

2023 Sustainability Performance Indicators



ESG Datasheet (2018-2023)

Introduction

This ESG datasheet aims to provide a consolidated overview of Petrofac's non-financial performance. Metrics included in this datasheet cover our activities during the period 1 January to 31 December for the years indicated.

This ESG datasheet presents the performance data tables previously included in Petrofac's Annual Report & Accounts.

Metrics reported are informed by our annual materiality review of the issues that are of most interest to our stakeholders including clients, investors, suppliers, NGOs, Government representatives, employees and industry associations.

This datasheet should be read in conjunction with the Strategic Report: Environmental, Social and Governance, within Petrofac's 2023 Annual Report and Accounts, please [click here](#) for more information.

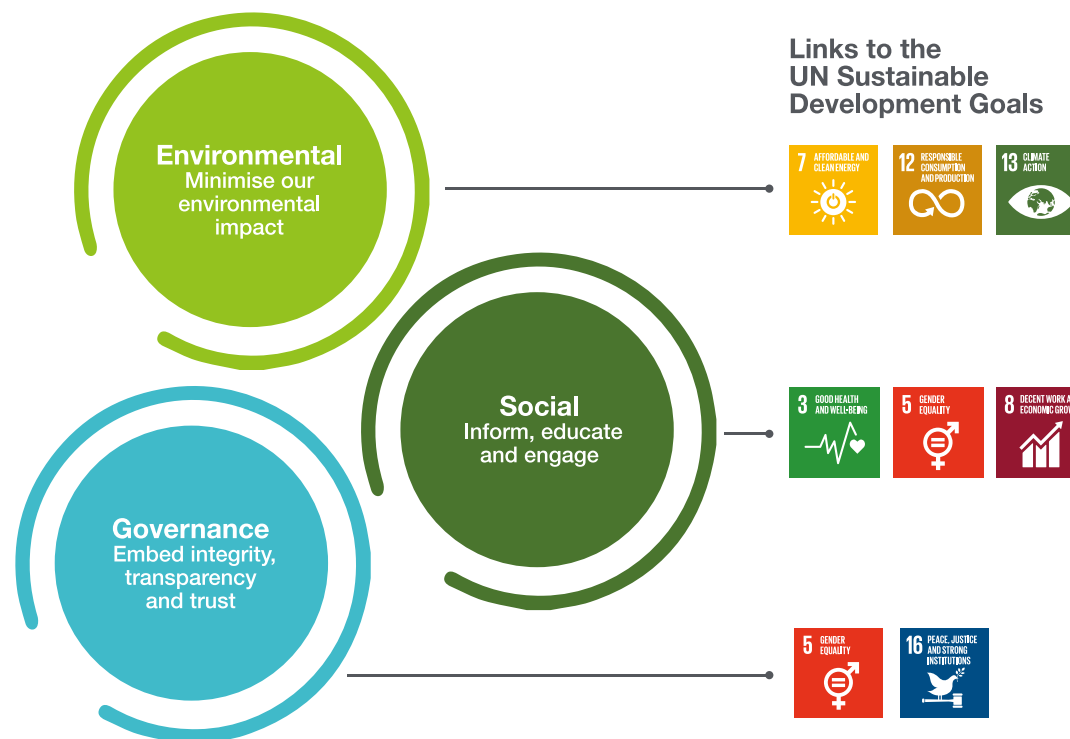
Assured metrics for 2023

The ESG information reported has been subject to the following assurance:

1. Financial information - by Ernst & Young LLP in accordance with the International Standards on Auditing, UK.
2. Energy consumption & GHG emissions - are measured according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and assured, and verified by independent third party BDO India LLP.

