

2017

ANNUAL REPORT



EXPERIENCE MATTERS

2 STRATEGY AND PERFORMANCE

- Donating time and sharing skills to tutor 130 young refugees as well as donating material to improve the school building.
- Establishing an 'Eco Free Market' to donate food and goods to the Orang Asli (Indigenous People) at Kuala Woh, Perak.

Europe

- Monaco-based employees joined local charity **Children and Future** for the **No Finish Line** (NFL) event, raising almost EUR 5,000.
- Participation in the Schiedam harbor area development project.

USA

- Hurricane Harvey volunteer/relief efforts: employees donated over 600 hours of Company paid time and SBM Offshore provided tax-free grants to affected employees.
- Office employees donated 300 articles of clothes to **Dress for Success**, a local charity to help people re-entering the workforce.
- A Company team participated in the MS150 charity bike ride for the **National Multiple Sclerosis Society**.

2.11.2 HUMAN RIGHTS

MANAGEMENT APPROACH

Society provides SBM Offshore with the social and physical infrastructure for entrepreneurship. Accordingly, the Company has the following responsibilities:

- respecting human rights as formulated in the Universal Declaration of Human Rights;
- taking all reasonable measures to avoid involvement or complicity in human rights violations;
- assessing the social, environmental and economic impact of intended operations prior to the commencement of operational activities, including the impact on local communities and human rights.

SBM Offshore has its business spread over six continents and the Company has embraced the challenges offered by different environments. SBM Offshore does not accept any discrimination on the basis of sex, age, race, religion, political or trade union affiliations, nationality or disability.

SBM Offshore is most exposed to human rights issues in developing countries where it either operates or constructs its units and depends on services provided

throughout its value chain. Operating a responsible supply chain, in which the Company combines long-term shared value creation with human rights standards among others, is continuously improved with consistent implementation of the Company's Supply Chain Charter throughout the supply chain.

As part of its Corporate Social Responsibility strategy, SBM Offshore adheres to international standards such as:

- the United Declaration of Human Rights,
- the OECD Guidelines for Multinational Enterprises,
- International Labour Organization¹⁹ (ILO) conventions
- the United Nations Global Compact.

The impact on SBM Offshore's reputation in case of breach of human rights standards is considered significant as the Company's clients, employees, NGOs and certain key suppliers consider human rights an essential part of performing business at the highest level of integrity as promoted by the Company.

The Company endeavours to match the highest level of employment standards for all its employees in line with the Group's Code of Conduct and Social Accountability Manual. These standards meet and most often exceed International Human Rights and ILO Guidelines.

2017 PERFORMANCE

Details can be found under sections 2.3.2 Fleet and 2.10 Supply Chain.

2.12 SUSTAINABLE BUSINESS

MANAGEMENT APPROACH

Sustainability is an important value driver for SBM Offshore's long-term business and operations with a focus on Environmental, Social and Governance issues. The Company aims to be the industry frontrunner on sustainability as reflected in the Company's vision. To achieve this ambition, SBM Offshore continuously strives to promote sustainability awareness, develop talent within the Company and incorporate ethics and integrity into all its activities. Embedding sustainability as a way of working in SBM Offshore is founded on continuous engagement with its employees.

SBM Offshore believes in doing business that adds value and benefits all stakeholders, with specific focus

¹⁹ The UN specialized agency which seeks the promotion of social justice and internationally recognized human and labour rights.