

SUSTAINABILITY PERFORMANCE INDICATORS 2020

ESG Datasheet
(2017-2020)

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 2020, please [click here](#) for more information.

Assured metrics for 2020

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 and 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 and independent corporate assurance.
 - Tier 3:** Internal assurance by each division.
 - Tier 4:** Local project assurance.



Environment

Performance Indicators	Unit	2017	2018	2019	2020
ENERGY (PURCHASED / USED)					
Total Energy Consumption	MWh	474,779	577,099	452,911	418,197
- Natural Gas	MWh	277,452	396,513	269,434	243,256
- Liquefied Petroleum Gas	MWh	797	757	665	580
- Kerosene	MWh	2,579	2,257	2,274	1,362
- Petrol / Gasoline	MWh	24,920	26,985	30,483	20,214
- Diesel	MWh	127,337	106,885	107,830	107,267
- Fuel Oil Use	MWh	47	746	117	86
- Gas Oil	MWh	20,496	22,385	19,401	26,224
- Electricity	MWh	21,151	20,571	22,707	19,208
Electricity from renewable sources (percent of total purchased)	%	-		To be reported from 2021	
EMISSIONS					
Total GHG emissions (Scope1 and Scope 2)	000 tCO ₂ e	247	251	243	260
Greenhouse Gas (GHG) Intensity	tCO ₂ e/\$ Revenue (Million)	39	43	44	65
Annual emission reduction	%	-6%	2%	-3%	7%
Scope 1 Emissions (direct from owned or controlled sources)	000 tCO ₂ e	235	239	231	250
- IES: Scope 1 Emissions	000 tCO ₂ e	193	206	199	224
- E&C: Scope 1 Emissions	000 tCO ₂ e	38	30	28	23
- EPS: Scope 1 Emissions	000 tCO ₂ e	3	3	4	3
Scope 2 Emissions (indirect from purchased energy)	000 tCO ₂ e	12	12	12	10
- IES: Scope 2 Emissions	000 tCO ₂ e	0.1	0.4	0.1	0.1
- E&C: Scope 2 Emissions	000 tCO ₂ e	10	10	11	8
- EPS: Scope 2 Emissions	000 tCO ₂ e	2	2	1	2
Significant emissions into the atmosphere by type:					
- CO2	000 tCO ₂ e	228	222	214	207
- CH4	000 tCO ₂ e	5	15	15	15
- N2O	000 tCO ₂ e	0.33	0.28	0.45	0.46
Volume of gas flared	000 m³	51,386	43,839	53,402	63,721
Volume of gas vented	000 m³	124	332	239	390
Climate Disclosure Project (CDP)	Rating	C	C	B	B

Environment

Performance Indicators	Unit	2017	2018	2019	2020
SPILLS					
Total number of spills, of which:	No.	157	127	129	21
- Spills into sea	No.	22	46	25	9
- Spills on land	No.	135	81	104	12
Hydrocarbon spills above one barrel volume: (from vandalism in brackets)	No.	2	1 (6)	17 (14)	1 (0)
Hydrocarbon spills volume (from vandalism in brackets)	Barrels	52	970 (968)	558 (545)	2 (0)
Chemical spills above one barrel volume	No.	1	10	6	5
Chemical spills volume	Barrels	2	111	43	49
WATER					
Fresh Water Consumed	000 m ³	269	376	1,119	519
Other Water Consumed (>1000mg/l TDS)	000 m ³	3,301	3,926	3,827	2,650
Water Recycled and Reused	000 m ³	140	30	21	62
WASTE*					
Total waste generated	Tonnes	13,201	47,751	45,148	12,909
- Waste generated at sites	Tonnes	12,631	47,293	44,600	12,318
- Waste generated at offices	Tonnes	570	458	548	591
Total waste recycled	Tonnes	803	433	9,651	1,130
- Waste recycled at sites	Tonnes	682	383	9,564	904
- Waste recycled at offices	Tonnes	121	50	87	226
Total non-hazardous waste disposed	Tonnes	12,218	17,535	23,634	9,664
Total hazardous waste disposed	Tonnes	181	29,783	11,863	2,115
CERTIFICATION					
Certification ISO 14001	Certification	Y	Y	Y	Y

