This is Schlumberger

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Many of the terms found in this report are defined in the award-winning Schlumberger Oilfield Glossary. Launched in 1998, this collection of industry terms includes more than 46,000 entries for oilfield-related activities and technologies. The Oilfield Glossary mobile app can be downloaded from iTunes and contains definitions for more than 5,000 industry terms defined by technical experts.

Report printed on 10% recycled paper.
For nearly 90 years, Schlumberger has developed innovative technologies that enable our customers to extract oil and gas in a safe and responsible manner. In our global operations we have adopted an engineered approach based on understanding the reservoir and integrating state-of-the-art technologies and services to deliver consistent, safe, and efficient operations. This approach results in fewer but better wells that require less resources, leading to a reduced operational footprint and decreases in traffic and greenhouse gas emissions.
Chairman’s Message

A long-standing focus on the science of measurement has established Schlumberger as the leading technology provider for the oil and gas industry.

Our customers depend upon us to acquire data and maximize its use to achieve their exploration and production goals. Our customers’ trust in us is also accompanied by a global responsibility to minimize the environmental impact and risks associated with our operations. This forms the basis of our vision of Global Stewardship, which includes a social responsibility to the people in the communities where we live and work.

While Schlumberger technical expertise enables us to design the most efficient operations and maximize hydrocarbon recovery and production, this translates into the use of technology and processes that optimize water use, ensure well integrity, and reduce emissions. Thus, stewardship of the environment in which we work is inherent in our drive to optimize our global operations. Three of our focus areas include reducing emissions, ensuring well integrity, and optimizing water use.

Fewer operating hours is one way to reduce emissions. For example, combining OptiDrill real-time drilling intelligence service with other technologies and efficient planning enables us to do that. When the total drilling time decreases, so do the emissions related to drilling operations.

Next, one of the important components of well integrity is the cementing operation. Our FUTUR self-healing cement system is able to provide wellbore isolation and integrity, thus avoiding the need for remedial cementing.

Finally, because hydraulic fracturing accounts for more than 90% of the water used to develop unconventional reservoirs, optimizing the water used is of prime importance. Schlumberger has developed technology that significantly reduces water and proppant use while also increasing fracture conductivity. The HiWAY flow-channel fracturing technique decreases our operational footprint and concurrently simplifies logistics and increases production.

While our technology enables us and our customers to reduce environmental footprint, we also seek to make a positive impact in local communities by applying our high standards of conduct. Our global ambassadors are an international workforce of professionals who represent more than 140 nationalities. Their behavior is guided by The Blue Print in Action—Our Code of Conduct, which guides us in matters of social responsibility, business transparency, and trade compliance.

Global Stewardship is a pillar upon which Schlumberger seeks to increase the sustainability of the ways in which the oil and gas industry finds, develops, and produces hydrocarbons. As such, Global Stewardship is also an integral part of the Schlumberger legacy to protect the world’s natural resources for the generations to come.

Sincerely,

Paal Kibsgaard
Chairman and Chief Executive Officer

“Global Stewardship is a pillar upon which Schlumberger seeks to increase the sustainability of the ways in which the oil and gas industry finds, develops, and produces hydrocarbons.”

36x293
Founded in 1926, Schlumberger is the world’s leading supplier of technology, integrated project management and information solutions to the international oil and gas exploration and production industry. Having invented wireline logging as a technique for obtaining downhole data in oil and gas wells, Schlumberger today provides the industry’s widest range of products and services from exploration through production.

Schlumberger has principal executive offices in Paris, Houston, London and The Hague. As of December 31, 2015, the Company employed approximately 95,000 people of over 140 nationalities operating in approximately 85 countries. Schlumberger attracts top performers worldwide, from the full depth of the global talent pool. This broad range of perspectives—experience, education, geography, nationality, culture, gender, and age—stimulates creativity and innovation, helping us maintain our competitive edge. Moreover, our diverse workforce is better able to understand, respond to, and deliver services that meet the unique expectations and requirements of our stakeholders, including customers, suppliers, and shareholders.

