

# CREATING SHARED VALUE 2020

SUSTAINABILITY PERFORMANCE INDICATORS



We are committed to the United Nations Global Compact because we want to turn our impact in the countries where we operate into real opportunities for sustainable development.

Our commitment to the Global Compact starts from our inclusion of the Ten Principles in our basic values, and applying them concretely in our business strategy and in all our operating initiatives: we safeguard and promote human rights and the rights of workers, maintaining responsible conduct in our encounters with all our personnel; we are committed to constant collaboration with our suppliers to ensure a supply chain that is ethically correct and reliable; we focus on technological innovation to reduce our environmental impact to a minimum and we have developed the most advanced governance structures so as to actively prevent any episodes of corruption.

In addition to the UNGC Ten Principles, we are contributing actively to the realization of the 2030 Agenda for Sustainable Development of the planet, and in particular to the attainment of the Sustainable Development Goals (SDGs) applicable to our business and operations.

We have mapped the progress that the company has made during the year with respect to the SDGs to give an overall view, supported by numbers and facts, of Saipem's contribution in creating shared value for the society and the stakeholders, maximizing the positive contribution of the company and minimizing the negative effects due to the company activities.

The data in this report relates to the fiscal year ending December 31, 2020, unless otherwise stated.

For a detailed explanation of the performance indicators, visit the GRI website ([www.globalreporting.org](http://www.globalreporting.org)).

#### Abbreviations

**NFS:** Non Financial Statements

**SR:** Sustainability Report "Ready for the transition – Enabling a green future"

**CFS:** Consolidated Financial Statements

**CGR:** Corporate Governance Report

**Web:** [www.saipem.com](http://www.saipem.com)

## GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



- > Avoid corruption and bribery in all their forms
- > Transparent relations with institutions and other stakeholders, at global and local level
- > Prevent any work-related injury
- > Assess the supply chain on social aspects
- > Measures to protect human and labour rights and avoid modern slavery

## GOAL 17: PARTNERSHIPS FOR THE GOALS



- > Tax transparency
- > Technological R&D
- > Multi-stakeholder partnerships

## GOAL 15: LIFE ON LAND



- > Minimizing air pollution
- > Avoid any spill of pollutants

## GOAL 14: LIFE BELOW WATER



- > Minimizing air pollution
- > R&D for biodiversity preservation
- > Avoid any spill of pollutants

## GOAL 13: CLIMATE ACTION



- > Improve the energy efficiency for own assets and along the value chain
- > Use of renewable energy sources
- > Minimizing air pollution
- > R&D for clean energy technology

## GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION



- > Minimizing waste produced, also by circularity measures
- > Optimizing management and efficient use of natural resources

## GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES



- > Minimizing waste produced, also by circularity measures
- > Improve the energy efficiency for own assets and along the value chain
- > Minimizing air, water and soil pollution

## GOAL 10: REDUCED INEQUALITIES



- > Tax transparency
- > Fair wages
- > Equal working conditions and development for women and men, and for local people

## GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE



- > Technological R&D
- > Direct, indirect and induced local economic effects

SUSTAINABLE DEVELOPMENT GOALS





# NO POVERTY



## TARGET 1.1/1.3

### GRI STANDARD

GRI 207: Tax 2019

### INDICATORS

207-1, 207-2  
207-3, 207-4

### SAIPEM DISCLOSURES

Approach to tax, linked to the business and sustainable development strategies; description of the tax governance and control framework; approach to stakeholder engagement and management of stakeholder concerns related to tax; country-by-country indicators

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Tax transparency", pages 94-96 (NFS20).

Content Evaluation (SELCE) Model, that quantifies the comprehensive value of the company operations in a certain area or country where Saipem operate or on project the Group has completed. On a global scale, moreover, Saipem has adopted the REVALUE measurement model which allows to evaluate the overall impact of the Group's activities worldwide.

### REFERENCE DOCUMENTS

- > "Local communities", pages 65-67 (SR20).
- > "Value for Local Communities" (Web).
- > Revalue 2019.



## TARGET 1.4

### GRI STANDARD

GRI 413: Local Communities 2016

### INDICATORS

413-2

### SAIPEM DISCLOSURES

Operations with significant actual and potential negative impacts on local communities, including:

- > the location of the operations;
- > the significant actual and potential negative impacts of operations.

### REFERENCE DOCUMENTS

- > "Social aspects", pages 126-136 (NFS20); "Local communities", pages 64-77 (SR20).



## TARGET 1.2/1.4

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-2

### SAIPEM DISCLOSURES

Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. Evaluation of the indirect economic impacts of the organization on a local scale, through the Saipem Externalities Local



# ZERO HUNGER



## TARGET 2.3

### GRI STANDARD

GRI 413: Local Communities 2016

### INDICATORS

413-2

### SAIPEM DISCLOSURES

Operations with significant actual and potential negative impacts on local communities, including:

- > the location of the operations;
- > the significant actual and potential negative impacts of operations.

### REFERENCE DOCUMENTS

- > "Social aspects", pages 126-136 (NFS20); "Local communities", pages 64-77 (SR20).





# GOOD HEALTH AND WELL-BEING

3 GOOD HEALTH AND WELL-BEING



## TARGET 3.2

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-2-a

### SAIPEM DISCLOSURES

- > Benefits, including health care, disability and invalidity coverage, parental leave and retirement provision provided to the company employees.
- > These include, as a minimum: life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 145-146 (NFS20).



## TARGET 3.3/3.5/3.7/3.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-6

### SAIPEM DISCLOSURES

- > Disclosure of how the Group facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.
- > Voluntary health promotion services and programs offered to the employees to address major

non-work-related health risks.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20); "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 3.3/3.4/3.9

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-10

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the organization:

- > The number of fatalities as a result of work-related ill health;
- > The number of cases of recordable work-related ill health;
- > The main types of work-related ill health.

Evaluation of ill health risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimize these risks.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.





# GOOD HEALTH AND WELL-BEING

3 GOOD HEALTH AND WELL-BEING



## REFERENCE DOCUMENTS

- > "Employee health", pages 134-136 (NFS20).



## TARGET 3.6/3.9

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-9

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the organization:

- > The number and rate of fatalities as a result of work-related injury;
- > The number and rate of high-consequence work-related injuries (excluding fatalities);
- > The number and rate of recordable work-related injuries;
- > The main types of work-related injury;
- > The number of hours worked;
- > Evaluation of injury risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimize these risks.

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

## REFERENCE DOCUMENTS

- > "People safety", pages 130-134 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 3.8

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-2

### SAIPEM DISCLOSURES

Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. Evaluation of the indirect economic impacts of the organization on a local scale, through the Saipem Externalities Local Content Evaluation (SELCE) Model, that quantifies the comprehensive value of the company operations in a certain area or country where Saipem operate or on project the Group has completed. On a global scale, moreover, Saipem has adopted the REVALUE measurement model which allows to evaluate the overall impact of the Group's activities worldwide.

## REFERENCE DOCUMENTS

- > "Local communities", pages 65-67 (SR20).



# GOOD HEALTH AND WELL-BEING

3 GOOD HEALTH  
AND WELL-BEING



## TARGET 3.9

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions.
- > Gross location-based energy indirect (Scope 2) GHG emissions.
- > Gross market-based energy indirect (Scope 2) GHG emissions.
- > Gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).
- > "Climate: From strategy to action" (TCFD20).



## TARGET 3.9

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

Significant air emissions of NOX, SOX, Particulate matter (PM) and other categories of air emissions. Source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages 124-125 (NFS20).





# GOOD HEALTH AND WELL-BEING

3 GOOD HEALTH  
AND WELL-BEING



## TARGET 3.9

### GRI STANDARD

GRI 306: Effluents and waste 2016

### INDICATORS

306-3

### SAIPEM DISCLOSURES

Total number and total volume of recorded significant spills, for each material spill category (chemical substances, oily substances, biodegradable substances, drilling muds, wastewater). Disclosure of Impact, Location, Volume and Material of the main spill events.  
c. Impacts of significant spills

### REFERENCE DOCUMENTS

- > "Spill prevention and response", pages 120-121 (NFS20).



## TARGET 3.9

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

Disclosure of Group's significant actual and potential waste-related impacts:

- > the inputs, activities, and outputs that lead or could lead to these impacts;
- > whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



# GOOD HEALTH AND WELL-BEING

3 GOOD HEALTH  
AND WELL-BEING



## TARGET 3.9

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

Disclosure of:

- > Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated;
- > If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations;
- > The processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



## TARGET 3.9

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-3, 306-4, 306-5

### SAIPEM DISCLOSURES

Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. Total weight of waste, hazardous and not hazardous, diverted from disposal, with breakdown by reuse, recycle or other recovery operations, and directed to disposal, with breakdown by incinerated (with or without energy recovery), disposed in landfills or other disposal operations.