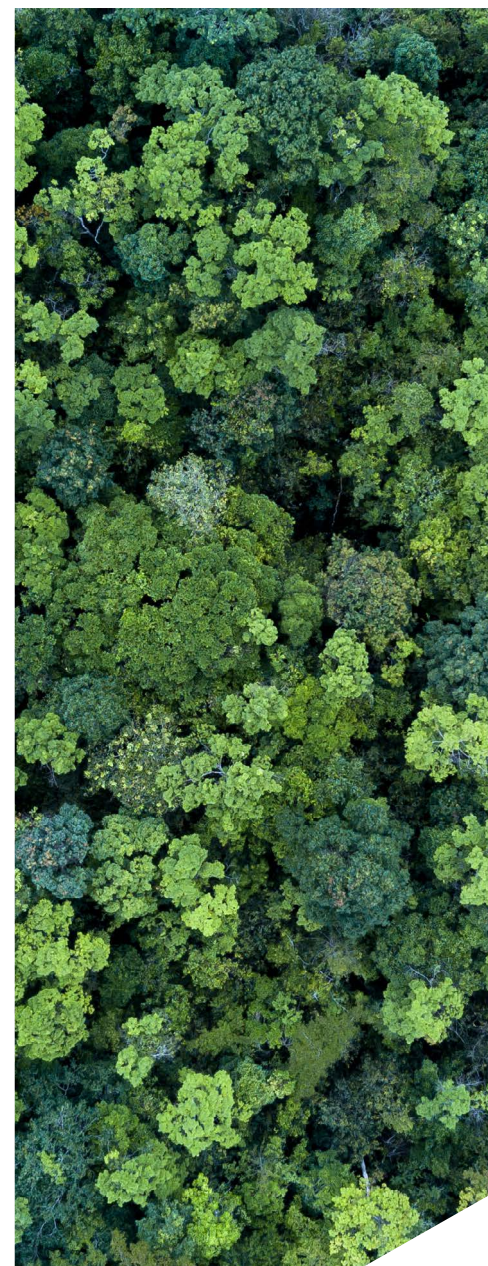
3. ESG dataset - selected data samples are subject to four levels of assurance at the discretion of the auditing party:

- Tier 1: External assurance by clients and third party certification bodies.**
Tier 2: Internal & independent Corporate assurance.
Tier 3: Internal assurance by each division.
Tier 4: Local project assurance.