Learn more about Schlumberger’s commitment to global stewardship:
www.slb.com/globalstewardship/thisisschlumberger
Governance and Ethics

Schlumberger is committed to adhering to sound principles of corporate governance and has adopted best practices that promote the effective functioning of our Board of Directors and our Company. We strive to maintain the trust and confidence of our customers and stockholders as well as everyone affected by our operations. When we are seen to behave in an ethical manner, we enhance our reputation for integrity, which in turn helps us attract and retain both customers and employees.

Corporate governance is the bedrock of our global stewardship, including environmental, economic, and social responsibility in the communities where we live and work. Our board members are, without exception, fully committed to doing what is right for Schlumberger and for the communities where we operate.
Corporate Governance

Board of Directors
The Schlumberger Board of Directors consists of 10 members, including one executive director and nine independent directors. Our director-independence standards meet or exceed the independence requirements in the NYSE listing standards.

Structure
In April 2015, after thoughtful consideration to the Board’s leadership structure, the independent members of the Board determined that recombining the Chairman and CEO positions under the leadership of Paal Kibsgaard would be in the best interests of the Company and its stockholders. Prior to that, Tony Isaac had served as the Board’s, Non-Executive Chairman since April 2012.

In connection with its decision to recombine the roles of Chairman and CEO under Mr. Kibsgaard, the Board recognized the importance of having a board structure that would continue to promote the appropriate exercise of independent judgment by the Board. Thus, the Board appointed Peter L.S. Currie as the Board’s lead independent director in April 2015 in connection with Mr. Kibsgaard’s succession to the role of Chairman of the Board.

Diversity
With approximately 95,000 employees representing more than 140 nationalities worldwide, Schlumberger and our Board of Directors value gender, cultural, and geographic diversity in our directors as well. Three of our 10 directors are women. Among our 10 directors, four are citizens of the United States, two are citizens of Norway, and we have one citizen from each of the following countries: Canada, France, Russia, and Saudi Arabia. Additionally, we are committed to having directors who represent countries where we operate, as well as directors whose backgrounds and experiences complement those of other directors. The Board’s Nominating and Governance Committee annually reviews its effectiveness in balancing these considerations.

We adhere to sound principles of corporate governance and have adopted policies and practices that the Board of Directors believes are consistent with Schlumberger values. These include:

» Board Independence and Committees Structure
» Majority Voting Standard and Director Elections
» Executive Stock Ownership Guidelines
» Risk Oversight
» Hedging and Pledging Policies
» Policy Against Political Contributions

Board of Directors
» Peter L.S. Currie
» V. Maureen Kempston Darkes
» Paal Kibsgaard
» Nikolay Kudryavtsev
» Michael E. Marks
» Indra K. Nooyi
» Lubna S. Olayan
» Leo Rafael Reif
» Tore I. Sandvold
» Henri Seydoux
**Board Committees**

The Schlumberger Board of Directors maintains five committees. The Audit Committee assists in oversight of financial statements as well as legal and regulatory compliance and independent auditor performance. The Compensation Committee helps the Board discharge its responsibilities with regard to executive compensation. The Nominating and Governance Committee identifies and recommends individuals qualified to become directors, oversees the Ethics and Compliance Program, and conducts the annual review of the board’s performance. The Finance Committee assists with financing policies along with pension and profit-sharing trusts. The Science and Technology Committee advises the Board and management on matters involving the company’s research and development programs. The charters for each committee can be found at:

- Audit Committee
- Compensation Committee
- Nominating and Governance Committee
- Finance Committee
- Science and Technology Committee

**Communication with the Board**

The Schlumberger Board of Directors and individual members can be contacted at the following address:

Schlumberger Board of Directors (or Name of Board Member)

c/o the Secretary

Schlumberger Limited

5599 San Felipe, 17th Floor

Houston, Texas 77056

**Executive Compensation**

In keeping with our pay-for-performance culture, our long-standing compensation philosophy is to pay senior executives and other professional-level employees for performance that is evaluated against personal and company financial goals established at the beginning of the calendar year and reviewed at the end of the year against actual performance. Our compensation program is driven by the need to recruit, develop, motivate, and retain the best talent in both the short term and the long term by establishing compensation at levels that are competitive and promote our values of people, technology, and profitability.

