



EXPERIENCE **MATTERS**

2016

ANNUAL REPORT

6.3 GRI TABLE

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
STRATEGY AND ANALYSIS			
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
ORGANIZATIONAL PROFILE			
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

6 NON-FINANCIAL DATA

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
G4-12	Description of supply chain.	1.5 Competitive Landscape and Market Positioning 1.6 Position within the Value Chain 2.10 Supply Chain	No
G4-13	Any significant changes during the reporting period regarding size, structure, ownership, or supply chain	1.2 About SBM Offshore and its Global Presence 2.3.2 Fleet 4.4 Dividend Policy and Share Repurchase Program Overview	No
Commitments to external initiatives			
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	Code of Conduct 3.7 Compliance 3.6.3 Significant Risks facing the Business Compliance risks, Climate change, Operation risks, HSSE	No
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	2.3.2 Fleet 2.10 Supply Chain Declaration of Human Rights for Suppliers 2.11 Local Content, Sustainability Development Goals 3.7 Compliance Company Code of Conduct refers to adherence to UN Declaration of Human Rights, OECD Guidelines for Multinational Enterprises and ILO Conventions (Code of Conduct) The Compliance Table provides for an overview of management systems in the Execution Centers and Shorebases like ISO 9001 and 14001, OHSAS 18001 and Social Accountability. The management systems are further explained in 6.4 Certification and Classification tables. 6.1 Scope of Non-Financial Information Reference is made to the IOGP for incidents classifications and CO ₂ emissions reporting although SBM Offshore is not a member of the IOGP.	No
G4-16	List memberships in associations (such as industry associations) and national or international advocacy organizations in which the organization: 1. Holds a position on the governance body; 2. Participates in projects or committees; 3. Provides substantive funding beyond routine membership dues; or 4. Views membership as strategic. This refers primarily to memberships maintained at the organizational level.	SBM Offshore is not active on any FPSO related associations, as no FPSO specific association have been created. SBM Offshore has regular membership with institutes associated to our business, however they do not meet the criteria defined for GRI G4-16.	No

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	a. All entities included in the organization's consolidated financial statement or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.	5.3.30 List of Group Companies 5.3.31 Interest in Joint Ventures and Associates 6.1.5 Reporting Boundaries	No
G4-18	a. The process for defining report content and the Aspect Boundaries; b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	6.1 Scope of Non-Financial Information Code of Conduct	No
G4-19	All the material Aspects identified in the process for defining reporting content.	1.7 Materiality-based Value Creation 6.1.4 Stakeholder Engagement 6.1.2 Materiality Methodology	No
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	6.1 Scope of Non-Financial Information	No
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	6.1.5 Reporting Boundaries 6.1.6 Health, Safety and Security Reporting, SBM Offshore also reports on the HSSE performance of our contractors and sub contractors	No
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such re-statements.	Restatement related to performance indicators: 6.1.7 Environmental Reporting 6.2.2 Environment	No
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	SBM Offshore has expanded reporting for Waste, see: 2.5 Environment 6.2.2 Environment	No
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organization.	6.1.4 Stakeholder Engagement	No
G4-25	Basis for identification and selection of stakeholders with whom to engage.	6.1.4 Stakeholder Engagement	No
G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	6.1.4 Stakeholder Engagement	No
G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	1.7 Materiality-based Value Creation 6.1.4 Stakeholder Engagement 6.1.2 Materiality Methodology	No

6 NON-FINANCIAL DATA

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
REPORT PROFILE			
G4-28	a. Reporting period (e.g. fiscal/calendar year) for information provided.	6.1.5 Reporting Boundaries	No
G4-29	a. Date of most recent previous report (if any).	February 10, 2016	No
G4-30	a. Reporting cycle (annual, biennial).	Annual	No
G4-31	a. Provide the contact point for questions regarding the report or its contents.	7.2 Addresses & Contact Details	No
GRI Content Index			
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	a. 6.1 Scope of Non-Financial Information b. GRI Content index used c. 6.5 Assurance report of the independent auditor	No
Assurance			
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	6.1 Scope of Non-Financial Information 6.2 Non-Financial Indicators 6.5 Assurance report of the independent auditor	No
GOVERNANCE			
Governance structure and composition			
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	3.3 Report of the Supervisory Board 3.4.1 Management Board Remuneration Policy The Supervisory Board Technical & Commercial Committee (TCC) The TCC reviews the Health, Safety, Security and Environmental performance of SBM Offshore which includes Social Performance as per the HSE & SP Policy. 3.5.1 Corporate Governance Structure	No
ETHICS AND INTEGRITY			
G4-56	a. Describe the organization's values, principles, standards and norms of behaviour such as codes of conducts and codes of ethics.	1.3 Vision and Values 1.7 Materiality-based Value Creation 3.7 Compliance Company Code of Conduct refers to adherence to UN Declaration of Human Rights, OECD Guidelines for Multinational Enterprises and ILO Conventions (Code of Conduct)	No