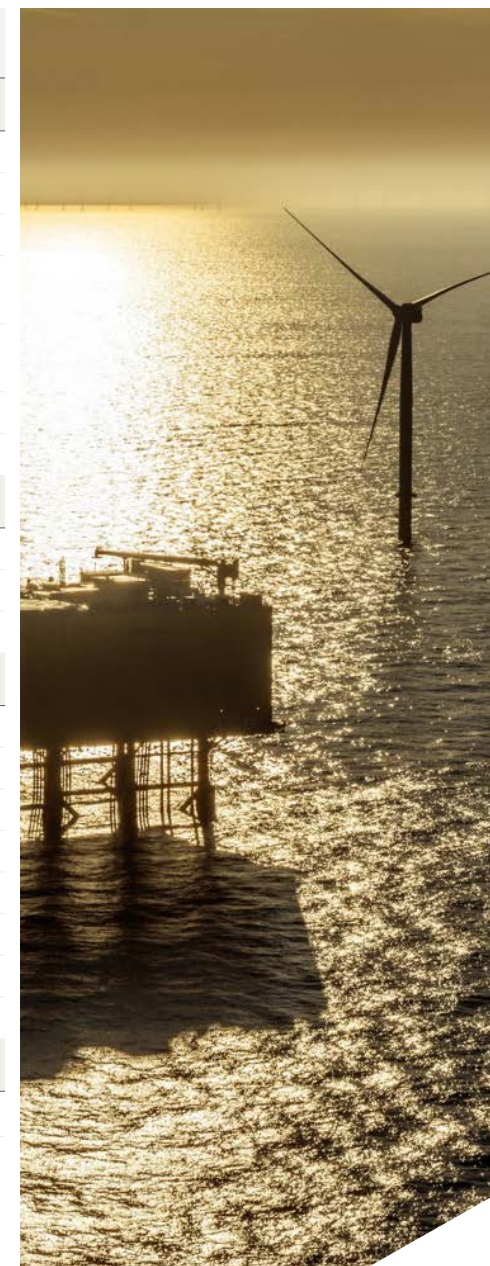
Environment

Performance Indicators	Unit	2018	2019	2020	2021	2022	2023
ENERGY (PURCHASED / USED)							
Total energy consumption:	MWh	577,099	452,911	418,197	333,125	359,868	328,733
- Natural gas	MWh	396,513	269,434	243,256	193,504	190,512	202,407
- Liquefied petroleum gas	MWh	757	665	580	238	79	3
- Kerosene	MWh	2,257	2,274	1,362	376	440	157
- Petrol / gasoline	MWh	26,985	30,483	20,214	16,481	21,096	11,554
- Diesel	MWh	106,885	107,830	107,267	100,628	134,462	99,422
- Fuel oil use	MWh	746	117	86	1	10	0
- Gas oil	MWh	22,385	19,401	26,224	7	311	0
- Electricity	MWh	20,571	22,707	19,208	21,864	12,958	15,190
Electricity from renewable sources (percent of total purchased)	%	To be reported from 2021			14	24	29
EMISSIONS							
Total GHG emissions (Scope 1 and Scope 2)	000 tCO ₂ e	251	243	260	197	197	172
GHG intensity	tCO ₂ e/\$ Revenue (Million)	43	44	65	64	76	69
Annual emission reduction	%	2	-3	7	24	0	12
Scope 1 emissions (direct from owned or controlled sources):	000 tCO ₂ e	239	231	250	188	192	167
- IES: Scope 1 emissions	000 tCO ₂ e	206	199	224	164	166	142
- E&C: Scope 1 emissions	000 tCO ₂ e	30	28	23	17	14	15
- AS: Scope 1 emissions	000 tCO ₂ e	3	4	3	7	11	11
Scope 2 emissions (indirect from purchased energy):	000 tCO ₂ e	12	12	10	8	5	5
- IES: Scope 2 emissions	000 tCO ₂ e	0.4	0.1	0.1	0.1	0.08	0.1
- E&C: Scope 2 emissions	000 tCO ₂ e	10	11	8	7.8	4.7	4.6
- AS: Scope 2 emissions	000 tCO ₂ e	2	1	2	0.1	0.3	0.3
Significant emissions into the atmosphere by type:							
- CO ₂	000 tCO ₂ e	222	214	207	175	180	163
- CH ₄	000 tCO ₂ e	15	15	15	12	9	4
- N ₂ O	000 tCO ₂ e	0.28	0.45	0.46	0.46	0.36	0.36
Volume of gas flared	000 m ³	43,839	53,402	63,721	46,965	44,836	41,442
Volume of gas vented	000 m ³	332	239	390	0	0	0
Climate Disclosure Project (CDP)	Rating	C	B	B	B	B	B



Environment

Performance Indicators	Unit	2018	2019	2020	2021	2022	2023
SPILLS							
Total number of spills, of which:	No.	127	129	21	14	11	16
- Spills into sea	No.	46	25	9	7	4	12
- Spills on land	No.	81	104	12	7	7	4
Hydrocarbon spills above one barrel volume (from vandalism in brackets)	No.	1 (6)	17 (14)	1 (0)	1 (0)	0 (0)	0 (0)
Hydrocarbon spills volume (from vandalism in brackets)	Barrels	970 (968)	558 (545)	2 (0)	2 (0)	0 (0)	3 (0)
Chemical spills above one barrel volume	No.	10	6	5	0	0	0
Chemical spills volume	Barrels	111	43	49	1	30	0
WATER							
Fresh water consumed	000 m ³	376	1,119	519	426	690	553
Other water consumed (>1000mg/l TDS)	000 m ³	3,926	3,827	2,650	4,554	2,725	2,870
Water recycled and reused	000 m ³	30	21	62	97	261	78
WASTE							
Total waste generated:	Tonnes	47,751	45,148	12,909	6,087	95,305	336,466
- Waste generated at sites	Tonnes	47,293	44,600	12,318	5,864	95,121	336,316
- Waste generated at offices	Tonnes	458	548	591	223	184	150
Total waste recycled:	Tonnes	433	9,651	1,130	1,159	4,351	155,265
- Waste recycled at sites	Tonnes	383	9,564	904	1,090	4,262	155,218
- Waste recycled at offices	Tonnes	50	87	226	69	89	46
Total non-hazardous waste disposed	Tonnes	17,535	23,634	9,664	3,852	89,266	180,494
Total hazardous waste disposed	Tonnes	29,783	11,863	2,115	1,076	1,688	708
CERTIFICATION							
Certification ISO 14001	Certification	Y	Y	Y	Y	Y	Y