Promotion from within the Company is a key principle at Schlumberger, and all executive officers, have reached their current positions through career development within the Company. We see diversity of our workforce as both a very important part of our cultural philosophy and a business imperative as it enables us to better serve clients anywhere in the world. We believe that our consistent approach to compensation at all levels, irrespective of nationality, is a strong factor in achieving a diverse workforce comprising top global talent.

Our compensation program is designed so that the higher an executive’s position in the Company, the larger the proportion of compensation that is contingent on positive stock price performance, the Company’s financial performance, and individual performance, described as “at-risk” compensation. We believe that having a significant portion of executive compensation at risk more closely aligns the interests of our executives with the long-term interests of Schlumberger and our stockholders.

Executive compensation consists of three primary elements that constitute our executives’ total direct compensation:

- base salary
- long-term equity incentives
- annual cash incentives based on company and individual performance.

These elements allow us to remain competitive and to attract, retain, and motivate top executive talent with current and potential future financial rewards. This relatively simple compensation program is also applied and communicated consistently to our exempt employees who represent more than 140 nationalities and work in approximately 85 countries.

**Financial Highlights**

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$41,731</td>
<td>$45,266</td>
<td>$48,580</td>
<td>$35,475</td>
</tr>
<tr>
<td>Income from continuing operations</td>
<td>$5,230</td>
<td>$6,801</td>
<td>$5,643</td>
<td>$2,072</td>
</tr>
<tr>
<td>Diluted Earnings per share from continuing operations, excluding charges and credits</td>
<td>$3.91</td>
<td>$5.10</td>
<td>$4.31</td>
<td>$1.63</td>
</tr>
<tr>
<td>Cash dividends per share</td>
<td>$1.10</td>
<td>$1.25</td>
<td>$1.60</td>
<td>$2.00</td>
</tr>
<tr>
<td>Net debt</td>
<td>$5,111</td>
<td>$4,443</td>
<td>$5,387</td>
<td>$5,547</td>
</tr>
</tbody>
</table>

*For more information: [http://investorcenter.slb.com/phoenix.zhtml?c=97513&p=irol-reportsannual]*

**Materiality**

Material issues for the oil and gas industry include a range of Environmental, Social, and Governance (ESG) topics. Based primarily on information obtained through regular and ongoing interaction with our customers, Schlumberger reports on data that is relevant to our company performance and to our external audiences and stakeholders.

The content in this report was chosen based on a materiality review using the criteria of applicability, degree of impact, and risk. Where an indicator is deemed to be useful, we provide reliable and verifiable data to the greatest extent practicable utilizing internal data collection systems. The information provided in this report has been guided by the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines, American Petroleum Institute (API), the Sustainability Accounting Standards Board (SASB), and IPIECA.
2015 Materiality

Issues that Schlumberger considers important to our business and our reporting.

Governance & Ethics
Board Leadership, Responsibility, and Diversity
Executive Compensation
Ethics, Integrity, Compliance, and Transparency
Fiscal Responsibility

Environment
Well Integrity
Water Reduction
Greenhouse Gas Emissions
Waste & Containment
Biodiversity
Climate Change
Energy Efficiency
Research and Development
Resource Consumption
Risk Management
Technology Impact

Community
Community Engagements
STEM & HSE Education
Health and Safety
Driving and Injury Prevention
Contractor and Supplier Management
Crisis Management
Employee Health and Safety
HSE Training and Management
Process Improvement

Social and Economic Impact
Human Rights
Local Investment
Stakeholder Engagement
Supply Chain Management

Employment and Human Capital
Employee Benefits and Compensation
Gender Diversity
Global (Nationality) Diversity
Knowledge Management
Recruiting
Training and Development
University Relations

PricewaterhouseCoopers (PwC) auditors reviewed our processes and procedures and have verified our data. PwC has expressed a limited assurance that our data are, in all material respects, fairly presented and in accordance with Schlumberger procedural guidelines. The data reviewed included: Scope 1 and Scope 2 emissions of greenhouse gases, waste production, water consumption, employee and contractor lost time injury frequencies, fatal accident rate, combined lost-time incidents, total recordable incidents, automotive accident rate, contributions to communities, and gender diversity.