### REFERENCE DOCUMENTS

- > "Waste management", pages 125-126 (NFS20).



# QUALITY EDUCATION



## TARGET 4.3/4.4/4.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > Gender;
- > Employee category.

### REFERENCE DOCUMENTS

- > "Reverse mentoring and training", pages 140-142 (NFS20).
- > "Saipem at a glance", pages 6-11 (SR20).





# GENDER EQUALITY



## TARGET 5.1

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Number of new employee hires during the reporting period by contract type and rate of turnover.

### REFERENCE DOCUMENTS

- > "Workforce trends", pages 136-138 (NFS20).



## TARGET 5.1/5.4

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-3

### SAIPEM DISCLOSURES

- > Total number of employees that took parental leave, by gender.
- > Total number of employees that returned to work in the reporting period after parental leave ended, by gender.
- > Return to work and retention rates of employees that took parental leave.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 145-146 (NFS20).



## TARGET 5.1

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > Gender;
- > Employee category.

### REFERENCE DOCUMENTS

- > "Reverse mentoring and training", pages 140-142 (NFS20).
- > "Saipem at a glance", pages 6-11 (SR20).



## TARGET 5.1

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-3

### SAIPEM DISCLOSURES

Percentage of total employees by gender and by employee category who received a regular performance evaluation during the reporting period.

### REFERENCE DOCUMENTS

- > "Reverse Mentoring and training", pages 140-141 (NFS20).



# GENDER EQUALITY



## TARGET 5.1/5.5

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-1

### SAIPEM DISCLOSURES

- > Percentage of individuals within the Group's governance bodies divided by gender and age groups.
- > Percentage of employees per employee category divided by gender and age groups.

### REFERENCE DOCUMENTS

- > "Governance of business sustainability", pages 102-103 (NFS20).
- > "Equal treatment and enhancement of differences", pages 144-146 (NFS20).



## TARGET 5.1

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-2-a

### SAIPEM DISCLOSURES

Ratio of the basic salary and remuneration of women to men for each employee category.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 144-146 (NFS20).



## TARGET 5.1

### GRI STANDARD

GRI 406: Non-discrimination 2016

### INDICATORS

406-1

### SAIPEM DISCLOSURES

Incidents of discrimination during the reporting period.

Status of the incidents and actions taken with reference to the following:

- > Incident reviewed by the Group;
- > Remediation plans being implemented;
- > Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- > Incident no longer subject to action.

### REFERENCE DOCUMENTS

- > "Reporting suspected violations", pages 120-121 (NFS20).





# GENDER EQUALITY



## TARGET 5.2

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-1

### SAIPEM DISCLOSURES

New suppliers screened using social criteria.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 128-130 (NFS20).
- > "Sharing value along our supply chain", pages 62-64 (SR20).



## TARGET 5.2

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-2

### SAIPEM DISCLOSURES

- > Number of suppliers assessed for social impacts.
- > Number of suppliers identified as having significant actual and potential negative social impacts.
- > Significant actual and potential negative social impacts identified in the supply chain.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 128-130 (NFS20).



## TARGET 5.4

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-1

### SAIPEM DISCLOSURES

- > Extent of development of significant infrastructure investments and services supported.
- > Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.
- > Whether these investments and services are commercial, in-kind, or pro bono engagements.

### REFERENCE DOCUMENTS

- > "Relations with stakeholders", pages 96-99 (NFS20).
- > "Generating shared value", pages 58-81 (SR20).







# GENDER EQUALITY



## TARGET 5.4

### GRI STANDARD

GRI 401: Employment  
2016

### INDICATORS

401-2-a

### SAIPEM DISCLOSURES

- > Benefits, including health care, disability and invalidity coverage, parental leave and retirement provision provided to the Group employees.
- > These include, as a minimum: life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 145-146 (NFS20).



## TARGET 5.5

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-24

### SAIPEM DISCLOSURES

- > Nomination and selection processes for the highest governance body and its committees.
- > Criteria used for nominating and selecting highest governance body members.

### REFERENCE DOCUMENTS

- > Corporate Governance and Shareholding Structure Report.



## TARGET 5.5

### GRI STANDARD

GRI 120: General Disclosures 2016

### INDICATORS

102-22

### SAIPEM DISCLOSURES

Composition of the highest governance body.

### REFERENCE DOCUMENTS

- > Corporate Governance and Shareholding Structure Report.





# CLEAN WATER AND SANITATION



## TARGET 6.3/6.4/6.A/6.B

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-1

### SAIPEM DISCLOSURES

- > The description of how the Group interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the Group's activities, products or services by a business relationship.
- > A description of the approach used to identify water-related impacts.
- > Disclosure of how water-related impacts are addressed including how the Group works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.
- > An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Water resource management", pages 121-124 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Water management", pages 78-79 (SR20).



## TARGET 6.3

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-2

### SAIPEM DISCLOSURES

Disclosure of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:

- > how standards for facilities operating in locations with no local discharge requirements were determined;
- > any internally developed water quality standards or guidelines;
- > any sector-specific standards considered;
- > whether the profile of the receiving waterbody was considered.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Water resource management", pages 121-124 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Water management", pages 78-79 (SR20).



# CLEAN WATER AND SANITATION



## TARGET 6.3

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-4

### SAIPEM DISCLOSURES

Breakdown of total water discharge to all area by type of destination (sewer system, surface water, sea).

### REFERENCE DOCUMENTS

- > "Water resource management", pages 121-124 (NFS20).



## TARGET 6.3

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

Disclosure of Group's significant actual and potential waste-related impacts:

- > the inputs, activities, and outputs that lead or could lead to these impacts;
- > whether these impacts relate to waste generated in the Group's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



# CLEAN WATER AND SANITATION



## TARGET 6.3

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

- > Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.
- > If the waste generated by the Group in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.  
The processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



## TARGET 6.3/6.6

### GRI STANDARD

GRI 306: Effluents and waste 2016

### INDICATORS

306-3

### SAIPEM DISCLOSURES

Total number and total volume of recorded significant spills, for each material spill category (chemical substances, oily substances, biodegradable substances, drilling muds, wastewater). Disclosure of Impact, Location, Volume and Material of the main spill events.

### REFERENCE DOCUMENTS

- > "Spill prevention and response", pages 120-121 (NFS20).



## TARGET 6.4

### GRI STANDARD

GRI 303: Water and Effluents 2018

### INDICATORS

303-3-c

### SAIPEM DISCLOSURES

Breakdown of total water withdrawal by type of sources (freshwater and other water).

### REFERENCE DOCUMENTS

- > "Water resource management", pages 121-124 (NFS20).
- > "Water management", pages 78-79 (SR20).



# CLEAN WATER AND SANITATION



## TARGET 6.6

### GRI STANDARD

GRI 304: Biodiversity 2016

### INDICATORS

304-3-b

### SAIPEM DISCLOSURES

Disclosure of partnerships with third parties to protect or restore habitat areas distinct from where the Group has overseen and implemented restoration or protection measures.

### REFERENCE DOCUMENTS

- > "Saipem's approach to biodiversity" page 2 (Saipem Biodiversity document)





# AFFORDABLE AND CLEAN ENERGY



## TARGET 7.2/7.3

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption).
- > Total fuel consumption within the Group from non-renewable sources, including fuel types used.
- > Total fuel consumption within the Group from renewable sources, including fuel types used.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).
- > "Leading the path to energy transition" (TCFD20).



## TARGET 7.3

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-4-a

### SAIPEM DISCLOSURES

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).



## TARGET 7.3

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-3-a

### SAIPEM DISCLOSURES

Energy intensity ratio for the Group.

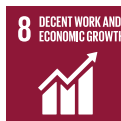
### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.1/8.2

### GRI STANDARD

GRI 201: Economic Performance 2016

### INDICATORS

201-1

### SAIPEM DISCLOSURES

Direct economic value generated and distributed (EVG&D) on an accruals basis, following basic components:

- > Direct economic value generated: revenues;
- > Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- > Economic value retained: 'direct economic value generated' less 'economic value distributed'.

### REFERENCE DOCUMENTS

- > "Economic value generated and distributed", page 94 (NFS20).