Social

Performance Indicators	Unit	2018	2019	2020	2021	2022	2023
SAFETY							
Worked hours:	Million	233	194	136	110	102	77
- Employees	Million	33	31	31	27	26	20.5
- Subcontractors	Million	200	163	105	83	76	56.5
Fatal accident events:	No.	2	0	2	1	0	1
- Employee fatalities	No.	1	0	0	0	0	0
- Subcontractor fatalities	No.	2	0	2	1	0	1
Lost Time Injuries (LTI):	No.	21	13	7	9	9	8
- Employees	No.	0	0	0	4	3	4
- Subcontractors	No.	21	13	7	5	6	4
LTI Frequency Rate (LTIFR)	Ratio	0.018	0.013	0.013	0.018	0.018	0.021
Industry average (Int. Association of O&G Producers)	Ratio	0.054	0.052	0.044	0.044	0.056	0.048
Total Recordable Injuries (TRI):	No.	69	56	44	50	48	41
- Employees	No.	19	14	9	15	15	16
- Subcontractors	No.	44	43	35	35	33	25
TRI Frequency Rate (TRIFR)	Ratio	0.059	0.058	0.065	0.091	0.094	0.106
Industry average (Int. Association of O&G Producers)	Ratio	0.19	0.198	0.14	0.154	0.18	0.17
Number of High Potential Incidents (HiPos)	No.	27	27	18	11	16	13
HiPo Frequency Rate (HiPo Rate)	Ratio	0.023	0.028	0.026	0.02	0.031	0.034
Lost workdays:	No.	784	580	254	1,127	206	326
- Employees	No.	385	26	21	457	6	205
- Subcontractors	No.	399	554	233	670	200	121
CERTIFICATION							
Certification ISO 45001*	Certification	Y	Y	Y	Y	Y	Y
HEALTH							
Number of sick days per employee per year	No.	1.82	1.58	2.09	0.54	0.6	0.4
Mental health and wellbeing: Employee Assistance Programme utilisation rate**	%	1.7	1.43	1.07	0.8	0.51	0.53
Occupational illness rate - recordable incidents (per 200,000 work hours)	Ratio	0.001	0.001	0	0	0.003	0.002
PEOPLE							
Total employees at year's end***	No.	11,500	11,500	9,149	8,240	7,950	8,600
Attrition	%	10.4	11.1	6.1	11.5	14.3	11.5



