

DATA SUMMARY

The summary table below represents a range of key metrics associated with our sustainability topics.

PERFORMANCE INDICATOR	COVERAGE	UNIT	MEASUREMENT		
			2019	2020	2021
HEALTH, SAFETY AND WELLBEING¹					
Total incident free days ²	Group	days	337	336	286
Total recordable injury	Group	number	26	32	39
Total lost-time injury	Group	number	3	8	14
Total recordable injury frequency	Group	rate*	0.20	0.29	0.33
Lost-time injury frequency	Group	rate*	0.02	0.07	0.12
Total serious injury frequency (very high potential) ³	Group	rate*	**	**	0.19
Total fatality	Group	number	0	0	0
Total near miss reports ⁴	Group	number	231	273	248
Training and education					
Total days of health, safety and wellbeing training	Group	days	10,963	2,738	4,022
Safety courses taken per person	Group	average number			
– Offshore			**	2.17	2.66
– Onshore			**	0.63	1.45
Health & wellbeing courses taken per person ⁵	Group	average number	**	0.55	0.28
Emergency Response exercises conducted onshore ⁶	Group	number	126	119	137
Employee Survey⁷					
Score given to the statement: "Employee Health and Wellbeing is a priority at Subsea 7"	Group	Score out of 10	**	**	7.4
ENERGY TRANSITION					
Renewables business revenue	Group	million USD	198	631	1,260
Cumulative offshore wind farm monopile foundations installed	Group	number	518	***605	639
Cumulative offshore wind farm jacket foundations installed	Group	number	140	***142	152
Cumulative offshore wind turbine generator foundations installed	Group	number	658	***747	791
Cumulative renewables cables installed	Group	number	546	548	726
Cumulative length of renewables cables installed	Group	number	770	816	1,281
Cumulative offshore substations installed	Group	number	32	35	35
Cumulative power capacity of renewables projects supported	Group	GW	5.1	6.0	7.5

* Frequency rate calculated per 200,000 hours worked

** Data not available

*** Following a review of our data tracking, 2020 figures for the relevant indicators restated

1. Data includes both employees and contractors.

2. Total incident free days refer to the number of days without a recordable incident that caused work-related injury or a significant spill.

3. Total serious injury frequency (very high potential) rate refers to the number of work-related recorded incidents and near miss cases where the potential for personal injury was rated as very high (potential fatality), per 200,000 hours worked. The indicator was introduced in our sustainability reporting in 2021.

4. A near miss is an incident that has no actual consequences but does have potential negative consequences.

5. Health and wellbeing courses apply only to those with access to our HR training platform.

6. Emergency Response exercises are based on simulated scenarios developed to reflect potential offshore or onshore operational issues and conducted by onshore support team.

7. A new Employee Survey methodology implemented in 2021.

PERFORMANCE INDICATOR	COVERAGE	UNIT	MEASUREMENT		
			2019	2020	2021
LABOUR PRACTICES & HUMAN RIGHTS					
Compliance and ethics cases¹					
Compliance and ethics cases relating to:	Group	number			
– Human rights			0	0	1
– Labour practices			19	15	13
Compliance and ethics cases relating to discrimination	Group	number	0	0	2
Compliance and ethics cases relating to human rights impacts on local communities	Group	number	0	0	0
Supply chain					
Suppliers with a contract that included human rights clauses	Group	number %	6,481 77	6,660 82	6,164 86
Employee Survey²					
Score given to the statement “At Subsea 7, people of all backgrounds are accepted for who they are”	Group	Score out of 10	**	**	8.3
BUSINESS ETHICS					
Speak Up and other compliance and ethics cases	Group	number	36	32	31
Speak Up and other compliance and ethics cases per 1,000 employees	Group	rate	3.03	2.94	2.62
Proportion of the business covered by an independent anti-corruption compliance programme assessment ³	Group	%	**	**	80
Medium-and high-risk suppliers assessed for anti-corruption risk ³	Group	%	**	**	40
Communication and training⁴					
Employees that have received training on compliance and ethics (including anti-corruption)	Group	number	4,791	5,153	5,067
Proportion of our people required to complete compliance and ethics training (including anti-corruption)	Group	%	40	47	46
Governance body members ⁵ that have received training on compliance and ethics (including anti-corruption)	Group	number %	115 60	122 64	156 81
Categories that have had Subsea 7 anti-corruption policies communicated to them:	Group	number			
– Governance body member ⁵			115	122	156
– Incorporated joint venture partners			**	18	22
– Unincorporated joint venture, consortium and alliance partners ⁶			**	**	**
– Suppliers			6,481	6,660	6,164
– Employees			4,791	5,153	5,067
Categories that have had Subsea 7 anti-corruption policies communicated to them:	Group	%			
– Governance body member ⁵			60	64	81
– Incorporated joint venture partners			**	100	100
– Unincorporated joint venture, consortium and alliance partners			**	100	100
– Suppliers			77	82	86
– Employees			40	47	46
Suppliers attending a Compliance, Ethics and Integrity session	Group	number	**	481	527
Other					
Monetary value of financial/in-kind political contributions made by Subsea 7	Group	USD	**	0	0