## TARGET 8.2/8.3/8.5

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-2

### SAIPEM DISCLOSURES

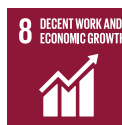
Examples of significant identified indirect economic impacts of the Group, including positive and negative impacts. Evaluation of the indirect economic impacts of the Group on a local scale, through the Saipem Externalities Local Content Evaluation (SELCE) Model, that quantifies the comprehensive value of the company operations in a certain area or country where Saipem operate or on project the Group has completed. On a global scale, moreover, Saipem has adopted the REVALUE measurement model which allows to evaluate the overall impact of the Group's activities worldwide.

### REFERENCE DOCUMENTS

- > "Local communities", pages 65-67 (SR20).
- > "Value for Local Communities" (Web); Revalue 2019.



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.2/8.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > Gender;
- > Employee category.

### REFERENCE DOCUMENTS

- > "Reverse mentoring and training", pages 140-142 (NFS20).
- > "Saipem at a glance", pages 6-11 (SR20).



## TARGET 8.3

### GRI STANDARD

GRI 204: Procurement Practices 2016

### INDICATORS

204-1

### SAIPEM DISCLOSURES

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).

### REFERENCE DOCUMENTS

- > "Supply chain management", pages 92-93 (NFS20).



## TARGET 8.2/8.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-2

### SAIPEM DISCLOSURES

- > Type and scope of programs implemented and assistance provided to upgrade employee skills.
- > Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

### REFERENCE DOCUMENTS

- > "Development of skills" pages 138-139 (NFS20).



## TARGET 8.4

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption).
- > Total fuel consumption within the Group from non-renewable sources, including fuel types used.
- > Total fuel consumption within the Group from renewable sources, including fuel types used.

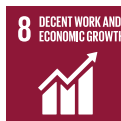
### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20);
- > "Leading the path to energy transition" (TCFD20).





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.4

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-3-a

### SAIPEM DISCLOSURES

Energy intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).



## TARGET 8.4

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-4-a

### SAIPEM DISCLOSURES

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).



## TARGET 8.5

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-8

### SAIPEM DISCLOSURES

Total number of employees by employment contract (permanent or fixed term) and by employment type, by gender.

### REFERENCE DOCUMENTS

- > "Workforce trend", pages 136-138 (NFS20).



## TARGET 8.5

### GRI STANDARD

GRI 202: Market presence 2016

### INDICATORS

202-2-a

### SAIPEM DISCLOSURES

Percentage of senior management at significant locations of operation that are hired from the local community.

### REFERENCE DOCUMENTS

- > "Local presence", page 128 (NFS 20).



# DECENT WORK AND ECONOMIC GROWTH

8 DECENT WORK AND  
ECONOMIC GROWTH



## TARGET 8.5/8.6

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-1

### SAIPEM DISCLOSURES

Number of new employee hires during the reporting period by contract type and rate of turnover.

### REFERENCE DOCUMENTS

- > "Workforce trends", pages 136-138 (NFS20).



## TARGET 8.5

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-3

### SAIPEM DISCLOSURES

- > Total number of employees that took parental leave, by gender.
- > Total number of employees that returned to work in the reporting period after parental leave ended, by gender.
- > Return to work and retention rates of employees that took parental leave.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 145-146 (NFS20).



## TARGET 8.5

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-2-a

### SAIPEM DISCLOSURES

Benefits, including health care, disability and invalidity coverage, parental leave and retirement provision provided to the company employees.

These include, as a minimum: life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 145-146 (NFS20).



## TARGET 8.5

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-3

### SAIPEM DISCLOSURES

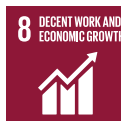
Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

### REFERENCE DOCUMENTS

- > "Reverse Mentoring and training", pages 140-141 (NFS20).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.5

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-1

### SAIPEM DISCLOSURES

- > Percentage of individuals within the Group's governance bodies divided by gender and age groups.
- > Percentage of employees per employee category divided by gender and age groups.

### REFERENCE DOCUMENTS

- > "Governance of business sustainability", pages 102-103 (NFS20).
- > "Equal treatment and enhancement of differences", pages 144-146 (NFS20).



## TARGET 8.5

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-2-a

### SAIPEM DISCLOSURES

Ratio of the basic salary and remuneration of women to men for each employee category.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 144-146 (NFS20).



## TARGET 8.7

### GRI STANDARD

GRI 408: Child Labor 2016

### INDICATORS

408-1

### SAIPEM DISCLOSURES

- > Operations and suppliers considered to have significant risk for incidents of:
  - child labor (either in terms of type of operation and supplier; countries or geographic areas with operations and suppliers considered at risk);
  - young workers exposed to hazardous work.
- > Measures taken by the Group in the reporting period intended to contribute to the effective abolition of child labor.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 147-148 (NFS20).
- > "Saipem Modern Slavery Statement 2019".



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.7

### GRI STANDARD

GRI 409: Forced or Compulsory Labor 2016

### INDICATORS

409-1

### SAIPEM DISCLOSURES

- > Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:
  - type of operation (such as manufacturing plant) and supplier;
  - countries or geographic areas with operations and suppliers considered at risk.
- > Measures taken by the Group in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 147-148 (NFS20).
- > "Saipem Modern Slavery Statement 2019".



## TARGET 8.8

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-41

### SAIPEM DISCLOSURES

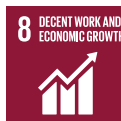
Percentage of total employees covered by collective bargaining agreements.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria" pages 83-88 (NFS20).
- > "Company management and organisation model", pages 91-92 (NFS20).
- > "Relations with stakeholders", pages 97-99 (NFS20).
- > "A sustainable supply chain", pages 128-130 (NFS20).
- > "Industrial relations", pages 142-144 (NFS20).
- > "Stakeholder engagement and materiality analysis", pages 17-23 (SR20).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 402: Labor/Management Relations 2016

### INDICATORS

402-1

### SAIPEM DISCLOSURES

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

### REFERENCE DOCUMENTS

- > (NFS20).

implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.

- > A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-1

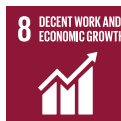
### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > A statement of whether an occupational health and safety management system has been implemented, including whether:
  - the system has been implemented because of legal requirements and, if so, a list of the requirements;
  - the system has been



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-2

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:
  - how the Group ensures the quality of these processes, including the competency of persons who carry them out;
  - how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.
- > A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.
- > A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.
- > A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess

risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-3

### SAIPEM DISCLOSURES

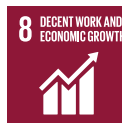
A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the Group ensures the quality of these services and facilitates workers' access to them.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-4

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers;
- > where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-5

### SAIPEM DISCLOSURES

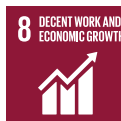
A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-7

### SAIPEM DISCLOSURES

A description of the Group's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).

- > The number and rate of fatalities as a result of work-related injury;
- > The number and rate of high-consequence work-related injuries (excluding fatalities);
- > The number and rate of recordable work-related injuries;
- > The main types of work-related injury;
- > The number of hours worked;
- > Evaluation of injury risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimize these risks.

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "People safety", pages 130-134 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-9

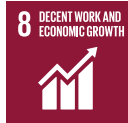
### SAIPEM DISCLOSURES

A description of the Group's For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:





# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-10

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:

- > The number of fatalities as a result of work-related ill health;
- > The number of cases of recordable work-related ill health;
- > The main types of work-related ill health.

Evaluation of ill health risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimize these risks.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "Employee health", pages 134-136 (NFS20).



## TARGET 8.8

### GRI STANDARD

GRI 406: Non-discrimination 2016

### INDICATORS

406-1

### SAIPEM DISCLOSURES

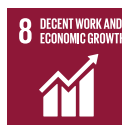
- > Total number of incidents of discrimination during the reporting period.
- > Status of the incidents and actions taken with reference to the following:
  - Incident reviewed by the Group;
  - Remediation plans being implemented;
  - Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
  - Incident no longer subject to action

### REFERENCE DOCUMENTS

- > "Reporting suspected violations", pages 120-121 (NFS20).



# DECENT WORK AND ECONOMIC GROWTH



## TARGET 8.8

### GRI STANDARD

GRI 407: Freedom of Association and Collective Bargaining 2016

### INDICATORS

407-1

### SAIPEM DISCLOSURES

- > Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:
  - type of operation (such as manufacturing plant) and supplier;
  - countries or geographic areas with operations and suppliers considered at risk.
- > Measures taken by the Group in the reporting period intended to support rights to exercise freedom of association and collective bargaining.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 147-148 (NFS20).
- > "Saipem Modern Slavery Statement 2019".