Social

Performance Indicators	Unit	2018	2019	2020	2021	2022	2023
DIVERSITY							
Women by category (as % of total):							
- Employees (all staff)	%	10	10	13	14	15	17
- Leadership (Exec Committee & Direct Reports)	%	8	8	19	26	26	30.5
- Board	%	25	33	33	30	25	22
Average age of employees	No.	42	42	41.7	43.4	43.1	42.1
Employee age ranges:							
- Employees under 30yrs (% women in brackets)	No. (%)	804 (21)	1,206 (26)	1,086 (26)	753 (28)	728 (32)	1307 (36)
- Employees 30 - 50yrs (% women in brackets)	No. (%)	7,441 (12)	6,761 (13)	6,323 (13)	5,463 (14)	5,165 (15)	5,255 (15)
- Employees over 50yrs (% women in brackets)	No. (%)	3,222 (7)	2,339 (7)	1,959 (7)	2,026 (7)	1,975 (8)	2,037 (7)
Cultural diversity - number of nationalities in the employee population	No.	85	80	75	76	85	92
TRAINING & DEVELOPMENT							
Training delivered ****	Hrs /employee	-	10.7	10.2	6.7	17.8	30.8
HSE training *****	Hrs /employee	11.46	11.29	17	7	16.77	25.1
EMPLOYEE ENGAGEMENT							
Employee engagement survey participation	%	51	63	60	65	67	77
Employee engagement overall score	%	83	85	87	84	86	88
LOCAL COMMUNITIES							
Social Investment - community development + strategic corporate giving	US\$M	1.2	0.7	1.0	1.9	0.35	2.4
HUMAN RIGHTS & WORKER WELFARE							
Supplier labour rights due diligence screening	% (third parties screened (No.))	37	44	40 (1,167)	41 (1,475)	36 (1,911)	38 (2,401)
Project labour rights compliance audits	No.	9	7	-	4	6	7
Reported incidents	No.	2	0	0	0	0	0
Modern Slavery Public Statement	Annual public transparency statement	Y	Y	Y	Y	Y	Y
IN-COUNTRY VALUE							
Total spend on goods & services (non-JV)	US\$Bn	1.1	1.4	0.5	0.16	0.345	0.764
% Spend on local goods and services	%	31	41	53	54	32	47
Key project jobs supported ('000)	No.	75.5	57	41	33	31.6	22.7
Total tax paid	US\$M	560	482	213	158	170	149



Governance

Performance Indicators	Unit	2018	2019	2020	2021	2022	2023
ETHICAL BUSINESS PRACTICES							
Employees compliant with mandatory eLearning (Share Dealing, ABC, CoC)	%	-	97.3	98.9	98.5	95.1	95.4
Compliance training delivered (CoC, Trade, Compliance, Investigations, ABC)	Hrs / employee	Reporting to commence 2020		1	1	2.5	2.5
Number of 'Speak-ups' reported (alleged CoC breaches)	No.	81	61	61	125	118	111
Number of allegations substantiated	No.	27	24	21	39	27	29
UN Global Compact, Signatory	Annual CoP	Y	Y	Y	Y	Y	Y
Task Force on Climate-related Disclosures	Annual disclosure	Reporting to commence 2020		Y	Y	Y	Y
Board size	No.	8	9	10	10	8	9
Independent Directors	%	62.5	78	80	70	50	56
Director average age	No.	59	59.7	60	60.8	60.75	62
Director average years tenure	No.	3.9	4.3	4.8	5.6	6.5	7
Director meeting attendance	%	96	98	100	100	100	100
Board activities related to governance	%	19	23	16	10	14	12
Stakeholder engagement - shareholder meetings	No.	202	158	140	120	172	200
Stakeholder engagement - Workforce Forum meetings	No.	-	3	3	2	2	2

- * Applicable to E&C, AS(E) (previously OSHAS 18001)
 ** UK only for 2018-2019 & Global data from 2020 onwards
 *** Total employees of Petrofac entity (both temporary and permanent - (as reported in Annual Report & Accounts).
 **** Non-comparable data in 2018 due to transition of training systems.
 ***** E&C only for 2018-2022 & Global data for 2023

Speak up! We will support you.

We encourage you to speak to us if you suspect any violations of our Code of Conduct.

Discuss with your line manager or contact the 24/7 helpline.

You can remain anonymous.

 **Call:**
-insert local number-

 **Click:**
petrofac.ethicspoint.com

 **Scan:** 

Petrofac's Non Retaliation Policy protects anyone who makes a report in good faith. If you experience retaliation for reporting a concern, speak to the Chief Compliance Officer immediately or feel free to contact the helpline.

Petrofac 

KNOW IT/ FOLLOW IT/ LIVE IT.

Mandatory Code of Conduct e-Learning

Our Code of Conduct is at the heart of everything we do. As we continue to live our values, we must demonstrate our understanding of our key compliance requirements.

All employees at grade 17 and below must complete the new Code of Conduct e-Learning module - including temporary employees and consultants, wherever they are located.

Make sure you complete it via **The Learning Hub by 24 May 2021.**
 For any queries, please contact compliance@petrofac.com.

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