



EXPERIENCE **MATTERS**

**2016**

ANNUAL REPORT

training and by assisting in securing employment for them.

### The Netherlands

- The Ocean Cleanup Project has been working on a floating barrier solution, which will allow the ocean currents to passively gather waste plastic. SBM Offshore has been involved in the project since 2014, through the donation of the time and expertise of employees. The engineers have supported many phases of the project – from mooring system design and layout, to anchor installation, as well as identifying potential suppliers and provision of ‘ad hoc’ troubleshooting.
- Employees participated in the city’s Harbor Run obstacle race for the Dutch Maritime industry.

## 2.11.2 HUMAN RIGHTS

### MANAGEMENT APPROACH

Society provides SBM Offshore the social and physical infrastructure for entrepreneurship. Accordingly, the Company has the following responsibilities: respecting human rights as formulated in the Universal Declaration of Human Rights;

- taking all reasonable measures to avoid involvement or complicity in human rights violations in its relationships and interactions with state security forces
- assessing the social, environmental and economic impact of intended operations prior to the commencement of operational activities, including the impact on local communities and human rights

SBM Offshore has its business spread over six continents and the Company has embraced the challenges offered by different environments. SBM Offshore does not accept any discrimination on the basis of sex, age, race, religion, political or trade union affiliations, nationality or disability.

SBM Offshore is most exposed to human rights issues in developing countries where it either operates or constructs its units and depends on services provided throughout its value chain.

As part of its Corporate Social Responsibility strategy, SBM Offshore adheres to international standards such as the United Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, International Labour Organization<sup>19</sup> (ILO) conventions and the United Nations Global Compact.

The impact on the SBM Offshore’s reputation in case of breach of human rights standards is considered significant as our clients, employees, NGOs and certain key suppliers consider human rights an essential part of performing our business at the highest level of integrity as promoted by the Company.

The Company endeavours to match the highest level of employment standards for all its employees in line with the Group’s Code of Conduct and Social Accountability Manual. These standards meet and most often exceed International Human Rights and ILO Guidelines.

Operating a responsible supply chain, in which the Company combines long-term shared value creation with human rights standards among others, is continuously improved with consistent implementation of the Company’s Supply Chain Charter throughout the supply chain.

### 2016 PERFORMANCE

Details can be found under sections 2.3.2 Fleet and 2.10 Supply Chain.

<sup>19</sup> The UN specialized agency which seeks the promotion of social justice and internationally recognized human and labour rights.