## TARGET 8.8

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-1

### SAIPEM DISCLOSURES

Percentage of new suppliers that were screened using social criteria.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 128-130.
- > (NFS20); "Sharing value along our supply chain", pages 62-64 (SR20).



## TARGET 8.8

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-2

### SAIPEM DISCLOSURES

- > Number of suppliers assessed for social impacts.
- > Number of suppliers identified as having significant actual and potential negative social impacts.
- > Significant actual and potential negative social impacts identified in the supply chain.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 128-130 (NFS20).



# INDUSTRY, INNOVATION AND INFRASTRUCTURE



## TARGET 9.1/9.4/9.5

### GRI STANDARD

GRI 201: Economic Performance 2016

### INDICATORS

201-1

### SAIPEM DISCLOSURES

Direct economic value generated and distributed (EVG&D) on an accruals basis, following basic components:

- > Direct economic value generated: revenues;
- > Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- > Economic value retained: 'direct economic value generated' less 'economic value distributed'.

### REFERENCE DOCUMENTS

- > "Economic value generated and distributed", page 94 (NFS20).



## TARGET 9.1/9.4

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-1

### SAIPEM DISCLOSURES

- > Extent of development of significant infrastructure investments and services supported.
- > Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.
- > Whether these investments and services are commercial, in-kind, or pro bono engagements.

### REFERENCE DOCUMENTS

- > "Relations with stakeholders", pages 96-99.
- > (NFS20); "Generating shared value", pages 58-81 (SR20).





# REDUCED INEQUALITIES



## TARGET 10.3

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-8

### SAIPEM DISCLOSURES

Total number of employees by employment contract (permanent or fixed term) and by employment type, by gender.

### REFERENCE DOCUMENTS

- > "Workforce trend", pages 136-138 (NFS20).



## TARGET 10.3

### GRI STANDARD

GRI 401: Employment 2016

### INDICATORS

401-1

### SAIPEM DISCLOSURES

Number of new employee hires during the reporting period by contract type and rate of turnover.

### REFERENCE DOCUMENTS

- > "Workforce trends", pages 136-138 (NFS20).



## TARGET 10.3

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-1

### SAIPEM DISCLOSURES

Average hours of training that the Group's employees have undertaken during the reporting period, by:

- > Gender;
- > Employee category.

### REFERENCE DOCUMENTS

- > "Reverse mentoring and training", pages 140-142 (NFS20).
- > "Saipem at a glance", pages 6-11 (SR20).



## TARGET 10.3

### GRI STANDARD

GRI 404: Training and Education 2016

### INDICATORS

404-3

### SAIPEM DISCLOSURES

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

### REFERENCE DOCUMENTS

- > "Reverse Mentoring and training", pages 140-141 (NFS20).



# REDUCED INEQUALITIES



## TARGET 10.3

### GRI STANDARD

GRI 405: Diversity and Equal Opportunity 2016

### INDICATORS

405-2-a

### SAIPEM DISCLOSURES

Ratio of the basic salary and remuneration of women to men for each employee category.

### REFERENCE DOCUMENTS

- > "Equal treatment and enhancement of differences", pages 144-146 (NFS20).



## TARGET 10.4

### GRI STANDARD

GRI 207: Tax 2019

### INDICATORS

207-1, 207-2, 207-3, 207-4

### SAIPEM DISCLOSURES

Approach to tax, linked to the business and sustainable development strategies; description of the tax governance and control framework; approach to stakeholder engagement and management of stakeholder concerns related to tax; country-by-country indicators.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria".



# SUSTAINABLE CITIES AND COMMUNITIES



## TARGET 11.2

### GRI STANDARD

GRI 203: Indirect Economic Impacts 2016

### INDICATORS

203-1

### SAIPEM DISCLOSURES

- > Extent of development of significant infrastructure investments and services supported.
- > Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.
- > Whether these investments and services are commercial, in-kind, or pro bono engagements.

### REFERENCE DOCUMENTS

- > "Relations with stakeholders", pages 96-99 (NFS20).
- > "Generating shared value", pages 58-81 (SR20).



## TARGET 11.6

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

Disclosure of Group's significant actual and potential waste-related impacts:

- > the inputs, activities, and outputs that lead or could lead to these impacts;
- > whether these impacts relate to waste generated in the Group's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



# SUSTAINABLE CITIES AND COMMUNITIES



## TARGET 11.6

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

- > Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.
- > If the waste generated by the Group in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.
- > The processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



## TARGET 11.6

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-3, 306-4, 306-5

### SAIPEM DISCLOSURES

- > Total weight of waste, hazardous and not hazardous.
- > Total weight of waste diverted from disposal, with breakdown by reuse, recycle or other recovery operations.
- > Total weight directed to disposal, with breakdown by incinerated (with or without energy recovery), disposed in landfills or other disposal operations.

### REFERENCE DOCUMENTS

- > "Waste management", pages 125-126 (NFS20).



# RESPONSIBLE CONSUMPTION AND PRODUCTION



## TARGET 12.2

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption).
- > Total fuel consumption within the Group from non-renewable sources, including fuel types used.
- > Total fuel consumption within the Group from renewable sources, including fuel types used.

**REFERENCE DOCUMENTS**  
> "Energy efficiency", pages 113-115 (NFS20).  
> "Leading the path to energy transition" (TCFD20).



## TARGET 12.2

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-3-a

**SAIPEM DISCLOSURES**  
Energy intensity ratio for the Group.

**REFERENCE DOCUMENTS**  
> "Energy efficiency", pages 113-115 (NFS20).



## TARGET 12.2

**GRI STANDARD**  
GRI 302: Energy 2016

**INDICATORS**  
302-4-a

### SAIPEM DISCLOSURES

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.

**REFERENCE DOCUMENTS**  
> "Energy efficiency", pages 113-115 (NFS20).



## TARGET 12.4

**GRI STANDARD**  
GRI 303: Water and Effluents 2018

**INDICATORS**  
303-1

### SAIPEM DISCLOSURES

- > Description of how the Group interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the Group's activities, products or services.
- > Description of how water-related impacts are addressed, including how the Group works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.





# RESPONSIBLE CONSUMPTION AND PRODUCTION



## REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Water resource management", pages 121-124 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Water management", pages 78-79 (SR20).



## TARGET 12.4

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions.
- > Gross location-based energy indirect (Scope 2) GHG emissions.
- > Gross market-based energy indirect (Scope 2) GHG emissions.
- > Gross other indirect (Scope 3) GHG emissions.
- > Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).
- > "Leading the path to energy transition" (TCFD20).



## TARGET 12.4

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

- > Significant air emissions of NO<sub>x</sub>, SO<sub>x</sub>, Particulate matter (PM) and other categories of air emissions.
- > Source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages 124-125 (NFS20).



## TARGET 12.4

### GRI STANDARD

GRI 306: Effluents and waste 2016

### INDICATORS

306-3

### SAIPEM DISCLOSURES

Total number and total volume of recorded significant spills, for each material spill category (chemical substances, oily substances, biodegradable substances, drilling muds, wastewater). Disclosure of Impact, Location, Volume and Material of the main spill events.

### REFERENCE DOCUMENTS

- > "Spill prevention and response", pages 120-121 (NFS20).



# RESPONSIBLE CONSUMPTION AND PRODUCTION



## TARGET 12.4/12.5

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-1

### SAIPEM DISCLOSURES

- > Disclosure of Group's significant actual and potential waste-related impacts:
  - the inputs, activities, and outputs that lead or could lead to these impacts;
  - whether these impacts relate to waste generated in the Group's own activities or to waste generated upstream or downstream in its value chain.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



## TARGET 12.4/12.5

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-2

### SAIPEM DISCLOSURES

- > Actions, including circularity measures, taken to prevent waste generation in the Group's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.
- > If the waste generated by the Group in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.
- > The processes used to collect and monitor waste-related data.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Waste management", pages 125-126 (NFS20).
- > "Methodology and reporting criteria", pages 82-84 (SR20).
- > "Waste management and the circular economy", pages 80-81 (SR20).



# RESPONSIBLE CONSUMPTION AND PRODUCTION



## TARGET 12.4/12.5

### GRI STANDARD

GRI 306: Waste 2020

### INDICATORS

306-3, 306-4, 306-5

### SAIPEM DISCLOSURES

- > Total weight of waste, hazardous and not hazardous.
- > Total weight of waste diverted from disposal, with breakdown by reuse, recycle or other recovery operations.
- > Total weight directed to disposal, with breakdown by incinerated (with or without energy recovery), disposed in landfills or other disposal operations.

### REFERENCE DOCUMENTS

- > "Waste management", pages 125-126 (NFS20).