Schlumberger is aware of the 17 Sustainable Development Goals introduced by the United Nations in 2015 and is in full or partial alignment with 11 of these goals. Within our industry we are a technology leader, and many of our technologies help to reduce environmental footprint. In addition, our long-term focus on workforce and supply chain diversity helps to reduce poverty and improves local economies while our emphasis on social investment improves educational opportunities, particularly in developing countries. Our health, safety, and environmental management practices, especially driving safety, are widely emulated.

Alignment with United Nations Sustainable Development Goals

<table>
<thead>
<tr>
<th>UN Sustainable Development Goal</th>
<th>Schlumberger</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Poverty</td>
<td>Supply Chain</td>
</tr>
<tr>
<td>Good Health and Well-Being</td>
<td>Education</td>
</tr>
<tr>
<td>Quality Education</td>
<td>Diversity</td>
</tr>
<tr>
<td>Gender Equality</td>
<td>Industry, Innovation, and Infrastructure</td>
</tr>
<tr>
<td>Decent Work and Economic Growth</td>
<td>Supply Chain</td>
</tr>
<tr>
<td>Reduced Inequalities</td>
<td>Technologies</td>
</tr>
<tr>
<td>Responsible Resource Consumption</td>
<td>Renewable Energy (UK)</td>
</tr>
<tr>
<td>Climate Action</td>
<td>Technologies</td>
</tr>
<tr>
<td>Life Below Water</td>
<td>Technologies</td>
</tr>
<tr>
<td>Partnerships for the Goals</td>
<td>Education, Environment, Universities</td>
</tr>
</tbody>
</table>

THIS IS SCHLUMBERGER

ENVIRONMENT      COMMUNITY      TRACK RECORD

2015 Global Stewardship Report
Ethics

The Blue Print in Action

Our Code of Conduct guides employees in making decisions on the job. The Blue Print details company principles, including anticorruption measures, intellectual property protection, and social responsibility. All employees must comply with and be accountable to our Code of Conduct.
**Business Ethics**
Acting ethically means complying with laws and regulations and also recognizing that our decisions affect others. The employees, suppliers, and other third parties we hire must abide by our ethical standards and maintain the respect, trust, and confidence of our customers, colleagues, shareholders, and others affected by our operations (Code of Conduct, p. 7).

**Supply Chain Management**
Schlumberger has zero tolerance for corruption of any kind, and we expect the same from our contractors and suppliers. To meet our requirements for working conditions, suppliers must adhere to responsible social, environmental, and economic practices. Our suppliers are selected and retained only after confirming adherence to our Code of Conduct and compliance with other requirements relating to health, safety, and environmental stewardship. To ensure adherence to our Code of Conduct, we audit our top suppliers every two years. We work with suppliers in a socially responsible and ethical manner and we continuously seek to improve the way we conduct business (Code of Conduct, p. 7).

**Employee Whistle Blower Protection**
Schlumberger prohibits retaliation for good faith reporting of potential and actual violations of the Code of Conduct, company requirements, and applicable laws. Employees are required to report known or suspected violations of the Code of Conduct and applicable laws and employees who intentionally report false information are subject to disciplinary action (Code of Conduct, p. 7).

**Conflicts of Interest**
Employees must put Schlumberger business interests first. They must disclose all conflicts of interest and avoid situations that create the appearance of a conflict of interest. If such a conflict exists, the affected employee must obtain written approval from an appropriate Schlumberger controller before continuing to work (Code of Conduct, p. 9).

**Stock Transactions**
Knowledge of unannounced marketing plans, new product releases, financial results, changes in dividends and earnings, planned mergers and acquisitions, and business strategies is kept confidential, as is all nonpublic and insider information that relates to Schlumberger or its financial position. Pursuant to our Insider Trading Standard, employees who have such information must keep it confidential and may not buy or sell Schlumberger Limited stock or publicly traded options until the information becomes public. Furthermore, the stocks and options of companies with which Schlumberger does business cannot be acted upon until the information is public knowledge (Code of Conduct, p. 10).

**Gifts and Entertainment**
Gifts and hospitality of more than a nominal value (defined as $200, or any locally specified lower limit) cannot be offered to or accepted from any individual or organization that does or seeks to do business with Schlumberger (Code of Conduct, p. 11).

