

SUSTAINABILITY PERFORMANCE INDICATORS 2021

ESG Datasheet
(2017-2021)



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 the Environmental, Social and Governance Strategic Report, within Petrofac's 2021 Annual Report and Accounts, please [click here](#) for more information.

Assured metrics for 2021

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 Thinkthrough Consulting (TTC), India.
- 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	2020	2021
ENERGY (PURCHASED / USED)						
Total Energy Consumption	MWh	474,779	577,099	452,911	418,197	333,125
- Natural Gas	MWh	277,452	396,513	269,434	243,256	193,504
- Liquefied Petroleum Gas	MWh	797	757	665	580	238
- Kerosene	MWh	2,579	2,257	2,274	1,362	376
- Petrol / Gasoline	MWh	24,920	26,985	30,483	20,214	16,481
- Diesel	MWh	127,337	106,885	107,830	107,267	100,628
- Fuel Oil Use	MWh	47	746	117	86	1
- Gas Oil	MWh	20,496	22,385	19,401	26,224	7
- Electricity	MWh	21,151	20,571	22,707	19,208	21,864
Electricity from renewable sources (percent of total purchased)	%	-		To be reported from 2021		14
EMISSIONS						
Total GHG emissions (Scope 1 and Scope 2)	000 tCO ₂ e	247	251	243	260	197
Greenhouse Gas (GHG) Intensity	tCO ₂ e/\$ Revenue (Million)	39	43	44	65	64
Annual emission reduction	%	-6%	2%	-3%	7%	24%
Scope 1 Emissions (direct from owned or controlled sources)	000 tCO ₂ e	235	239	231	250	188
- IES: Scope 1 Emissions	000 tCO ₂ e	193	206	199	224	164
- E&C: Scope 1 Emissions	000 tCO ₂ e	38	30	28	23	17
- AS: Scope 1 Emissions	000 tCO ₂ e	3	3	4	3	7
Scope 2 Emissions (indirect from purchased energy)	000 tCO ₂ e	12	12	12	10	8
- IES: Scope 2 Emissions	000 tCO ₂ e	0.1	0.4	0.1	0.1	0.1
- E&C: Scope 2 Emissions	000 tCO ₂ e	10	10	11	8	7.8
- AS: Scope 2 Emissions	000 tCO ₂ e	2	2	1	2	0.1
Significant emissions into the atmosphere by type:						
- CO2	000 tCO ₂ e	228	222	214	207	175
- CH4	000 tCO ₂ e	5	15	15	15	12
- N2O	000 tCO ₂ e	0.33	0.28	0.45	0.46	0.46
Volume of gas flared	000 m ³	51,386	43,839	53,402	63,721	46,965
Volume of gas vented	000 m ³	124	332	239	390	0
Climate Disclosure Project (CDP)	Rating	C	C	B	B	B

Environment

Performance Indicators	Unit	2017	2018	2019	2020	2021
SPILLS						
Total number of spills, of which:	No.	157	127	129	21	14
- Spills into sea	No.	22	46	25	9	7
- Spills on land	No.	135	81	104	12	7
Hydrocarbon spills above one barrel volume: (from vandalism in brackets)	No.	2	1 (6)	17 (14)	1 (0)	1(0)
Hydrocarbon spills volume (from vandalism in brackets)	Barrels	52	970 (968)	558 (545)	2 (0)	2(0)
Chemical spills above one barrel volume	No.	1	10	6	5	0
Chemical spills volume	Barrels	2	111	43	49	1
WATER						
Fresh Water Consumed	000 m ³	269	376	1,119	519	426
Other Water Consumed (>1000mg/l TDS)	000 m ³	3,301	3,926	3,827	2,650	4,554
Water Recycled and Reused	000 m ³	140	30	21	62	97
WASTE						
Total waste generated	Tonnes	13,201	47,751	45,148	12,909	6,087
- Waste generated at sites	Tonnes	12,631	47,293	44,600	12,318	5,864
- Waste generated at offices	Tonnes	570	458	548	591	223
Total waste recycled	Tonnes	803	433	9,651	1,130	1,159
- Waste recycled at sites	Tonnes	682	383	9,564	904	1,090
- Waste recycled at offices	Tonnes	121	50	87	226	69
Total non-hazardous waste disposed	Tonnes	12,218	17,535	23,634	9,664	3,852
Total hazardous waste disposed	Tonnes	181	29,783	11,863	2,115	1,076
CERTIFICATION						
Certification ISO 14001	Certification	Y	Y	Y	Y	Y