# CLIMATE ACTION



## TARGET 13.1

### GRI STANDARD

GRI 201: Economic Performance 2016

### INDICATORS

201-2-a

### SAIPEM DISCLOSURES

Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:

- > a description of the risk or opportunity and its classification as either physical, regulatory, or other;
- > a description of the impact associated with the risk or opportunity;
- > the financial implications of the risk or opportunity before action is taken;
- > the methods used to manage the risk or opportunity;
- > the costs of actions taken to manage the risk or opportunity.

### REFERENCE DOCUMENTS

- > "Analysis of the climate-related scenario", pages 112-113 (NFS20).
- > "Risks and opportunities", pages 8-12 (Leading the path to energy transition).



## TARGET 13.1

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-1

### SAIPEM DISCLOSURES

- > Total energy consumption within the Group and by type of usage (e.g. Electricity consumption).
- > Total fuel consumption within the Group from non-renewable sources, including fuel types used.
- > Total fuel consumption within the Group from renewable sources, including fuel types used.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).
- > "Leading the path to energy transition" (TCFD20).



## TARGET 13.1

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-3-a

### SAIPEM DISCLOSURES

Energy intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).



# CLIMATE ACTION



## TARGET 13.1

### GRI STANDARD

GRI 302: Energy 2016

### INDICATORS

302-4-a

### SAIPEM DISCLOSURES

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.

### REFERENCE DOCUMENTS

- > "Energy efficiency", pages 113-115 (NFS20).

- pages 30-45 (SR20).
- > "Leading the path to energy transition" (TCFD20).



## TARGET 13.1

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-4-a

### SAIPEM DISCLOSURES

GHG emissions intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).



## TARGET 13.1

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions.
- > Gross location-based energy indirect (Scope 2) GHG emissions
- > Gross market-based energy indirect (Scope 2) GHG emissions
- > Gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition",



## TARGET 13.1

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-5-a

### SAIPEM DISCLOSURES

GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).



# LIFE BELOW WATER



## TARGET 14.2

### GRI STANDARD

GRI 304: Biodiversity 2016

### INDICATORS

304-3-b

### SAIPEM DISCLOSURES

Disclosure of partnerships with third parties to protect or restore habitat areas distinct from where the Group has overseen and implemented restoration or protection measures.

### REFERENCE DOCUMENTS

- > "Saipem's approach to biodiversity" page 2 (Saipem Biodiversity document).



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions.
- > Gross location-based energy indirect (Scope 2) GHG emissions.
- > Gross market-based energy indirect (Scope 2) GHG emissions.
- > Gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-4-a

### SAIPEM DISCLOSURES

GHG emissions intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-5-a

### SAIPEM DISCLOSURES

GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).



# LIFE BELOW WATER



## TARGET 14.3

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

Significant air emissions of  $\text{NO}_x$ ,  $\text{SO}_x$ , Particulate matter (PM) and other categories of air emissions. Source of emission factors, standards, methodologies and assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages 124-125 (NFS20).





# LIFE ON LAND



## TARGET 15.2

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-1, 305-2, 305-3

### SAIPEM DISCLOSURES

- > Gross direct (Scope 1) GHG emissions.
- > Gross location-based energy indirect (Scope 2) GHG emissions.
- > Gross market-based energy indirect (Scope 2) GHG emissions.
- > Gross other indirect (Scope 3) GHG emissions.

Base year, source of emission factors, gasses included, standards, methodologies, assumptions.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).
- > "Leading the path to energy transition" (TCFD20).



## TARGET 15.2

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-4-a

### SAIPEM DISCLOSURES

GHG emissions intensity ratio for the Group.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).



## TARGET 15.2

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-5-a

### SAIPEM DISCLOSURES

GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.

### REFERENCE DOCUMENTS

- > "GHG emissions", pages 115-117 (NFS20).
- > "Driving the energy transition", pages 30-45 (SR20).





# LIFE ON LAND



## TARGET 15.2

### GRI STANDARD

GRI 305: Emissions 2016

### INDICATORS

305-7

### SAIPEM DISCLOSURES

Significant air emissions of NO<sub>x</sub>, SO<sub>x</sub>,  
Particulate matter (PM) and other  
categories of air emissions.  
Source of emission factors,  
standards, methodologies and  
assumptions.

### REFERENCE DOCUMENTS

- > "Preserving the air quality", pages  
124-125 (NFS20).





# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## TARGET 16.1

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-9

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:

- > The number and rate of fatalities as a result of work-related injury;
- > The number and rate of high-consequence work-related injuries (excluding fatalities);
- > The number and rate of recordable work-related injuries;
- > The main types of work-related injury;
- > The number of hours worked.

Evaluation of injury risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimize these risks.

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "People safety", pages 130-134 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 16.1

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-10

### SAIPEM DISCLOSURES

For all employees and workers who are not employees but whose work and/or workplace is controlled by the Group:

- > The number of fatalities as a result of work-related ill health;
- > The number of cases of recordable work-related ill health;
- > The main types of work-related ill health.

Evaluation of ill health risks to which the employees are exposed, how these risks have been determined and actions taken or underway to minimize these risks.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

### REFERENCE DOCUMENTS

- > "Employee health", pages 134-136 (NFS20).



# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## TARGET 16.1

### GRI STANDARD

GRI 410: Security Practices 2016

### INDICATORS

410-1

### SAIPEM DISCLOSURES

- > Percentage of security personnel who have received formal training in the Group's human rights policies or specific procedures and their application to security.
- > Whether training requirements also apply to third-party Groups providing security personnel.

### REFERENCE DOCUMENTS

- > "Security practices", pages 148-149 (NFS20).



## TARGET 16.1

### GRI STANDARD

GRI 414: Supplier Social Assessment 2016

### INDICATORS

414-1

### SAIPEM DISCLOSURES

Percentage of new suppliers that were screened using social criteria.

### REFERENCE DOCUMENTS

- > "A sustainable supply chain", pages 128-130 (NFS20).
- > "Sharing value along our supply chain", pages 62-64 (SR20).



## TARGET 16.2

### GRI STANDARD

GRI 408: Child Labor 2016

### INDICATORS

408-1

### SAIPEM DISCLOSURES

- > Operations and suppliers considered to have significant risk for incidents of:
  - child labor (either in terms of type of operation and supplier; countries or geographic areas with operations and suppliers considered at risk);
  - young workers exposed to hazardous work.

Measures taken by the Group in the reporting period intended to contribute to the effective abolition of child labor.

### REFERENCE DOCUMENTS

- > "Respect for human rights", pages 147-148 (NFS20).
- > "Saipem Modern Slavery Statement 2019".





# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## TARGET 16.3

### GRI STANDARD

GRI 102: General Disclosures 2016

### INDICATORS

102-16-a

### SAIPEM DISCLOSURES

A description of the Group's values, principles, standards, and norms of behavior.

### REFERENCE DOCUMENTS

- > "Company management and organisation model", pages 91-92 (NFS20); second cover (CFS20).

communicated to, broken down by type of business partner and region. Describe if the Group's anti-corruption policies and procedures have been communicated to any other persons or Groups.

- > Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.

Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

### REFERENCE DOCUMENTS

- > "Fighting corruption", pages 149-151 (NFS20)



## TARGET 16.5

### GRI STANDARD

GRI 205: Anti-corruption 2016

### INDICATORS

205-2

### SAIPEM DISCLOSURES

- > Total number and percentage of governance body members that the Group's anti-corruption policies and procedures have been communicated to, broken down by region.
- > Total number and percentage of employees that the Group's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.
- > Total number and percentage of business partners that the Group's anti-corruption policies and procedures have been



## TARGET 16.5

### GRI STANDARD

GRI 205: Anti-corruption 2016

### INDICATORS

205-3

### SAIPEM DISCLOSURES

- > Total number and nature of confirmed incidents of corruption.
- > Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- > Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- > Public legal cases regarding corruption brought against the Group or its employees during the reporting period and the outcomes of such cases.



# PEACE, JUSTICE, AND STRONG INSTITUTIONS



## REFERENCE DOCUMENTS

- > "Fighting corruption", pages 149-151 (NFS20).



## TARGET 16.5

### GRI STANDARD

GRI 415: Public Policy 2016

### INDICATORS

415-1-a

### SAIPEM DISCLOSURES

Total monetary value of financial and in-kind political contributions made directly and indirectly by the Group by country and recipient/beneficiary.