**Antibribery**
Bribes are never offered or accepted in any form or under any circumstance. We avoid facilitation payments, making them only in very limited circumstances such as when an individual’s health or safety is at risk, and only when we have obtained proper approval and documentation according to Schlumberger requirements (Code of Conduct, p. 13).

**Fair and Ethical Business Practices**
Schlumberger competes aggressively, but fairly. We do not enter into agreements that can restrict full and fair competition. We do not share pricing and bidding information with competitors or with anyone outside of Schlumberger. We do not use Company funds or assets for political purposes. We may engage in dialogue with public policy decision makers, but we do not use lobbyists or seek to bring about particular outcomes or decisions (Code of Conduct, p. 13, 14).
Trade Compliance
We comply with all applicable trade control laws and regulations. We are especially mindful of technology transfers. We review all shipments for compliance before they are shipped or released. We expect all employees to consult a trade control compliance manager about any questionable import or export (Code of Conduct, p. 16).

Business and Financial Transparency
We maintain honest and accurate business records. We never hide, alter, falsify, or disguise the true nature of any business transaction. We comply with accounting and financial reporting standards and require employees to follow internal financial approval guidelines. We retain and destroy business records in accordance with local laws and Schlumberger requirements (Code of Conduct, p. 20).

Conflict Minerals
Schlumberger recognizes that human rights abuses can exist in the extraction, transportation, and trade of minerals in some countries. We commit to not knowingly contribute to the conflict through our sourcing activity. Schlumberger does not tolerate corruption of any kind, and we expect our suppliers to adhere to the same standard. We have also developed a supplementary Conflict Minerals Policy.

Information Protection

Information Security
Schlumberger respects and protects the privacy of employees and third parties whose personal information we process. Specific internal data privacy requirements guide the collection, use, transfer (including transfer across international boundaries), release, disclosure, and security of such data. These requirements also pertain to third parties who process such data on our behalf. The transfer of employee data to third parties operating in countries that do not offer adequate levels of personal data protection (e.g., outside the European Economic Area) is regulated more strictly (Code of Conduct, p. 17).

Consumer Data Protection
We protect important information whether it belongs to Schlumberger or to others who have entrusted it to us. Confidential or commercially sensitive information comes in many forms, including via conversations, on paper, and electronically. Schlumberger has instituted multiple safeguards for software, hardware, and file transfer protection (Code of Conduct, p. 18).

Intellectual Property Rights Protection
We protect our own technology and intellectual property assets. We require employees to acknowledge that intellectual property created while working for the Company belongs exclusively to the Company. We comply with restrictions on the installation and use of third-party software. Employees cannot make or use copies of software, publications, copyrighted materials, or trademarks without proper authorization (Code of Conduct, p. 19).

Social Responsibility

Equal Opportunity
As a global company, we encourage fair employment practices and offer equal opportunities to all our employees (Code of Conduct, p. 15).

Fair Wages
We encourage fair employment practices among our customers and suppliers worldwide. In addition, we require our suppliers to comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits (Code of Conduct, p. 15).

Human Rights
Schlumberger endorses the aspirations of the United Nations’ International Bill of Human Rights and encourages work that augments the contributions that businesses can make to preserve and respect human dignity (Code of Conduct, p. 15). Suppliers must not engage in discrimination based on race, color, gender, age, sexual orientation, ethnicity, disability, religion, union membership, or marital status (Supply Chain Services).
Ethics

2015 Global Stewardship Report

We comply with all immigration and employment laws. We expect all employees to take responsibility for their immigration status. We expect all employee dependents and contractor personnel to abide by immigration laws. We maintain immigration-compliance programs to ensure that correct procedures are followed (Code of Conduct, p. 16).

Child Labor

Hiring children is strictly prohibited. A child laborer is defined as any working person who is, (1) under the age of 15, (2) under the age for completing compulsory education, or (3) under the minimum age for employment in the country, whichever is youngest.

Employee Corporate Social Responsibility

Our focus on education, in particular science, technology, engineering, and mathematics, has brought development opportunities to students in villages and larger communities worldwide as well as educational campaigns relating to health, safety, and the environment. (Our Identity, p. 2).

