

PETROFAC
GRI CONTENT
INDEX – CORE
2020

Introduction

The Petrofac 2020 Annual Report and Accounts has been prepared in accordance with the GRI G4 core guidelines. Our GRI Index outlines where the GRI G4 indicators can be found in the Annual Report via our [website](#).

Our Corporate Responsibility reporting focusses on those issues identified as material for both external stakeholders and the business, and these are marked with an asterisk in the GRI index.

These material aspects relate to all business divisions and activities conducted by Petrofac Limited and its subsidiaries, covering the reporting period from January 1st to December 31st 2020, unless otherwise stated. Where indicators for material issues are not present, a narrative is given.



General Standard Disclosures

Disclosure	Description	Location of disclosures / comments
STRATEGY AND ANALYSIS		
G4-1	Statement from the most senior decision-maker	ARA 7-9
ORGANISATIONAL PROFILE		
G4-3	Name of the organisation	ARA 202
G4-4	Primary brands, products, and services	ARA 2-3, 20-21
G4-5	Location of headquarters	ARA 218 (back cover)
G4-6	Number and location of operations	Locations
G4-7	Nature of ownership and legal form	Major Shareholders ARA 93, 188-190
G4-8	Markets served	Markets ARA 16-19
G4-9	Scale of the organisation	About us; Our people ARA 2-3
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender	Our people ARA 42
G4-11	Percentage of employees covered by collective bargaining agreements	
G4-12	The organisation's supply chain	Procurement Expertise ARA 50-51
G4-13	Significant changes during the reporting period regarding size, structure or ownership	Our Structure; Our Journey
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Risk Management ARA 35, 60-62
G4-15	External economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	ARA 49-50
G4-16	Memberships of associations and national or international advocacy organizations in which the organization participates or supports	ARA 52-55
MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Entities included in financial statements and those not covered by report	ARA 188-190
G4-18	Process for defining report content and the aspect boundaries	ARA 35, 60-67
G4-19	Material aspects identified in the process for defining report content	Risk Management ARA 62
G4-20	For each material aspect, report the aspect boundary within the organisation	ARA 63-67
G4-21	For each material aspect, report the aspect boundary outside the organisation	ARA 63-67

General Standard Disclosures

Disclosure	Description	Location of disclosures / comments
STAKEHOLDER ENGAGEMENT		
G4-24	List of stakeholder groups engaged by the organisation	ARA 12-15
G4-25	Basis for identification and selection of stakeholders	ARA 92-93
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	ARA 12-15, 47-48
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded	ARA 12-15
REPORT PROFILE		
G4-28	Reporting period (e.g., fiscal / calendar year) for information provided	ARA 202
G4-29	Date of most recent previous report (if any)	Reports and accounts
G4-30	Reporting cycle (annual, biennial, etc.)	Annual
G4-31	Contact point for questions regarding the report or its contents	Corporate Contacts
G4-32	Report the 'in accordance' option chosen, as well as the GRI content index and reference to the External Assurance Report	ARA 120-130
G4-33	Policy and current practice with regard to seeking external assurance for the report	ARA 120-130
GOVERNANCE		
G4-34	Governance structure, including highest governance body responsible for decision making on economic, environmental and social impacts	Corporate Governance ARA 53-55, 86-91
ETHICS AND INTEGRITY		
G4-5RT6*	The organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	Ethics; Values; Policies, codes and standards ARA 2, 105-106
G4-57*	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organisational integrity, such as helplines or advice lines	Ethics ARA 53-55, 105-106
G4-58*	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Ethics; Whistleblowing ARA 53-55, 105-106

Specific Standard Disclosures

Disclosure	Description	Location of disclosures / comments
ECONOMIC - PROCUREMENT PRACTICES		
G4-DMA	Disclosures on management approach	In-Country Value ARA 49-51
G4-EC1	Direct economic value generated and distributed	
G4-EC7	Development and impact of infrastructure investments and services supported	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	
ENVIRONMENT - ENERGY		
G4-DMA*	Disclosures on management approach	ESG Datasheet; TCFD Climate Response Report; Climate Change ARA 37-41
G4-EN6*	Reduction of energy consumption	
G4-EN7*	Reduction of energy requirements of products and services	
G4-EN15*	Direct greenhouse gas (GHG) emissions (scope 1)	
G4-EN16*	Direct greenhouse gas (GHG) emissions (scope 2)	
G4-EN18*	Greenhouse gas (GHG) emissions intensity	
G4-EN19*	Reduction of greenhouse gas (GHG) emissions	
ENVIRONMENT – EFFLUENTS AND WASTE		
G4-DMA*	Disclosures on management approach	ESG Datasheet ARA 37
G4-EN24*	Total number and volume of significant spills	
SOCIAL – LABOUR PRACTICES AND DECENT WORK – OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA*	Disclosures on management approach	Safety; Going Back to Basics ARA 42-44
G4-LA6*	Type and rates of injury, occupational diseases, lost days and absenteeism and total number of work related fatalities by region and by gender	
SOCIAL – LABOUR PRACTICES AND DECENT WORK – DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA	Disclosures on management approach	Our People ARA 82-85, 42, 46-48
G4-LA12*	Composition of governance bodies and breakdown of employees per employee category	

Specific Standard Disclosures

Disclosure	Description	Location of disclosures / comments
SOCIAL – LABOUR PRACTICES AND DECENT WORK – SUPPLIER ASSESSMENT FOR LABOUR PRACTICES		
G4-DMA*	Disclosures on management approach	Human rights ARA 52
G4-LA14 *	Report the percentage of new suppliers that were screened using labour practices criteria	
SOCIAL – HUMAN RIGHTS – SECURITY PRACTICES		
G4-DMA*	Disclosures on management approach	Security and Crisis Management ARA 44-45
SOCIAL – HUMAN RIGHTS – SUPPLIER HUMAN RIGHTS ASSESSMENT		
G4-DMA*	Disclosures on management approach	Human rights ARA 52
G4-HR10*	Percentage of new suppliers that were screened using human rights criteria	
G4-HR11*	Significant actual and potential negative human right impacts in the supply chain and actions taken	
SOCIAL – SOCIETY – ANTI-CORRUPTION		
G4-DMA*	Disclosures on management approach	Ethics ARA 53-55
G4-SO4*	Communication and training on anti-corruption policies and procedures	
G4-SO5*	Significant actual and potential negative human right impacts in the supply chain and actions taken	
EMERGENCY PREPAREDNESS		
G4-DMA*	Disclosures on management approach	Security and Crisis Management ARA 44-45
ASSET INTEGRITY AND PROCESS SAFETY		
G4-DMA*	Disclosures on management approach	Asset Integrity ARA 44
OG13*	Number of process safety events, by business activity	