

SUSTAINABILITY PERFORMANCE INDICATORS 2019

ESG Datasheet
(2017-2019)



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 Petrofac's Sustainability Report 2019, please [click here](#) for more information.

Assured metrics for 2019

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 (WRI) and assured and verified by independent third party Ricardo, UK.
- 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	2017	2018	2019
ENERGY (PURCHASED / USED)				
Total Energy Consumption	MWH	474,779	577,099	452,911
Natural Gas	MWH	277,452	396,513	269,434
Liquified Petroleum Gas	MWH	797	757	665
Kerosene	MWH	2,579	2,257	2,274
Petrol / Gasoline	MWH	24,920	26,985	30,483
Diesel	MWH	127,337	106,885	107,830
Fuel Oil Use	MWH	47	746	117
- Gas Oil	MWH	20,496	22,385	19,401
- Electricity	MWH	21,151	20,571	22,707
Electricity from renewable sources (percent of total purchased)	%	-	To be reported from 2020	
EMISSIONS				
Total GHG emissions (Scope1 and Scope 2)	000 tCO ₂ e	247	251	243
Greenhouse Gas (GHG) Intensity	tCO ₂ e/\$ Revenue (Million)	39	43	44
Annual emission reduction	%	-6%	2%	-3%
Scope 1 Emissions (direct from owned or controlled sources)	000 tCO ₂ e	235	239	231
- IES: Scope 1 Emissions	000 tCO ₂ e	193	206	199
- E&C: Scope 1 Emissions	000 tCO ₂ e	38	30	28
- EPS: Scope 1 Emissions	000 tCO ₂ e	3	3	4
Scope 2 Emissions (indirect from purchased energy)	000 tCO ₂ e	12	12	12
- IES: Scope 2 Emissions	000 tCO ₂ e	0.1	0.4	0.1
- E&C: Scope 2 Emissions	000 tCO ₂ e	10	10	11
- EPS: Scope 2 Emissions	000 tCO ₂ e	2	2	1
Significant emissions into the atmosphere by type:				
- CO2	000 tCO ₂ e	228	222	214
- CH4	000 tCO ₂ e	5	15	15
- N2O	000 tCO ₂ e	0.33	0.28	0.45
Volume of gas flared	000 M ³	51,386	43,839	53,402
Volume of gas vented	000 M ³	124	332	239
Climate disclosure project (CDP)	Rating	C	C	B

Environment

Performance Indicators	Unit	2017	2018	2019
SPILLS				
Total number of spills, of which:	No.	157	127	129
- Spills into sea	No.	22	46	25
- Spills on land	No.	135	81	104
Hydrocarbon spills above one barrel volume: (from vandalism in brackets)	No.	2	1(6)	17 (14)
Hydrocarbon spills volume (from vandalism in brackets)	Barrels	52	970 (968)	558 (545)
Chemical spills above one barrel volume	No.	1	10	6
Chemical spills volume	Barrels	2	111	43
WATER				
Fresh Water Consumed	000 M ³	269	376	1,119
Other Water Consumed (>1000mg/l TDS)	000 M ³	3,301	3,926	3,827
Water Recycled and Reused	000 M ³	140	30	21
WASTE*				
Total waste generated	Tonnes	13,201	47,751	45,148
- Waste generated at sites	Tonnes	12,631	47,293	44,600
- Waste generated at offices	Tonnes	570	458	548
Total waste recycled	Tonnes	803	433	9,651
- Waste recycled at sites	Tonnes	682	383	9,564
- Waste recycled at offices	Tonnes	121	50	87
Total non-hazardous waste disposed	Tonnes	12,218	17,535	23,634
Total hazardous waste disposed	Tonnes	181	29,783	11,863
CERTIFICATION				
Certification ISO 14001	Certification	Y	Y	Y