Environmental Responsibility

Operations Integrity

Operations integrity means that every employee commits to doing the job right the first time, every time. We do this to protect our people, our communities, the environment, and to deliver flawless quality to our customers. To help make continuous quality improvements, we participate in all required audits and periodic assessments. We also help improve quality by addressing customer feedback in a timely and appropriate manner (Code of Conduct, p. 8).

Protecting the Environment

Schlumberger is committed to minimizing our impact on the environment. We do this by reducing pollution and emissions, consuming fewer natural resources, and minimizing waste. Prevention is only the first step. After any incident, Schlumberger provides training programs and assesses any needed changes to programs and equipment (Code of Conduct, p. 8).

Addressing Climate Change

As a global technology leader, we believe that our ability to address climate change issues with innovative new technologies and increased operational performance is integral to the energy industry’s global initiative to reduce carbon footprint. Schlumberger technologies are already directly and indirectly helping our customers reduce or avoid emissions, lower water usage, improve chemistry applications, and increase oil and gas production using fewer resources. Our corporate strategy includes the development of advanced technologies for faster drilling, reduced surface and subsurface footprint, and improved reservoir recovery and production, all of which contribute to lowering resource requirements and creating fewer emissions per hydrocarbon unit produced.

Environmental Quality Management

Environmental management has been integrated into our HSE management system for 15 years. Our system has been independently reviewed for conformance to the ISO 14001 Environmental Management System standard and for conformance to International Finance Corporation environmental standards.

Operations integrity means that every employee commits to doing the job right the first time, every time.
Environment

Many of our technologies have increasingly important roles to play in lowering environmental impact for us and our customers while more efficiently and reliably optimizing the production and recovery of nonrenewable resources.
94 score

Our CDP disclosure score increased from 84.

$1.1 billion

We invested approximately $1.1 billion in the research and engineering of technologies.

Lean&Green

Our 2015 Lean and Green program savings were: 5,466,594 kilowatt hours of electricity; 492 kiloliters of water; 26.68 tonnes of waste.

We are working to improve our greenhouse gas emissions performance and have increased our ability to manage emissions through new technologies, better data collection, and more accurate measurement. We report on this progress annually to CDP Climate, which rates companies on disclosure and performance. In 2015, Schlumberger received a disclosure score of 94, up from 84 the previous year. In addition, we invest more than $1 billion annually in the research and engineering of new technologies, and in spite of falling activity our new technology sales remained robust, representing 24% of total sales in 2015. Schlumberger engineering, manufacturing, and sustaining teams continued to achieve their annual Lean and Green objectives in 2015 with 29 locations worldwide delivering on 34 projects that increased efficiency and generated substantial financial and environmental savings for the Company.
Environmental Performance

Schlumberger is committed to responsible stewardship of the world in which we live. We strive to meet international environmental standards and regulations and to exceed customer expectations by managing risk, preventing pollution, minimizing waste and natural resource consumption, and lowering greenhouse gas emissions.

We help ensure success by continuously improving the quality of our processes, services, and products. The information that follows describes the actions we are taking to minimize our environmental impact, and the technologies we have developed that are helping our customers ensure well integrity, reduce water usage, and lower emissions while drilling and completing oil and gas wells.
Environmental Performance

Climate Change
As a global technology leader, we believe that our ability to address climate change issues with innovative new technologies and increased operational performance is integral to the energy industry’s global initiative to reduce carbon footprint. It is also aligned with the United Nations Sustainable Development Goals of reducing environmental impact and fostering technology innovation.

Biodiversity
Schlumberger has implemented a risk-based procedure as part of our environmental standard for the management of ecosystem and biodiversity impacts. This procedure includes addressing biodiversity protection, preventing the migration of invasive species, and minimizing the footprint of our exploration and production operations.

Managing Environmental Risk
Health, safety, and respect for the environment are primary concerns within Schlumberger. The Schlumberger HSE Management System defines the principles by which we conduct our operations worldwide with regard to health, safety, and the environment, and it applies to all employees, customers, contractors, and third parties associated with our business.

In 2014, Schlumberger began implementing a risk-based approach to environmental management designed to meet the requirements of both internal and external stakeholders globally. This risk-based approach to managing the Company’s environmental aspects addresses control and mitigation measures along with services and products that the Company provides at customer and other third-party locations, as well as at our own facilities and on our rigs and vessels. Implementation of the new risk-based approach to environmental management will continue through 2016.