** Data not available

1. Compliance and ethics cases include all alleged or suspected breaches of the Code of Conduct, whether raised via Safecall or reported via other channels.

2. A new Employee Survey methodology implemented in 2021.

3. The indicator was introduced in our sustainability reporting in 2021.

4. Training through e-learning, general and targeted workshops.

5. Governance body member includes directors of Subsea 7 S.A Board and every wholly-owned subsidiary in the Group.

6. As part of Subsea 7 standard anti-corruption compliance process, all unincorporated joint venture, consortium and alliance partners would have had Subsea 7 anti-corruption policies communicated to them however the total number of this category is not known.

PERFORMANCE INDICATOR	COVERAGE	UNIT	MEASUREMENT		
			2019	2020	2021
OPERATIONAL ECO-EFFICIENCY					
Greenhouse gas emissions					
Scope 1 CO ₂ -e emissions ^{1,2}	Group	tonnes	439,700	420,564	543,041
Scope 1 CO ₂ emissions ²	Group	tonnes	432,733	410,446	535,642
Scope 2 CO ₂ -e emissions ^{1,3}	Group	tonnes	*3,426	*2,974	2,168
Scope 3 CO ₂ -e emissions ^{1,4}	Group	tonnes	26,870	*27,579	29,469
Non-greenhouse gas emissions					
NO _x emissions ⁵	Group	tonnes	5,034	4,808	7,088
SO _x emissions ⁵	Group	tonnes	564	379	381
Resource use					
Fuel consumption (marine gas oil) ^{5,6}	Group	tonnes	112,864	111,476	167,090
Onshore electricity from renewable energy tariffs	Group	%	51	45	66
CO₂ and energy saving initiatives – Subsea 7 fleet					
Number of hybrid vessels	Group	number	1	1	1
Number of Clean Operations ⁷ performed	Group	number	3,494	3,322	5,093
Fuel saved by hybrid vessels (estimated)	Group	%	19	11	6
Fuel saved during Clean Operations ⁷	Group	m ³	7,190	10,759	23,186
CO ₂ saved from hybrid vessel	Group	tonnes	3,376	1,645	810
CO ₂ -e saved during Clean Operations ^{1,7}	Group	tonnes	19,863	29,722	75,355
CO ₂ saved during Clean Operations ⁷	Group	tonnes	19,560	29,264	74,288
Operational cost savings from Clean Operations ⁷	Group	million USD	4.1	4.7	14.2

* Following a review of our data tracking, Scope 2 and Scope 3 CO₂-e figures restated for the indicated year

1. Our reporting on GHG emissions is based on carbon dioxide-equivalent (CO₂-e), a standard unit for measuring carbon footprints. The conversion factors to calculate CO₂-equivalent (CO₂-e) are IEA for electricity and Defra for fuel/gas.
2. Scope 1 emissions are direct emissions from Subsea 7 owned or controlled vessels.
3. Scope 2 emissions are indirect emissions from purchased electricity (non-renewable sources) for our offices and sites.
4. Scope 3 emissions are emissions from business travel – air miles travelled by our people for work.
5. Our reporting of NO_x and SO_x emissions and fuel consumption has from 2021 been adjusted due to a change in scope of reporting with the inclusion of data for charter vessels (12 months or over).
6. Fuel consumption data does not include power from shore while vessels are in port.
7. A Clean Operation is an energy efficiency initiative where a vessel's carbon footprint is reduced through measures which save energy without compromising safety and execution.

