

Company CRS & Sustainability Strategy & Projects

Intervista con l'HR manager di un'azienda operante nell'Oil & Gas industry.



"Sustainability is growing together with our staff and stakeholders, and consequently with the Local Communities where we are present, having care of protecting the environment, people safety and health, human rights and transparency.

Our company started programs aimed at developing local educational institutions. Agreements were signed with universities in Mozambique and Turkmenistan for implementing programs aimed at improving local professors' skills. This is sustainable because the aim is to improve hosting country peoples' skills and capabilities.

Another area of sustainable development is the development of Local Communities. Educational programs, access to energy and water, construction of infrastructure (roads, hospitals,

schools, etc.), agricultural projects are the way our company is committed in improving local communities in a sustainable way.

On other of our main drivers for sustainable development is concern about environment. We focused on managing and mitigating environmental impacts, adopting the best technologies, adopting actions plans aimed at protecting biodiversity and water conservation. Over 90% of our industrial sites with significant HSE risks were ISO 14001 and OHSAS 18001 certified.

One more driver of our sustainability strategy is health. The mains areas of intervention are: hospitals construction, doctors' training vaccination campaign, promoting health culture in local communities. A very important role in promoting health is performed by our Foundation, that is promoting the protection of the children's rights with initiatives aimed at promoting their overall well-being and development of the most vulnerable ones. Enormous efforts are done by us in terms of safety. Actions are taken in work organization, risk assessments, management of production processes corporate culture and training (36% of training investment are dedicated to HSE).

Finally yet importantly condition for implementing a Sustainable Development program is the respect of Human Right and transparency. With this regards we consider Human Rights as a requirement during the pre-qualification exercise. Audits are performed on suppliers on the basis of SA8000 standard. Only in 2014, 8 audits were performed. In terms of Transparency, in 2014 we ranked first in the research on "Transparency in corporate Reporting" conducted by Transparency International. The survey involved 124 listed multinational in the world. We ensure transparency though: a) The drafting and issuing of the Management System Guidelines. This is a regulatory system that makes the regulations content more accessible and understandable by all; b) Training on Integrity (e.g. Responsible Leadership); c) Internal Communication to make all the initiatives on progress more visible and to incorporate ethics into everyday reality of the business."