Performance Indicators	Unit	2017	2018	2019	2020
SAFETY					
Worked hours	Million	239	233	194	136
- Employees	Million	31	33	31	31
- Subcontractors	Million	208	200	163	105
Fatal accident events	No.	0	2	0	2
- Employee fatalities	No.	0	1	0	0
- Subcontractor fatalities	No.	0	2	0	2
Lost Time Injuries (LTI)	No.	11	21	13	7
- Employees	No.	0	0	0	0
- Subcontractors	No.	11	21	13	7
LTI Frequency Rate (LTIFR)	Ratio	0.009	0.018	0.013	0.013
Industry average (Int. Association of O&G Producers)	Ratio	0.054	0.054	0.048	0.044
Total Recordable Injuries (TRI)	No.	56	69	56	44
- Employees	No.	18	19	14	9
- Subcontractors	No.	38	44	43	35
TRI Frequency Rate (TRIFR)	Ratio	0.047	0.059	0.058	0.065
Industry average (Int. Association of O&G Producers)	Ratio	0.21	0.19	0.184	0.14
Number of High Potential Incidents (HiPos)	No.	23	27	27	18
HiPo Frequency Rate (HiPo Rate)	Ratio	0.019	0.023	0.028	0.026
Lost Workdays	No.	502	784	580	254
- Employees	No.	119	385	26	21
- Subcontractors	No.	383	399	554	233
CERTIFICATION					
Certification ISO 45001 / OHSAS 18001*	Certification	Y	Y	Y	Y
HEALTH					
Number of sick days per employee	Ratio	-	1.82	1.58	2.09
Mental Health & Wellbeing:					
Employee Assistance Programme Utilisation Rate**	%	-	1.7	1.43	1.07
Occupational illness rate - recordable incidents (per 200,000 work hours)	Ratio	-	0.001	0.001	0
PEOPLE					
Total employees at year's end***	No.	12,500	11,500	11,500	9,149
Attrition	%	-	10.4	11.1	6.1

Social

Performance Indicators	Unit	2017	2018	2019	2020
DIVERSITY					
Women by category (as % of total):					
- Employees (all staff)	%	11	10	10	13
- Leadership (Exec Committee & Direct Reports)	%	13	8	8	19
- Board	%	25	25	33	33
Average age of employees	No.	41	42	42	41.7
Employee age ranges:					
- Employees under 30yrs (% women in brackets)	No. (%)	-	804 (21%)	1206 (26%)	1,086 (26%)
- Employees 30 - 50yrs (% women in brackets)	No. (%)	-	7441 (12%)	6761 (13%)	6,323 (13%)
- Employees over 50yrs (% women in brackets)	No. (%)	-	3222 (7%)	2339 (7%)	1,959 (7%)
Cultural diversity - number of nationalities in the employee population	No.	-	85	80	75
TRAINING & DEVELOPMENT					
Training delivered ****	Hrs / Employee	-	-	10.7	10.2
HSSEIA training	Hrs / Employee	8.98	11.46	11.29	17
EMPLOYEE ENGAGEMENT					
Employee engagement survey participation	%	-	51	63	60
Sustainable engagement overall score	%	-	83	85	87
LOCAL COMMUNITIES					
Social Investment - community development	US\$M	2.1	0.7	0.5	0.5
Social Investment - strategic corporate giving	US\$M	1.7	0.5	2	0.5
HUMAN RIGHTS & WORKER WELFARE					
Supplier labor rights due diligence screening	%	16	37	44	40 (1167)
Project labor rights compliance audits	No.	2	9	7	-
Reported Incidents	No.	0	2	0	0
Modern Slavery Public Statement	Annual public transparency statement	Y	Y	Y	Y
IN-COUNTRY VALUE					
Total spend on goods & services (non-JV)	US\$Bn	1.2	1.1	1.4	0.5
% spent on Local Goods and Services	%	50	31	41	53
Key project jobs supported ('000)	No.	75.5	75.5	57	41
Total Tax Paid	US\$M	422	560	482	213

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).

Governance

Performance Indicators	Unit	2017	2018	2019	2020	
ETHICAL BUSINESS PRACTICES						
Employees compliant with mandatory eLearning (Share Dealing, ABC, CoC)	%	TBA	TBA	97.3	98.9	
Compliance training delivered (CoC, Trade, Compliance, Investigations)	Hrs / Employee	Reporting to commence 2020				1
Number of 'Speak-ups' reported (alleged CoC breaches')	No.	102	81	61	57	
Number of allegations substantiated	No.	-	27	24	19	
UN Global Compact, Signatory	Annual COP	Y	Y	Y	Y	
Task Force on Climate-related Disclosures	Annual disclosure	Reporting to commence 2020				Y
Board size	No.	8	8	9	10	
Independent Directors	%	62.5	62.5	78	80	
Director average age	No.	59	59	59.7	60	
Director average years tenure	No.	4.4	3.9	4.3	4.8	
Director meeting attendance	%	100	96	98	100	
Board activities related to governance	%	22	19	23	16	
Stakeholder Engagement - shareholder meetings	No.	265	202	158	140	
Stakeholder Engagement - Workforce Forum meetings	No.	-	-	3	3	