PERFORMANCE INDICATOR	COVERAGE	UNIT	MEASUREMENT		
			2019	2020	2021
ECOLOGICAL IMPACTS					
Environmental Incidents¹					
Environmental incident frequency rate per 200,000 hours worked	Group	rate	0.82	0.86	1.18
Spills²					
Number of environmental spills	Group	number	105	94	106
Volume of environmental spills ³	Group	litres	**	**	1,752
Amount of litres spilled per 200,000 hours worked	Group	rate	11.76	36.00	16.00
Waste generation and disposal⁴					
Hazardous waste generated from	Group	tonnes			
– Offshore			*	1,523	2,938
– Onshore			**	150	108
Non-hazardous waste generated from	Group	tonnes			
– Offshore			*	2,883	3,057
– Onshore			**	3,451	3,194
Total hazardous and non-hazardous waste directed to disposal from Subsea 7 onshore owned sites	Group	tonnes	**	849	761
Total hazardous and non-hazardous waste recycled from Subsea 7 onshore owned sites	Group	tonnes %	** **	2,752 76	2,541 77
Non-hazardous waste segregated for recycling from offshore ⁵	Group	%	**	61	69
Other					
External environmental initiatives undertaken locally	Group	number	15	11	22
Significant fines or non-monetary sanctions in excess of \$100k USD for non-compliance with environmental laws/regulations	Group	USD	0	0	0

* Following a review of our data tracking, we have removed previous years data and elected to reset our baseline as 2020

** Data not available

1. Subsea 7 requires that all environmental incidents that have or could have resulted in environmental impact are reported. An environmental incident is defined as an actual unplanned, uncontrolled or unauthorised release to the environment causing pollution to land, air, water or the seabed.
2. Spills occur from offshore and onshore sources owned or controlled by Subsea 7. Types of spills include oil, fuel, hydrocarbons, chemicals and other substances (water, bilge water, grey water, etc.).
3. The indicator was introduced in our sustainability reporting in 2021.
4. Our reporting of waste has from 2021 been adjusted due to a change in scope of reporting with the inclusion of data for charter vessels (12 months and over). Onshore data is now included and covers waste generated from Subsea 7 onshore owned sites.
5. Excludes an element of non-hazardous waste which cannot be recycled.

DATA SUMMARY CONTINUED

PERFORMANCE INDICATOR	COVERAGE	UNIT	MEASUREMENT		
			2019	2020	2021
WORKFORCE					
Employment, New Hires and Turnover¹					
Total employees headcount (as per 31 st December 2021)	Group	number	11,869	10,870	12,502
– Onshore headcount			6,422	5,747	6,592
– Offshore headcount			5,447	5,123	5,910
Total employees by employment type (full time and part time) ^{2,3}	Group	%	FT/PT 96/4	FT/PT 97/3	FT/PT 97/3
Total new employee hires by gender ² :	Group	%			
– Female			29	28	25
– Male			71	72	75
Total new employee hires by age group ² :	Group	%			
– under 30			31	27	31
– 30-50			63	67	62
– over 50			6	6	7
Total voluntary permanent employee turnover ²	Group	rate*	6.0	4.0	7.0
Diversity					
Gender mix of employee:	Group	%	M/F	M/F	M/F
– Onshore			38/15	39/14	39/14
– Offshore			46/1	46/1	46/1
Onshore leadership level by gender mix of male or female ^{2,3} :	Group	%	M/F	M/F	M/F
– Leadership			89/11	87/13	87/13
– Executive Management Team			75/25	75/25	67/33
– Board of Directors			88/12	86/14	86/14
Nationality mix of employee:	Group	%			
– Europe			56	57	53
– Asia/Pacific			17	22	20
– Americas			23	17	19
– Other			4	4	8
Individuals by age group onshore:	Group	%			
– under 30			15	14	12
– 30-50			66	67	69
– over 50			19	19	19
Individuals by age group offshore:	Group	%			
– under 30			9	8	8
– 30-50			68	68	67
– over 50			23	24	25
Training and education					
Courses taken per person	Group	average number			
– Offshore			**	3.88	3.02
– Onshore			**	6.00	7.81
Hours of training undertaken per person	Group	average hours			
– Offshore			**	4.44	3.34
– Onshore			**	7.42	8.51

* Annual turnover rate is calculated by number of permanent voluntary leavers (rolling 12-month total) per number of permanent headcount (rolling 12-month average)

** Data not available

1. Data includes both employees and contractors, unless otherwise stated.

2. Data excludes contractors.

3. Permanent onshore population only. Excludes 4Subsea, Xodus, and direct hires of the joint ventures as data is not available.

The data summary in pages 22 to 26 provides group-consolidated data of Subsea 7 and Seaway 7 excluding OHT ASA. From 2022, Subsea 7 Sustainability Report will present a consolidated dataset for Subsea 7 and Seaway 7 ASA.