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
G4-57	a. Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity, such as helplines or advice lines.	3.7 Compliance Further details can be found in the 'Integrity Reporting Policy'	Not applicable
G4-58	a. Report the internal and external mechanisms for reporting concerns about unlawful or unethical behaviour, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	3.7 Compliance Further details can be found in the 'Integrity Reporting Policy'	Not applicable

CATEGORY: ECONOMIC

DISCLOSURES ON MANAGEMENT APPROACH (DMA)

Aspect: Economic Performance	G4-Disclosure on Management Approach (DMA)	5.1 Financial Review	No
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Aspect: Economic Performance

G4-EC1	Direct economic value generated and distributed: <ul style="list-style-type: none"> ▪ revenues ▪ operating costs ▪ employee wages and benefits ▪ payments to providers of capital ▪ payments to governments ▪ community investments 	<ul style="list-style-type: none"> ▪ Revenue ▪ 5.3.2 Operating Segments ▪ 5.3.6 Employee Benefit Expenses ▪ Return on Average Capital Employed and Equity ▪ not applicable ▪ Information not available 	No
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Aspect: Innovation &Technology	G4-Disclosure on Management Approach (DMA)	2.9 Technology	No
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Innovation &Technology	Technology is measured on the quantity and quality of new designs and proprietary components delivered. <ul style="list-style-type: none"> ▪ Number of new systems and components to be delivered during the year ▪ Percentage of turnover enabled by new technology 	2.9 Technology Internally we monitor the progress on these investments, however we do not disclose details due to the competitive nature of this information.	No
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Aspect: Renewables	G4-Disclosure on Management Approach (DMA)	2.9 Technology	No
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Aspect: Sustainable Business	G4-Disclosure on Management Approach (DMA)	2.12 Sustainable Business	No
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Sustainable Business	The level of performance is measured in successful implementation of the License to Operate into the License to Grow.	2.12 Sustainable Business	No
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CATEGORY: ENVIRONMENTAL

DISCLOSURES ON MANAGEMENT APPROACH (DMA)

Aspect: Compliance Environmental	G4-Disclosure on Management Approach (DMA)	2.5 Environment 2.7 Quality and Regulatory	No
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Aspect: Energy Emissions & Effluents	G4-Disclosure on Management Approach (DMA)	2.5 Environment	No
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6 NON-FINANCIAL DATA

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
<i>Aspect: Energy</i>			
G4-EN3	Energy consumption within the organization	6.2.2 Environment 6.1.7 Environmental Reporting	No
G4-EN5	Energy intensity	2.5 Environment 6.2.2 Environment SBM Offshore reports on its energy intensity in as per the GRI 4 Sector Disclosure for Oil and Gas.	No
<i>Aspect: Emissions</i>			
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	2.5 Environment 6.1 Scope of Non-Financial Information 6.1.7 Environmental Reporting 6.2.2 Environment Absolute reduction targets are not applicable to SBM Offshore therefore base year not deemed relevant.	No
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)	2.5 Environment 6.1 Scope of Non-Financial Information 6.2 Non-Financial Indicators 6.2.2 Environment Absolute reduction targets are not applicable to SBM Offshore therefore base year not deemed relevant.	No
G4-EN21	NO _x , SO _x and other significant air emissions	2.5 Environment 6.1 Scope of Non-Financial Information 6.2 Non-Financial Indicators 6.2.2 Environment	No
<i>Aspect: Effluents</i>			
G4-EN24	Total number and volume of significant spills	2.5 Environment 6.1 Scope of Non-Financial Information 6.2 Non-Financial Indicators 6.2.2 Environment No spills recorded by SBM Offshore in 2016 are considered to be 'significant spills' according to the GRI Sector Disclosure Guidelines for Oil and Gas.	No
G4-OG5	Volume and Disposal of formation or produced water	2.5 Environment 6.2 Non-Financial Indicators 6.2.2 Environment SBM Offshore reports on tonnes of oil in produced water in million tonnes of hydrocarbon production. This standard is a more appropriate way of reporting for the offshore industry.	No
G4-OG6	Volume of flared and vented hydrocarbon	2.5 Environment 6.2 Non-Financial Indicators 6.2.2 Environment SBM Offshore reports on the volume of gas flared. SBM Offshore does not measure the volume of vented hydrocarbons therefore this information is not available.	No