Social

Performance Indicators	Unit	2017	2018	2019	2020	2021
SAFETY						
Worked hours	Million	239	233	194	136	110
- Employees	Million	31	33	31	31	27
- Subcontractors	Million	208	200	163	105	83
Fatal accident events	No.	0	2	0	2	1
- Employee fatalities	No.	0	1	0	0	0
- Subcontractor fatalities	No.	0	2	0	2	1
Lost Time Injuries (LTI)	No.	11	21	13	7	9
- Employees	No.	0	0	0	0	4
- Subcontractors	No.	11	21	13	7	5
LTI Frequency Rate (LTIFR)	Ratio	0.009	0.018	0.013	0.013	0.018
Industry average (Int. Association of O&G Producers)	Ratio	0.054	0.054	0.048	0.044	0.044
Total Recordable Injuries (TRI)	No.	56	69	56	44	50
- Employees	No.	18	19	14	9	15
- Subcontractors	No.	38	44	43	35	35
TRI Frequency Rate (TRIFR)	Ratio	0.047	0.059	0.058	0.065	0.091
Industry average (Int. Association of O&G Producers)	Ratio	0.21	0.19	0.184	0.14	0.154
Number of High Potential Incidents (HiPos)	No.	23	27	27	18	11
HiPo Frequency Rate (HiPo Rate)	Ratio	0.019	0.023	0.028	0.026	0.02
Lost Workdays	No.	502	784	580	254	1127
- Employees	No.	119	385	26	21	457
- Subcontractors	No.	383	399	554	233	670
CERTIFICATION						
Certification ISO 45001*	Certification	Y	Y	Y	Y	Y
HEALTH						
Number of sick days per employee per year	No.	-	1.82	1.58	2.09	0.54
Mental Health & Wellbeing:						
Employee Assistance Programme Utilisation Rate**	%	-	1.7	1.43	1.07	0.8
Occupational illness rate - recordable incidents (per 200,000 work hours)	Ratio	-	0.001	0.001	0	0
PEOPLE						
Total employees at year's end***	No.	12,500	11,500	11,500	9,149	8,240
Attrition	%	-	10.4	11.1	6.1	11.5

Social

Performance Indicators	Unit	2017	2018	2019	2020	2021
DIVERSITY						
Women by category (as % of total):						
- Employees (all staff)	%	11	10	10	13	14
- Leadership (Exec Committee & Direct Reports)	%	13	8	8	19	26
- Board	%	25	25	33	33	30
Average age of employees	No.	41	42	42	41.7	43.4
Employee age ranges:						
- Employees under 30yrs (% women in brackets)	No. (%)	-	804 (21%)	1206 (26%)	1,086 (26%)	753 (28%)
- Employees 30 - 50yrs (% women in brackets)	No. (%)	-	7441 (12%)	6761 (13%)	6,323 (13%)	5463 (14%)
- Employees over 50yrs (% women in brackets)	No. (%)	-	3222 (7%)	2339 (7%)	1,959 (7%)	2026 (7%)
Cultural diversity - number of nationalities in the employee population	No.	-	85	80	75	76
TRAINING & DEVELOPMENT						
Training delivered ****	Hrs / Employee	-	-	10.7	10.2	6.7
HSSEIA training	Hrs / Employee	8.98	11.46	11.29	17	7
EMPLOYEE ENGAGEMENT						
Employee engagement survey participation	%	-	51	63	60	65
Sustainable engagement overall score	%	-	83	85	87	84
LOCAL COMMUNITIES						
Social Investment - community development	US\$M	2.1	0.7	0.5	0.5	1.9
Social Investment - strategic corporate giving	US\$M	1.7	0.5	2	0.5	1.9
HUMAN RIGHTS & WORKER WELFARE						
Supplier labor rights due diligence screening	%	16	37	44	40 (1167)	41(1475)
Project labor rights compliance audits	No.	2	9	7	-	4
Reported Incidents	No.	0	2	0	0	0
Modern Slavery Public Statement	Annual public transparency statement	Y	Y	Y	Y	Y
IN-COUNTRY VALUE						
Total spend on goods & services (non-JV)	US\$Bn	1.2	1.1	1.4	0.5	0.16
% spent on Local Goods and Services	%	50	31	41	53	54
Key project jobs supported ('000)	No.	75.5	75.5	57	41	33
Total Tax Paid	US\$M	422	560	482	213	158

Notes:

* Applicable to E&C, EPS (E) of AS (none for EPS (W))

** UK only for 2017-2019 & Global data from 2020 onwards

*** 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	2020	2021
ETHICAL BUSINESS PRACTICES						
Employees compliant with mandatory eLearning (Share Dealing, ABC, CoC)	%	TBA	TBA	97.3	98.9	99.9
Compliance training delivered (CoC, Trade, Compliance, Investigations)	Hrs / Employee	Reporting to commence 2020			1	1
Number of 'Speak-ups' reported (alleged CoC breaches')	No.	102	81	61	57	125
Number of allegations substantiated	No.	-	27	24	19	39
UN Global Compact, Signatory	Annual COP	Y	Y	Y	Y	Y
Task Force on Climate-related Disclosures	Annual disclosure	Reporting to commence 2020			Y	Y
Board size	No.	8	8	9	10	10
Independent Directors	%	62.5	62.5	78	80	70
Director average age	No.	59	59	59.7	60	60.8
Director average years tenure	No.	4.4	3.9	4.3	4.8	5.6
Director meeting attendance	%	100	96	98	100	100
Board activities related to governance	%	22	19	23	16	10
Stakeholder Engagement - shareholder meetings	No.	265	202	158	140	120
Stakeholder Engagement - Workforce Forum meetings	No.	-	-	3	3	2