## REFERENCE DOCUMENTS

- > "Fighting corruption", pages 149-151 (NFS20).

safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers;

- > Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

## REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).
- > "Safeguarding the health and safety of people", pages 130-135 (NFS20).
- > "Saipem's journey to a safer and better future", pages 47-53 (SR20).



## TARGET 16.7

### GRI STANDARD

GRI 403: Occupational Health and Safety 2018

### INDICATORS

403-4

### SAIPEM DISCLOSURES

For employees and for workers who are not employees but whose work and/or workplace is controlled by the Group:

- > A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and





# PARTNERSHIP FOR THE GOALS

17 PARTNERSHIPS  
FOR THE GOALS



## TARGET 17.1/17.3

### GRI STANDARD

GRI 207: Tax 2019

### INDICATORS

207-1, 207-2, 207-3, 207-4

### SAIPEM DISCLOSURES

Approach to tax, linked to the business and sustainable development strategies; description of the tax governance and control framework; approach to stakeholder engagement and management of stakeholder concerns related to tax; country-by-country indicators.

### REFERENCE DOCUMENTS

- > "Methodology, principles and reporting criteria", pages 83-88 (NFS20).



# **ANNEX**

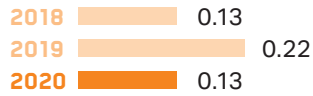
## **ADDITIONAL SUSTAINABILITY PERFORMANCE INDICATORS**



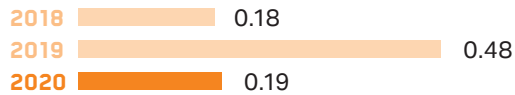
# SAFETY

## LTI Frequency Rate (LTIFR)

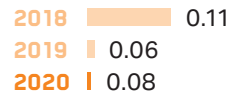
ratio



### LTI Frequency Rate (LTIFR) employees



### LTI Frequency Rate (LTIFR) subcontractors

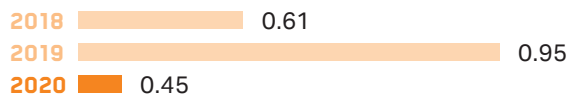


## TRI Frequency Rate (TRIFR)

ratio



### TRI Frequency Rate (TRIFR) employees



### TRI Frequency Rate (TRIFR) subcontractors



INDICATOR	UNIT	2018	2019	2020
Worked man-hours	mln	272.5	235.0	206.3
› Worked man-hours (employees)	mln	93.3	87.6	83.5
› Worked man-hours (subcontractors)	mln	179.1	147.4	122.9
Fatal accidents	No.	4	3	2
› Fatal accidents (employees)	No.	0	3	0
› Fatal accidents (subcontractors)	No.	4	0	2
Fatal Accident Frequency Rate (FTLFR)	ratio	1.47	1.28	0.96
› Fatal Accident Frequency Rate (FTLFR) (employees)	ratio	0	3.43	0
› Fatal Accident Frequency Rate (FTLFR) (subcontractors)	ratio	2.23	0	1.63
Lost Time Injuries (LTI)	No.	36	51	26
› Lost Time Injuries (LTI) (employees)	No.	17	42	16
› Lost Time Injuries (LTI) (subcontractors)	No.	19	9	10
High-consequence work-related injuries (HCWR) (excluding fatalities)	No.	1	9	3
› High-consequence work-related injuries (HCWR) (excluding fatalities) (employees)	No.	1	0	1
› High-consequence work-related injuries (HCWR) (excluding fatalities) (subcontractors)	No.	0	1	2
HCWR Frequency Rate (excluding fatalities)	ratio	0.004	0.038	0.015
› HCWR Frequency Rate (excluding fatalities) (employees)	ratio	0.011	0.091	0.012



INDICATOR	UNIT	2018	2019	2020
› HCWR Frequency Rate (excluding fatalities) (subcontractors)	ratio	0	0.007	0.016
Total Recordable Incidents (TRI)	No.	120	127	75
› Total Recordable Incidents (TRI) (employees)	No.	57	83	38
› Total Recordable Incidents (TRI) (subcontractors)	No.	63	44	37
Lost workdays	No.	128	4,363	841
› Lost workdays (employees)	No.	572	3,804	576
› Lost workdays (subcontractors)	No.	708	559	315
Severity rate	ratio	0.005	0.019	0.004
› Severity rate (employees)	ratio	0.006	0.043	0.007
› Severity rate (subcontractors)	ratio	0.004	0.004	0.003
Employee absent rate	%	4.0	3.1	4.0

## ENERGY

### Total energy consumption

ktoe



### Energy intensity ratio

toe/€ mln revenue



INDICATOR	UNIT	2018	2019	2020
Total energy consumption	TJ	18,450	19,147	15,523
Direct energy consumption by type:	ktoe	432.9	450.4	358.1
› Diesel	ktoe	230.5	237.4	205.9
› Diesel Marine Oil	ktoe	173.2	161.9	-
› Marine Fuel Oil (S=<0.1%)	ktoe	-	-	12.9
› Marine Fuel Oil (S>0.1%)	ktoe	-	-	-
› Marine Gas Oil (S=<0.1%)	ktoe	-	-	12.5
› Marine Gas Oil (S>0.1%)	ktoe	-	-	9.1
› Natural gas	ktoe	0.6	0.5	596.0
› Gasoline	ktoe	9.2	6.9	5.0
Total electricity purchased from public network	MWh	88,997	80,171	12,603
Self-produced electricity from renewable sources	MWh	297.6	368.3	69.0
Energy saving due to energy consumption reduction initiatives	MWh	17,500	62,179	26,689

# EMISSIONS

## GHG scope 1 emissions

kt CO<sub>2</sub> eq



## Emission intensity ratio

t CO<sub>2</sub> eq/€ mln revenue



INDICATOR	UNIT	2018	2019	2020
GHG scope 2 emissions	kt CO <sub>2</sub> eq	35.7	31.6	19.2
GHG scope 2 emissions market based	kt CO <sub>2</sub> eq	38.2	33.8	21.5
GHG scope 3 emissions	kt CO <sub>2</sub> eq	58.2	1,532.5	1,264.9
Direct CO <sub>2</sub> emissions	kt	1,344.4	1,401.2	1,119.1
Direct CH <sub>4</sub> emissions	kt CO <sub>2</sub> eq	1.5	0.1	1.3
Direct N <sub>2</sub> O emissions	kt CO <sub>2</sub> eq	2.9	3.0	2.4
Significant emissions into the atmosphere by type:				
› SO <sub>2</sub>	kt	5.0	6.5	5.7
› NOx	kt	15.9	16.5	13.2
› CO	kt	9.4	7.9	6.0
› PM <sub>10</sub>	kt	0.6	636.0	516.0
› NMVOC	kt	1.1	1.1	0.9
Significant emission reduction by type:				
› SO <sub>2</sub>	t	15.2	111.3	15.4
› NOx	t	50.1	257.8	319.9
› CO	t	6.9	33.0	50.3
› PM <sub>10</sub>	t	1.6	8.4	10.2
› NMVOC	t	2.7	7.8	17.1
Annual emission reduction	kt CO <sub>2</sub> eq	-	18.8	26.6
CO <sub>2</sub> saving due to energy efficiency initiatives	t	5,242.0	7,887.0	26,689.0

# WATER

## Water withdrawal

10<sup>3</sup> m<sup>3</sup>



## Volume of recycled and reused water

10<sup>3</sup> m<sup>3</sup>

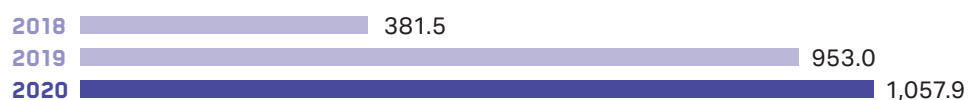


INDICATOR	UNIT	2018	2019	2020
Water withdrawal by source:				
› fresh water from public network/third party	10 <sup>3</sup> m <sup>3</sup>	1,037.1	1,284.4	257.7
› ground water	10 <sup>3</sup> m <sup>3</sup>	4,532.6	3,829.4	1,297.3
› surface water	10 <sup>3</sup> m <sup>3</sup>	266.1	119.4	5.6
› sea water	10 <sup>3</sup> m <sup>3</sup>	1,014.9	1,574.5	324.2
Water withdrawal by type of use:				
› concrete production	10 <sup>3</sup> m <sup>3</sup>	17.1	55.2	237.9
› general service	10 <sup>3</sup> m <sup>3</sup>	2,492.8	2,253.7	1,196.7
› hydrotesting	10 <sup>3</sup> m <sup>3</sup>	246.2	81.4	601.6
› domestic use	10 <sup>3</sup> m <sup>3</sup>	2,014.3	2,757.5	2,765.8
› irrigation	10 <sup>3</sup> m <sup>3</sup>	5.0	18.2	12,796.0
› roads watering	10 <sup>3</sup> m <sup>3</sup>	70.8	221.6	178.7
› other	10 <sup>3</sup> m <sup>3</sup>	2,004.4	1,420.0	825.5
Water withdrawal in water stressed areas	%	33	38	32
Percentage of recycled and reused water	%	24	24	14
Discharged water	10 <sup>3</sup> m <sup>3</sup>	4,232.9	3,468.9	2,780.8
Total discharged water by destination:				
› into sewer system	10 <sup>3</sup> m <sup>3</sup>	380.4	185.5	240.4
› into bodies of surface water	10 <sup>3</sup> m <sup>3</sup>	2,388.6	1,592.3	1,040.3
› into the sea	10 <sup>3</sup> m <sup>3</sup>	729.3	1,115.2	1,500.0