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
CATEGORY: SOCIAL			
DISCLOSURES ON MANAGEMENT APPROACH (DMA)			
Aspect: Labour practices and decent work: ■ Employment ■ Diversity ■ Training and Education ■ Occupational Health and Safety	G4-Disclosure on Management Approach (DMA)	2.8 Talented People	No
Aspect: Human Rights: ■ Investment ■ Assessment	G4-Disclosure on Management Approach (DMA)	2.11.2 Human Rights	No
Human Rights:	SBM Offshore measures the % of the employee population covered by collective bargaining agreements.	6.2.3 Human Resources	No
Aspect: Society: Local Communities	G4-Disclosure on Management Approach (DMA)	2.11.1 Local Communities	No
Local Communities	Number of different nationalities and percentage of each nationalities employed by SBM Offshore	6.2.3 Human Resources	No
<i>Aspect: Employment</i>			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	2.8 Talented People 6.2 Non-Financial Indicators 6.2.3 Human Resources	No
<i>Aspect: Occupational Health and Safety</i>			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	6.2.1 Health, Safety & Security Absenteeism was not disclosed in 2016 as the information was not available. SBM Offshore aims to include this indicator in 2017.	Omission on absenteeism
<i>Aspect: Training and Education & Attract and Retain Talent</i>			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	6.2.3 Human Resources	No
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	6.2.3 Human Resources	No
<i>Aspect: Anti-Corruption</i>			
Aspect: Society: Anti-Corruption Compliance	G4-Disclosure on Management Approach (DMA)	3.7 Compliance	No
G4-SO4	Communication and training on anti-corruption policies and procedures	3.7 Compliance 6.2.3 Human Resources	No
G4-SO5	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2016, however during 2016 actions were taken related to previously reported incidents.	No

6 NON-FINANCIAL DATA

INDICATOR	DESCRIPTION	REFERENCE/DIRECT ANSWER	OMISSIONS
<i>Aspect: Compliance</i>			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	SBM Offshore did not have any significant monetary fines or non-monetary sanctions for 2016. 6.1.9 Compliance Reporting	No
<i>Sector Specific Aspect: Asset Integrity and Process Safety</i>			
Aspect: Asset integrity and process safety	G4-Disclosure on Management Approach (DMA)	2.6 Operational Excellence	No
G4-OG13	Number of process safety events, by business activity	2.6 Operational Excellence 6.2.1 Health, Safety & Security	No

6.4 CERTIFICATION AND CLASSIFICATION TABLES

Complementing section 3.9 Operational Governance, the below table maps the compliance and certification of SBM Offshore entities and sites with the following international certification standards:

- ISO 9001 – International Standard related to Quality Management Systems
- ISO 14001 – International Standard related to Environmental Management Systems
- OHSAS 18001 – International Standard related to Occupational Health & Safety Management Systems
- Social Accountability Management System based on International Standard SA 8000
- 'Class' – Marine Certification by Classification Societies (e.g. ABS – American Bureau of Shipping)
- ISM – International Safety Management
- ISPS – International Ship & Port Facility Security Code

OFFICES & WORKSITES	ISO 9001	ISO 14001	OHSAS 18001	Social Accountability	ISM
Corporate Offices					
Amsterdam (NL)	Certified				
Monaco (MC)	Certified				
Regional Centers					
Houston (US)	Certified				
Rio de Janeiro (Brazil)	Certified				
Monaco (MC)	Certified				
Schiedam (NL)	Certified				
Kuala Lumpur (Malaysia)	Certified				
Imodco					
Monaco (MC)	Certified				
Sales Office					
Jakarta (Indonesia)	Certified				
Construction Sites					
Paenal (Angola)	Certified	Planned	Planned		
Brasa (Brazil)	Certified	Certified ¹	Certified ¹		
Operations Offices					
Monaco	Certified	Compliant	Compliant	Covered by local regulations	Certified
Angola		Compliant	Compliant	Compliant	Certified
Brazil		Compliant	Compliant	Compliant	Certified
Canada		Compliant	Compliant	Covered by local regulations	N/A
Equatorial Guinea		Compliant	Compliant	Ongoing	Certified
Malaysia		Compliant	Compliant	Compliant	Certified
Myanmar		Compliant	Compliant	Compliant	Certified
USA		Ongoing	Ongoing	Covered by local regulations	Certified

¹ effective from January 17, 2017

Certified: certified by accredited 3rd Party
 Compliant: verified as compliant by independent, qualified 3rd Party
 Classed: certified by classification society