



EXPERIENCE **MATTERS**

**2016**

ANNUAL REPORT

## 6 NON-FINANCIAL DATA

### 6.2.4 5-YEAR KEY SUSTAINABILITY FIGURES

	2016	2015	2014	2013	2012
<b>Health, Safety and Security<sup>1</sup></b>					
LTIFR (rate)	0.11	0.03	0.05	0.15	0.06
TRIFR (rate)	0.31	0.22	0.22	0.44	0.38
Fatalities work related (number)	0	0	2	0	0
Total consolidated exposure hours	14.63	31.36	64.02	56.64	43.64
<b>Environment</b>					
Total GHG Emissions Offshore <sup>2</sup>	6,248	5,456 <sup>3</sup>			
Total GHG Emissions Offshore per production <sup>4</sup>	140.0	160.34 <sup>3</sup>			
Offshore energy consumption <sup>5</sup>	51,702,482	38,298,297 <sup>3</sup>			
Offshore energy Consumption per production <sup>6</sup>	1.16	1.13 <sup>3</sup>			
Number of Oil Spills > 1 Barrel per Production	0	0	1	0	
<b>Human Resources<sup>7</sup></b>					
Total Employees <sup>8</sup>	4,748	7,020	10,215	9,936	7,493
Contract / Permanent Ratio <sup>8</sup>	12%	10%	19%	22%	21%
Total Permanent Employees <sup>8</sup>	4,174	6,342	8,234	8,358	5,893
Total Contractors <sup>8</sup>	574	678	1,981	1,578	1,600
Total of Females in Permanent Workforce	20%	21%	16%	24%	20%
Part-time Workforce	4%	3%	3%	3%	2%
Part-time Females	57%	66%	75%	75%	70%
Part-time Males	43%	34%	25%	25%	30%
<b>Employee Rates<sup>9</sup></b>					
Turnover	19%	22%	14%	14%	12%
Resignation	2%	6%	8%	10%	8%
Dismissal	16%	14%	4%	4%	4%
Retirement	0%	1%	0%	0%	1%
Fatalities Non Work Related	0%	0%	0%	0%	0%
<b>Appraisals</b>					
Performance Appraisals Completed	94%	96%	96%	90%	84%
<b>Competency Training Indicators</b>					
Offshore Training Hours per Eligible Employee	54	60	66	95	47
Onshore Training Hours per Eligible Employee	25	26	30	28	21

1 PricewaterhouseCoopers Accountants N.V. has provided limited assurance on the HSSE data reported for the years 2011 until 2013 based on a separate report on selected key sustainability indicators prepared by SBM Offshore.

2 Million tonnes of CO<sub>2</sub> equivalents

3 Details of the revised data is provided in section 6.1.7

4 tonnes of GHG emissions per thousand tonnes of hydrocarbon production

5 In Gigajoules

6 Gigajoule of energy per tonnes of hydrocarbon production

7 does not include Construction Yards except if specified otherwise

8 including Construction Yards

9 does not include Construction Yards except if specified otherwise.

## 6.3 GRI TABLE

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
<b>STRATEGY AND ANALYSIS</b>			
G4-1	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	1.1 Message from the CEO	No
<b>ORGANIZATIONAL PROFILE</b>			
G4-2	Description of key impacts, risks, and opportunities.	3.6 Risk Management	No
G4-3	Name of the organization	1.2 About SBM Offshore and its Global Presence	No
G4-4	Primary brands, products, and services.	1.2 About SBM Offshore and its Global Presence 1.4 Activities and Markets	No
G4-5	Location of the organization's headquarters.	1.2 About SBM Offshore and its Global Presence	No
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	1.2 About SBM Offshore and its Global Presence	No
G4-7	Nature of ownership and legal form.	3.5.1 Corporate Governance Structure	No
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	1.2 About SBM Offshore and its Global Presence 1.4 Activities and Markets 1.5 Competitive Landscape and Market Positioning 2.3.2 Fleet 5.3.3 Geographical Information and Reliance on Major Customers	No
G4-9	Scale of the organization.	1.8 2016 in Brief 2.3.2 Fleet	No
G4-10	a. Total number of employees by employment contract and gender; b. Total number of permanent employees by employment type and gender; c. Total workforce by employees and supervised workers by gender; d. Total workforce by region and gender; e. Whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors; f. Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	a-e. 6.2.3 Human Resources 6.1.8 Human Resources Reporting	No  f. Is not applicable considering the industry SBM Offshore operates in.
G4-11	Percentage of total employees covered by collective bargaining agreements.	6.2.3 Human Resources	No