Social

Performance Indicators	Unit	2017	2018	2019
SAFETY				
Worked man-hours	Million	239	233	194
- Employees	Million	31	33	31
- Subcontractors	Million	208	200	163
Fatal accident events	No.	0	2	0
- Employee fatalities	No.	0	1	0
- Subcontractor fatalities	No.	0	2	0
Lost Time Injuries (LTI)	No.	11	21	13
- Employees	No.	0	0	0
- Subcontractors	No.	11	21	13
LTI Frequency Rate (LTIFR)	Ratio	0.009	0.018	0.013
Industry average (Int. Association of O&G Producers)	Ratio	0.054	0.054	0.052
Total Recordable Injuries (TRI)	No.	56	69	56
- Employees	No.	18	19	14
- Subcontractors	No.	38	44	43
TRI Frequency Rate (TRIFR)	Ratio	0.047	0.059	0.058
Industry average (Int. Association of O&G Producers)	Ratio	0.21	0.19	0.198
Number of High Potential Incidents (HiPos)	No.	23	27	27
HiPo Frequency Rate (HiPo Rate)	Ratio	0.019	0.023	0.028
Lost Workdays	No.	502	784	580
- Employees	No.	119	385	26
- Subcontractors	No.	383	399	554
CERTIFICATION				
Certification ISO 45001 / OHSAS 18001*	Certification	Y	Y	Y
HEALTH				
Number of sick days per employee	Ratio	-	1.82	1.58
Mental Health & Wellbeing:				
Employee Assistance Programme Utilisation Rate**	%	-	1.7	1.43
Occupational illness rate - recordable incidents (per 200,000 man-hours)	Ratio	-	0.001	0.001
PEOPLE				
Total employees at year's end***	No.	12,500	11,500	11,500
Attrition	%	-	10.4	11.1

Social

Performance Indicators	Unit	2017	2018	2019
DIVERSITY				
Women by category (as % of total):				
- Employees (all staff)	%	11	10	10
- Leadership (Exec Committee & Direct Reports)	%	13	8	8
- Board	%	25	25	33
Average age of employees	No.	41	42	42
Employee age ranges:				
- Employees under 30yrs (% women in brackets)	No. (%)	-	804 (21%)	1206 (26%)
- Employees 30 - 50yrs (% women in brackets)	No. (%)	-	7441 (12%)	6761 (13%)
- Employees over 50yrs (% women in brackets)	No. (%)	-	3222 (7%)	2339 (7%)
Cultural diversity - number of nationalities in the employee population	No.	-	85	80
TRAINING & DEVELOPMENT				
Training delivered ****	Hrs / Employee	-	-	-
HSSEIA training	Hrs / Employee	8.98	11.46	11.29
EMPLOYEE ENGAGEMENT				
Employee engagement survey participation	%	-	51	63
Sustainable engagement overall score	%	-	83	85
LOCAL COMMUNITIES				
Social Investment - community development	US\$M	2.1	0.7	0.5
Social Investment - strategic corporate giving	US\$M	1.7	0.5	2
HUMAN RIGHTS & WORKER WELFARE				
Supplier labor rights due diligence screening	%	16	37	44
Project labor rights compliance audits	No.	2	9	7
Human rights training *****	Hours	51	227	285
Reported Incidents	No.	0	2	0
Modern Slavery Public Statement	Annual public transparency statement	Y	Y	Y
IN-COUNTRY VALUE				
Total spend on goods & services (non-JV)	US\$Bn	1.2	1.1	1.4
% spent on Local Goods and Services	%	50	31	41
Key project jobs supported ('000)	No.	75.5	75.5	57
Total Tax Paid	US\$M	422	560	482

Notes:

* OHSAS only applicable to E&C Division (to be updated to ISO 45001 soon). None for EPS W (planned in 2021)

** UK only (Global data from 2020)

*** Total employees of a Petrofac entity (both temp and permanent), contingent workers and consultants (as reported in Annual Report & Accounts).

**** Non-comparable data in 2017/18 due to transition of training systems.

Governance

Performance Indicators	Unit	2017	2018	2019
ETHICAL BUSINESS PRACTICES				
Employees compliant with mandatory eLearning (Share Dealing, ABC, CoC)	%	TBA	TBA	97
Compliance training delivered (CoC, Trade, Compliance, Investigations)	Hrs / Employee	Reporting to commence 2020		
Number of 'Speak-ups' reported (alleged CoC breaches)	No.	102	81	61
Number of allegations substantiated	No.	-	27	24
UN Global Compact, Signatory	Annual COP	Y	Y	Y
Task Force on Climate-related Disclosures	Annual disclosure	Reporting to commence 2020		
Board size	No.	8	8	9
Independent Directors	%	62.5	62.5	78
Director average age	No.	59	59	59.7
Director average years tenure	No.	4.4	3.9	4.3
Director meeting attendance	%	100	96	98
Board activities related to governance	%	22	19	23
Stakeholder Engagement - shareholder meetings	No.	265	202	158
Stakeholder Engagement - Workforce Forum meetings	No.	-	-	3