

## Health

(No.)	2012	2013	2014
Vaccines administered to employees and subcontractors	9,124	7,607	9,010
Medical staff	558	545	587
Medical consultations	85,361	90,923	107,890
Medical fitness examinations	36,518	42,519	47,048
Occupational illnesses reported	7	10	13
Cases of repatriation	170	159	178
Sites where the H-Factor programme has been implemented (*)	24	37	48
Workshop Choose Life	-	87	315

(\*) The number given is cumulative.

Saipem considers the health and wellbeing of its employees to be of unquestionable value. It is constantly working to strengthen its Health Management System.

In 2014, 47,048 medical fitness examinations were carried out, an increase of 11% compared to 2013, and 9,010 vaccines were administered, mainly against Hepatitis A and B, Tetanus, Typhoid Fever, Influenza and Yellow Fever.

The Company organises a number of health promotions for its employees, such as:

- initiatives for the prevention of circulatory diseases. 23% of cases of repatriation in 2014 were linked with cardiovascular illnesses. The approach adopted by Saipem is based on the promotion of a healthy lifestyle and on risk assessment through comprehensive monitoring of the state of health of employees. In 2007, Saipem launched the Telecardiology programme with the aim of providing assistance on remote sites. In 2014, the number of sites covered was 55 and overall 3,642 ECGs (electrocardiograms) were transmitted, of which 142 were treated as potential emergencies and hence promptly analysed by specialists;
- initiatives and programmes for the promotion of a healthy lifestyle such as the H-Factor and Choose Life. The first has been implemented with the cooperation of Saipem's catering company and with the support of the Company's medical service. The second is a programme consisting of a two-hour workshop, in which the short film 'Choose Life' is shown with the aim of boosting the health culture;
- Saipem operates in a number of countries considered at risk of malaria. 'Malaria Awareness Lectures' are therefore organised for employees. At year-end 2014, 100% of non-immune employees operating in those zones had taken the course;
- in Italy, Saipem has been using the 'Pre-Travel Counselling' service since 2008 for employees departing on work-related assignments. In these meetings information is given regarding the epidemiological situation in the country of destination and advice on any vaccines that may need to be administered. Since the programme began, 7,200 employees have been trained on the risks associated with the country of destination; and
- in 2014, Saipem SpA (Italian headquarters) signed up to the 'Workplace Health Promotion' (WHP) validated by the regional government of Lombardy. This programme is the outcome of the joint efforts of employers, workers and local institutions. The aim is to improve health and wellbeing in the workplace. It involves a pathway to the realisation of best practices that will be effective in the promotion of health. The WHP programme, which lasts 3 years, entails the development of activities in 6 thematic areas: promotion of a correct diet, an anti-smoking campaign, promotion of physical activity, road safety and sustainable mobility, alcohol and drug dependency, personal and social wellbeing and work/family balance.

Saipem's approach to the promotion of the health of employees and local communities is discussed in more detail in the chapters 'Safe operations for people and the environment' and 'Strengthening relations with local communities' of 'Saipem Sustainability 2014'.

## Training (LA10)

(hours)	2012	2013	2014
<b>Training</b>			
Total hours of training, of which:	2,285,191	2,354,493	2,615,706
HSE	1,687,258	1,508,601	1,445,829
Managerial Behaviour and Competencies	72,931	77,017	48,425
IT and languages	95,680	120,841	100,106
Professional technical skills	429,322	648,034	1,021,346