# WASTE

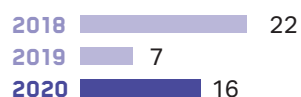
## Total waste produced

kt



## Waste recycled

%

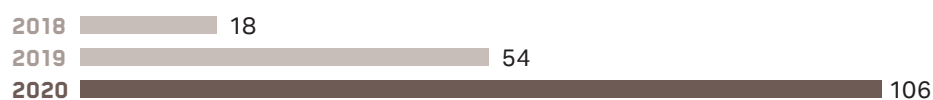


INDICATOR	UNIT	2018	2019	2020
Waste by type:				
› hazardous	kt	109.9	252.7	241.7
› non-hazardous	kt	271.6	700.3	816.3
Waste by type and destination:				
› hazardous waste disposed of in landfill sites	kt	102.2	238.5	10.3
› hazardous waste disposed of in other structures	kt	-	-	215.6
› hazardous waste incinerated in external plant	kt	-	-	1.3
› hazardous waste incinerated in Saipem plants	kt	-	-	0.5
› hazardous waste recycled	kt	3.5	11.1	13.9
› non-hazardous waste disposed of in landfill sites	kt	188.3	638.2	321.0
› non-hazardous waste disposed of in other structures	kt	-	-	308.1
› non-hazardous waste incinerated in external plants	kt	-	-	0.6
› non-hazardous waste incinerated in Saipem plants	kt	-	-	1.4
› non-hazardous waste recycled	kt	80.6	59.9	152.9

# SPILLS

## Number of spills

No.



## Spill drills

No.



INDICATOR	UNIT	2018	2019	2020
Spill volumes	m <sup>3</sup>	7.2	10.4	13.0
Number of spills by type:		-	-	-
› oil spills	No.	13	43	79
› chemical spills	No.	5	11	7
Spills of biodegradable substances	No.	-	-	7
Spills of drilling muds	No.	-	-	3
Spills of wastewater	No.	-	-	10
Spill volumes by type:				
› oil spills	m <sup>3</sup>	6.46	3.61	13.04
› chemical spills	m <sup>3</sup>	0.77	7.60	3.09
Spills of biodegradable substances	m <sup>3</sup>	-	-	2.42
Spills of drilling muds	m <sup>3</sup>	-	-	0.52
Spills of wastewater	m <sup>3</sup>	-	-	6.58
Number of spills by size:				
› below 10 lt		-	-	65
› over 500 litres	No.	2	1	0
› between 160 and 500 litres	No.	6	1	0
› between 10 and 160 litres	No.	10	36	14
Spills by destination:				
› into the sea	No.	2	14	6
› into superficial water bodies	No.	-	-	0
› on land	No.	16	39	7

# HEALTH

INDICATOR	UNIT	2018	2019	2020
Occupational diseases	No.	7.0	6.0	15.0
Occupational disease rate	ratio	0.08	0.07	0.20
Medical fitness examinations	No.	2,869	32,092	17,928
Medical consultations	No.	144,509	117,467	97,285

# HSE MANAGEMENT SYSTEM

INDICATOR	UNIT	2018	2019	2020
Evidence of audits across all locations of operations	No.	181	233	176
Percentage of employees working in ISO 54001 certified companies/branches	%	-	-	83
Percentage of employees covered by recognised environmental management systems such as ISO 14001 or EMAS	%	-	-	83

# EMPLOYMENT

## Total employees at year's end

No.



## Voluntary turnover

%



INDICATOR	UNIT	2018	2019	2020
Employee categories:				
› Blue Collars	No.	12,924	12,594	12,490
› White Collars	No.	16,633	19,546	17,559
› Managers	No.	4,187	4,446	4,574
› Senior Managers	No.	385	400	400
Full-time employees by gender:				
› male	No.	33,906	36,184	34,871
› female	No.	3,043	33,084	31,034
Part-time employees by gender:				
› male	No.	3,476	3,730	3,837
› female	No.	223	172	152
› male	No.	55	28	25
› female	No.	168	144	127
Employees recruited through employment agencies	No.	7,380	5,564	3,672
Employees with a regular work contract by gender:				
› male	No.	-	-	16,088
› female	No.	-	-	12,956
Employees with a temporary work contract by gender:				
› male	No.	-	-	3,132
› female	No.	-	-	18,935
Turnover:				
Voluntary turnover by age:				
› under 30	%	-	12.4	8.7
› 30-50	%	-	5.9	4.2
› over 50	%	-	3.4	2.8
Voluntary turnover by gender:				
› Voluntary Turnover male	%	-	6.4	4.6
› Voluntary Turnover female	%	-	6.0	4.3

INDICATOR	UNIT	2018	2019	2020
Total turnover by gender:	%	31	26	32
› Total Turnover male	%	32	27	33
› Total Turnover female	%	19	19	16
Total turnover by age:	%			
› under 30	%	-	35.0	41.5
› 30-50	%	-	23.9	29.3
› over 50	%	-	28.4	33.3
Open positions filled with internal candidates	%	29	39	54
Reputational profile survey's score	No.	-	-	78.5
Reputational profile survey's score breakdown by age:				
› Up to 30 years	No.	-	-	78.9
› 31-39 years	No.	-	-	77.3
› 40-49 years	No.	-	-	79.0
› 50-59 years	No.	-	-	78.4
› more than 60 years	No.	-	-	83.4
Reputational profile survey's score: breakdown by gender:	No.	-	-	-
› male	No.	-	-	78.7
› female	No.	-	-	77.7
Reputational profile survey's score: breakdown by employee category:				
› Senior Manager	No.	-	-	81.0
› Manager	No.	-	-	76.7
› White Collar	No.	-	-	79.3



# DIVERSITY AND EQUAL OPPORTUNITIES

## Women on the Saipem SpA Board of Directors

No.



## Average age of the workforce (in years)

No.



## Number of nationalities represented in the employee population

No.



## Percentage of women in revenue-generating positions

%



INDICATOR	UNIT	2018	2019	2020
Women employed, by category:	No.	3,644	3,874	3,964
› Blue Collars	No.	85	108	89
› White Collars	No.	2,893	3,051	3,122
› Managers	No.	643	689	727
› Senior Managers	No.	23	26	26
Women employed, by geographical area:				
› Americas	No.	350	357	363
› CIS	No.	420	375	398
› Europe	No.	1,998	2,085	2,162
› Middle East	No.	154	227	213
› Africa	No.	342	379	324
› Far East and Oceania	No.	380	451	504
Age ranges:				
› employees under 30	No.	374	4,757	4,793
<i>of which women</i>	No.	439	657	582

INDICATOR	UNIT	2018	2019	2020
› employees between 30 and 50	No.	24,298	26,762	24,962
<i>of which women</i>	No.	2,646	271	2,828
› employees over 50	No.	6,094	5,467	5,268
<i>of which women</i>	No.	559	507	554
Total number of employees with disability (FTE)	No.	-	172	160
Share of women in revenue-generating positions	%	11.4	11.3	11.6
Breakdown of workforce by nationality with highest percentage:	%			
› Italy	%	-	-	17
› India	%	-	-	15
› Indonesia	%	-	-	9
› Uzbekistan	%	-	-	5
› Philippines	%	-	-	5
› France	%	-	-	5
› Saudi Arabia	%	-	-	5
› Angola	%	-	-	5
› Nigeria	%	-	-	4
› United Kingdom	%	-	-	2
› Others	%	-	-	28
Breakdown of management positions by nationality with highest percentage:				
› Italy	%	-	-	58.3
› India	%	-	-	6.3
› Indonesia	%	-	-	0.9
› Uzbekistan	%	-	-	0
› Philippines	%	-	-	0.3
› France	%	-	-	17.0
› Saudi Arabia	%	-	-	0.2
› Angola	%	-	-	1.1
› Nigeria	%	-	-	2.1
› United Kingdom	%	-	-	1.9
› Others	%	-	-	11.8

