



OFFSHORE

ENERGY. COMMITTED.



ANNUAL REPORT 2019

5.3.3 HUMAN RESOURCES

Headcount by Direct Hire and by Contractor

	Total			Ratios
	Grand Total	Direct Hire	Contractor	% of Contractor Employees
Africa	777	629	148	19%
Asia	978	583	395	40%
Europe	1,798	1,546	252	14%
North America	334	294	40	12%
South America	1,643	1,387	256	16%
Grand Total	5,530	4,439	1,091	20%

Headcount by employee contract and employee type

	Permanent Male Employees	Permanent Female Employees	Temporary Male Employees	Temporary Female Employees	Part-Time Male Employees	Part-Time Female Employees	% of Part-Time Employees
Africa	533	91	3	2	0	0	0%
Asia	437	122	16	8	0	0	0%
Europe	1,041	380	77	48	37	69	7%
North America	215	76	3	0	2	2	1%
South America	1,180	175	13	19	0	0	0%
Grand Total	3,406	844	112	77	39	71	2%

Direct Hires New Joiners Headcount

	Total New Hires	
	Total New Hire Headcount	New Hire Ratio
Africa	67	10%
Asia	206	38%
Europe	298	18%
North America	35	10%
South America	259	15%
Grand Total	865	17%

Direct Hires Turnover Headcount

	Total Turnover	
	Total Turnover Headcount	Total Turnover Rate
Africa	41	6%
Asia	73	11%
Europe	127	8%
North America	29	9%
South America	368	21%
Grand Total	638	13%

5 NON-FINANCIAL DATA

Direct Hires Performance Appraisals

	Male %	Female %	Total % ¹
Performance Appraisals Completed - Onshore (2018)	92%	90%	92%
Performance Appraisals Completed - Offshore (2018)	93%	100%	94%

¹ An appraisal is considered completed when it has been validated by the Line Manager

Direct Hires Collective Bargaining

	%
Percentage of Employees covered by Collective Bargaining Agreements	87% ¹

¹ The rights of expatriate population are supported by internal policies, as agreed in the employment contract and with reference to the offshore and onshore manuals. Accordingly, they are considered by SBM Offshore to be qualified for collective bargaining.

5.3.4 5-YEAR KEY SUSTAINABILITY FIGURES

	2019	2018	2017	2016	2015
Health, Safety and Security					
TRIFR (rate)	0.13	0.18	0.19	0.31	0.22
High consequence Injury rate	0	0	0	0	0
Fatalities work related (number)	1	1	0	0	0
Total consolidated exposure hours ¹	34.58	27.32	13,38	14.63	31.36
Environment²					
Total GHG Emissions Offshore ³	5,640	5,681	6,185	7,095	6,888
Total GHG Emissions Offshore per production ⁴	105.54	105.45	106.65	149.58	178.73
Flaring per production	11.87	11.45	12.4	24.43	34.5
Flaring on SBM account per production	3.95	3.98	6.02	2.59	3.07
Offshore energy consumption ⁵	61,410,467	62,085,490	67,089,996	55,634,601	42,357,353
Human Resources⁶					
Total Employees ⁷	5,530	4,740	4,810	4,748	7,020
Total Direct Hires ⁷	4,439	4,079	4,126	4,174	6,342
Total Contractors ⁷	1,091	661	684	574	678
Contractors / Direct Hires Ratio ⁷	20%	14%	14%	12%	10%
Total of Females in Direct Hire Workforce	22%	19%	18%	20%	21%
Part-time Workforce	2%	3%	4%	4%	3%
Employee Rates⁶					
Turnover	13%	10%	10%	19%	22%
Appraisals					
Performance Appraisals Completed	93%	96%	94%	94%	96%

1 in millions of hours

2 2015-2018 data revised to reflect updated reporting boundaries (see section 5.2.2)

3 thousand tonnes of CO₂ equivalents

4 tonnes of GHG emissions per thousand tonnes of hydrocarbon production

5 GJ = gigajoule, energy from fuel gas and marine gas oil

6 does not include construction yards except if specified otherwise

7 including construction yards