Material aspect: Training and education			
G4-DMA	'People in Saipem', pages 83-84 (DNF17).		
G4-LA9	'Saipem at a glance', page 6 (SS17); 'Training and development', pages 42-43 (SS17); 'People in Saipem', pages 83-84 (DNF17).	Training hours by gender and by category are not reported. At the moment, internal IT reporting system used for the data collection does not allow this division.	6
G4-LA10	'Training and development', pages 42-43 (SS17); 'People in Saipem', pages 83-84 (DNF17).		6

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Material aspect: Training and education			
G4-LA11	'Training and development', pages 42-43 (SS17).	Performance evaluation covers 90% of senior managers, 70% of managers, 35% of white collars and 5% of blue collars. In 2016 performance evaluation covered 94% of senior managers, 71% of managers, 56% of white collars and 60% of blue collars. Performance evaluation data (number and percentage) 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	'People in Saipem', pages 85-86 (DNF17).		1,2,3,4,5,6
G4-LA12	'People in Saipem', pages 85-86 (DNF17).	The Board of Directors is composed of 9 Directors (3 women). The age of Directors is not considered material. The data for the breakdown of the workforce by gender and age is expressed in absolute value and not as percentage.	1,2,3,4,5,6
Material aspect: Supplier assessment for labour practices			
G4-DMA	'Social aspects', pages 81-82 (DNF17).	The data on vendors is collected by means of a qualification questionnaire and then analysed.	1,2,3,4,5,6
G4-LA14	'Human and labour rights', pages 24-25 (SS17); 'Ethical supply chain', pages 26-27 (SS17); 'Social aspects', pages 81-82 (DNF17).	New vendors who are assessed on labour rights are shown as an absolute number because the percentage does not provide significant information to quantify the verification effort carried out by Saipem.	1,2,3,4,5,6
Material aspect: Labour practices grievance mechanism			
G4-DMA	'Respect for human rights', pages 91-93 (DNF17).		1,2,3,4,5,6
G4-LA16	'Respect for human rights', pages 92-93 (DNF17).		1,2,3,4,5,6
Sub-category: Human Rights			
Material aspect: Non-discrimination			
G4-DMA	'People in Saipem', pages. 85-86 (DNF17); 'Respect for human rights', pages 91-93 (DNF17).		6
G4-HR3	'Human and labour rights', pages 24-25 (SS17); 'Training and development', pages 42-43 (SS17); 'Respect for human rights', pages 92-93 (DNF17).		6
Material aspect: Freedom of association and collective bargaining			
G4-DMA	'Social aspects', pages 82-83 (DNF17).		3
G4-HR4	'Ethical supply chain', pages 26-27 (SS17); 'Social aspects', page 82 (DNF17).		3
Material aspect: Child labour			
G4-DMA	'Social aspects', pages 81-82 (DNF17); 'Respect for human rights', page 91 (DNF17).		5

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Material aspect: Child labour			
G4-HR5	'Ethical supply chain', pages 26-27 (SS17); 'Social aspects', pages 81-82 (DNF17); 'Respect for human rights', page 91 (DNF17).		5
Material aspect: Forced or compulsory labour			
G4-DMA	'Social aspects', pages 81-82 (DNF17); 'Respect for human rights', page 92 (DNF17).		4
G4-HR6	'Ethical supply chain', pages 26-27 (SS17); 'Social aspects', pages 81-82 (DNF17); 'Respect for human rights', page 92 (DNF17).		4
Material aspect: Supplier Human Rights assessment			
G4-DMA	'Social aspects', pages 81-82 (DNF17).	The data on vendors is collected through a qualification questionnaire and then analysed.	1,2,3,4,5,6
G4-HR10	'Ethical supply chain', pages 26-27 (SS17); 'Social aspects', pages 81-82 (DNF17).	The percentage of new suppliers assessed on human rights issues is not considered significant. Saipem assesses vendors supplying goods and services representing relevant commodity codes operating in countries considered critical.	1,2,3,4,5,6
Material aspect: Human Rights grievance mechanism			
G4-DMA	'Respect for human rights', pages 92-93 (DNF17).		1,2,3,4,5,6
G4-HR112	'Respect for human rights', pages 92-93 (DNF17).		1,2,3,4,5,6
Sub-category: Society			
Material aspect: Anti-Corruption			
G4-DMA	'Anti-corruption and ethical business practices', pages 22-23 (SS17); 'Fighting corruption', pages 90-91 (DNF17); 'Anti-corruption procedures', page 43 (CG17).		10
G4-SO3	'Fighting corruption', pages 90-91 (DNF17); "Risk management", pages 58-67 (AR17); 'Anti-corruption procedures', pages 63-64 (CG17).	The 'Anti-Corruption' Management System Guideline, rolled out to all Saipem personnel. The Management System Guideline 'Anti-Corruption' has been adopted by all Saipem subsidiaries through a Board of Directors' resolution. Saipem's compliance and corporate governance systems in terms of Anti-Corruption regulations also provides for Anti-Corruption Regulatory instruments, aimed at preventing risks relating to areas and subjects that are particularly prone to corruption.	10

SPECIFIC STANDARD DISCLOSURES			
DMA and Indicators	Page Number (or Link)	Omission(s)	UN Global Compact Principles
Material aspect: Anti-Corruption			
G4-SO4	'Anti-corruption and ethical business practices', pages 22-23 (SS17); 'Fighting corruption', pages 90-91 (DNF17); 'Board of Directors' induction', page 21 (CG17).	The Saipem Code of Ethics (which makes Saipem's repudiation of any sort of discrimination and corruption clear) is provided to every new employee (at the time of signing the contract) and communicated to governance committee members and business partners. As regards the members of the governance committees, the Company has prepared and implemented a 'Board induction' programme since May 2015. It was also delivered in 2017. With particular concern to employees this training specifically targets personnel considered at-risk. This is the reason why that the percentage of employees covered is not shown as it is not significant. Moreover, information on the split by employee category and geographical area is not reported.	
G4-SO5	'Legal proceedings' section, pages 164-173 (AR17).		

Other Information Reported

In order to be coherent with previous years disclosure and to transparently communicate with its stakeholders, Saipem consider significant reporting the following indicators (although these topics didn't resulted being material issues):

GRI aspects	Reference
G4-EN 21	Other relevant air emissions are the following: SO _x , 4.6 kt; NO _x , 22.6 kt; PM, 0.5 kt; NMVOC, 0.9 kt; CO, 14.5 kt. Direct CO ₂ emissions are 1,298.0 kt of CO _{2,eq} and direct CH ₄ are 1.6 kt of CO _{2,eq} .
G4-SO1	'Social aspects', pages 80-81 (DNF17); 'Environmental and social impact management', pages 40-41 (SS17).

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



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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)

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

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

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