## PAY-GAP

INDICATOR	UNIT	2018	2019	2020
Salary Gender pay-gap (women vs. men):				
› Blue Collars	%	237	196	90
› White Collars	%	86	88	90
› Managers	%	86	86	90
› Senior Managers	%	82	81	83

## PARENTAL LEAVE

INDICATOR	UNIT	2018	2019	2020
Employees who took parental leave, of which:				
› women	No.	510	338	323
› men	No.	437	285	518
Return to work rate after parental leave:				
› women	%	64	75	77
› men	%	91	103	103

# SKILL DEVELOPMENT

## Employees having received training over the year

%



INDICATOR	UNIT	2018	2019	2020
Total hours of training, of which:	No.	2,086,681	2,407,786	1,454,873
› HSE	No.	1,867,401	2,199,115	1,307,275
› managerial potential and skills	No.	27,934	49,698	8,993
› professional technical skills	No.	191,347	158,973	138,605
Average training man-hours by employee	No.	24.1	26.4	18.7
HSE training hours delivered to employees	No.	60,413	767,108	508,312
HSE training hours delivered to subcontractors	No.	1,262,965	1,432,007	798,963
Employees trained in HSE:	No.	-	-	21,045
Employees having received training over the year	No.	-	-	33,790
Annual total cost of training	mIn €	5.4	12.9	2.6
Average training hours per employee in HSE	No.	17.7	20.7	18.7
Average training hours per employee on technical and managerial topics (non HSE)	No.	6.4	6.3	4.0
Skills assessment	No.	-	4,146	1,055
Total employee performance evaluations, of which:	No.	13,551	19,111	17,915
› Senior Managers	No.	371	372	379
› Managers	No.	245	3,006	3,261
› White Collars	No.	7,196	10,403	9,812
› Blue Collars	No.	3,533	533	4,463
Total employee performance evaluations	%	40	52	51
Breakdown of average hours of training by employee categories:				
› Blue Collars	No.	-	-	23.3
› White Collars	No.	-	-	16.8
› Managers	No.	-	-	14.8
› Senior Managers	No.	-	-	12.9
Total	No.	-	-	18.7
Breakdown of average hours of training by gender:				
› Male	No.	-	-	11.9
› Female	No.	-	-	19.6

# INDUSTRIAL RELATIONS

INDICATOR	UNIT	2018	2019	2020
Employees covered by collective bargaining	%	45	42	39
Strike hours	No.	23,699	15,561	168

# SUPPLY CHAIN

## Total goods and services ordered

bln €



## Percentage of goods and services ordered locally

%



INDICATOR	UNIT	2018	2019	2020
Number of vendors	No.	23,845	23,871	23,696
Number of vendors qualified in the year	No.	7,026	7,721	6,859
Vendors qualified in the year operating in high risk countries for human and labour rights	%	40	35	37
New vendors assessed on human and labour rights	No.	174	182	504
Vendors qualified in the year for activities considered at HSE risk	%	7	7	9
Vendors assessed on HSE aspects	No.	466	574	585
Qualification audits, of which:	No.	28	27	11
› on human and labour rights / HSE	No.	10	8	1
Goods and services ordered by criticality level:				
› critical	bln €	5.09	4.86	6.6
› not critical	bln €	1.85	2.73	2.1
› other	bln €	0.04	0.07	0.05
Number of Frame Agreements	No.	5,401	5,624	5,916
Vendors qualified for more than 10 years	%	21	23	25
Vendor feedback released	No.	1,126	881	2,485
Percentage of positive feedback on vendor	%	85	81	65
Employees trained in human and labour rights and the supply chain	No.	237	304	0

## SECURITY

INDICATOR	UNIT	2018	2019	2020
Percentage of contracts with Security providers which include human rights clauses	%	100	100	100
Security personnel trained in human rights policy and procedures	%	24	0	25
Security risk assessment in commercial phase	%	94	100	100

## ANTICORRUPTION

INDICATOR	UNIT	2018	2019	2020
Employees trained in compliance, governance, ethics and anti-corruption issues	No.	4,318	3,769	6,992
Training hours in compliance, governance, ethics and anti-corruption issues	No.	10,597	9,972	17,639
Number of staff disciplined or dismissed for ethical reasons:	No.	0	0	0

# GRIEVANCE MECHANISM

INDICATOR	UNIT	2018	2019	2020
Total files, of which:	No.	120	146	158
› founded or partially founded	No.	26	27	38
› unfounded	No.	84	73	92
› open	No.	10	46	28
Total files on cases of discrimination, of which:	No.	13	9	9
› founded or partially founded	No.	3	1	0
› unfounded	No.	10	3	4
› open	No.	-	5	5
Total files on workers' rights, of which:	No.	49	56	49
› founded or partially founded	No.	9	8	6
› unfounded	No.	31	26	31
› open	No.	9	22	12
Total files on violations of the rights of local communities, of which:	No.	2	1	1
› founded or partially founded	No.	0	0	0
› unfounded	No.	2	1	1
› open	No.	0	0	0

# INNOVATION

INDICATOR	UNIT	2018	2019	2020
Patents in force	No.	2,442	2,726	2,660
New patents filed in the year:	No.	29	108	21
› of which filed for energy decarbonisation technologies	No.	-	95	10
People involved in R&D activities (FTE)	No.	161	163	204
Signed cooperation/license agreements:	No.	17	17	14
› of which for energy decarbonisation projects	No.	3	9	10
Research & Development expenditure	mIn €	32	38	35
Amount spent on decarbonisation R&D and technology application	mIn €	-	7.5	18
Overall innovation spending	mIn €	67	79	74

# LOCAL VALUE CONTRIBUTION

INDICATOR	UNIT	2018	2019	2020
<b>LOCAL PRESENCE</b>				
Countries in which local development projects are implemented	No.	10	11	12
Expenses for local development projects	mln €	1	1	1.6
<b>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</b>				
Direct economic value generated	mln €	8,495	9,099	7,962
Economic value distributed	mln €	8,094	8,683	7,806
Economic value retained	mln €	-410	97	-1,117
<b>TOTAL GOODS AND SERVICES ORDERED</b>				
Americas	mln €	428	134	87
Africa	mln €	636	127	2109
CIS	mln €	510	554	1026
Far East and Oceania	mln €	976	830	855
Europe	mln €	2,656	1,093	2,151
Middle East	mln €	1,785	185	1,160
<b>LOCAL EMPLOYMENT</b>				
Local employees by category:	%	73	74	79
› Blue Collars	%	68	68	28
› White Collars	%	76	78	40
› Managers <sup>(a)</sup>	%	47	46	10
› Senior Managers <sup>(a)</sup>	%	13	6	1
<b>EMPLOYEES</b>				
Americas	No.	2,477	2,226	1,607
Africa	No.	5,797	6,144	3,346
CIS	No.	211	3,957	3,898
Far East and Oceania	No.	3,034	3,496	5,181
Europe	No.	10,066	10,512	7,649
Middle East	No.	10,645	10,651	6,068
<b>TRAINING MANHOURS</b>				
America	No.	60,046	73,301	23,803
Africa	No.	429,011	32,082	39,130
CIS	No.	52,131	97,905	74,146
Far East and Oceania	No.	97,621	30,619	76,595
Europe	No.	125,386	308,029	323,826
Middle East	No.	59,216	273,932	118,222

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



# OTHER

INDICATOR	UNIT	2018	2019	2020
Memberships of associations	No.	92	92	98
Membership fees paid	k €	1,273	1,046	1,140
including fees paid to major associations:				
› Confindustria	%	-	-	29
› World Economic Forum	%	-	-	14
› TWI The Welding Institute	%	-	-	8
Total value of political contributions	€	0	0	0
Total value of contributions for lobbying	€	0	0	0
Provisions for fines and settlements specified for ESG issues in audited accounts	€	0	0	0
Revenues	mln €	8,526	9,099	7,342
Operating result (EBIT)	mln €	37	456	845
Gross operating profit (EBITDA)	mln €	848	1,146	428
Customer satisfaction survey - coverage	%	60	75	68
Customer satisfaction survey - satisfaction level (score >7)	%	100	94	97
Customer satisfaction survey - "completely satisfied" (score >9)	%	70	50	58



**EMPOWERING** EVOLUTION

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