Operational Integrity
In 2015, Schlumberger invested $1.1 billion in the research and engineering of new technologies. Schlumberger technologies bring value to our customers by helping them optimize oil and gas production, use fewer resources, improve efficiencies, reduce emissions, and minimize water use.

As a part of our multi-year transformation program, Schlumberger is committed to achieving a tenfold improvement in operational reliability by 2020. In 2015, we improved our nonproductive time (NPT) rate by 23% over 2014—a huge achievement given industry conditions at that time. Approximately 25% of the reliability issues our customers face stem from product reliability, where we have reduced our nonproductive time rate by 80%.

The next challenge is to increase process reliability. We are focusing on the importance of procedures to improve the consistency of our work processes. Within our Wireline product line, for example, we have introduced standard work instructions and checklists that address 135 distinct services. Using standard work instructions, we have improved reliability regardless of the operating environment. Working with less NPT helps our customers reduce emissions and is a more sustainable approach to doing business.

Chemistry Transparency
In 2010, Schlumberger pioneered a disclosure process for hydraulic fracturing chemistry known as the “systems approach.” This disclosure methodology, which allowed us to achieve an industry-leading transparency rate, has been adopted for use by FracFocus, a national registry created to provide public access to the reported chemicals used for hydraulic fracturing in the United States. Additionally, we have extended the systems approach to include the required regulatory disclosures of other wellsite chemistries such as drilling fluids and cement.

We improved our nonproductive time (NPT) rate by 23%
Streamlining Supply Chain
Schlumberger spends several billion dollars annually with more than 40,000 third-party suppliers. With a global reach spanning all continents and geographic regions, ours is the largest supply chain in the oil and gas services industry. We are redefining our supply chain function by developing a global strategy for sourcing and supply chain. One element of that plan is narrowing our focus to suppliers who are closer to field operations in all corners of the world.

By ensuring our supplies meet global demands and coordinating our supply chain logistics, we are reducing transportation-related greenhouse gases while also encouraging local engagement along with regional industrial development.

Improving Our Disclosure
Schlumberger has reported annually to CDP Climate since 2005, and during that time we have substantially improved our ability to manage greenhouse gas emissions through new technologies, better data collection, and more accurately measuring emissions.

CDP rates companies on two measures: disclosure and performance. In 2015, Schlumberger received a disclosure score of 94, which increased from 84 the previous year.

Third-Party Audit
Schlumberger has been working for several years to quantify greenhouse gas (GHG) emissions and to identify emissions reduction options. While our global reach imposes some constraints on our ability to gather information from the many emission sources spread across all continents, we have engaged PricewaterhouseCoopers (PwC) to deliver an assurance on the auditability of our methodology in 2015 for quantifying direct and indirect GHG emissions linked to our operations around the world.

As a part of this process, PwC auditors reviewed our processes and procedures and verified our data. PwC has expressed a limited assurance that our data are in all material respects fairly presented and in accord with the guidelines Schlumberger uses.

Performance Data
We continue to seek opportunities to reduce our direct consumption of resources, reduce our greenhouse gas emissions, and reduce the quantity of wastes we generate. In 2015, Schlumberger continued to improve internal data-gathering procedures, database systems, and reporting practices for greenhouse gas emissions, water consumption, electricity generation, and waste. Each year we continue to increase the number of sources from which we are able to track data, and in 2015 we began working more closely with suppliers to improve data collection within our supply chain.

Air Emissions
Schlumberger activities, products, and services are designed and procured with a goal of efficiently managing resource consumption across the life cycle. Through increased internal resource efficiency, we are finding new ways to reduce emissions. Additionally, decreased global activity in 2015 led to an overall reduction in our combined Scope 1 and Scope 2 emissions, from 2.75 million tonnes in 2014 to 1.98 million tonnes in 2015.

Water Use
Water is used in our engineering centers and field operations facilities for equipment manufacturing and cleaning, as well as for camp and catering purposes. Water use in 2015 was down from 3.3 to 3.0 million cubic meters primarily due to lower activity disruptions, project delays, and cancellations due to the decrease in business activity. Data for water consumption represents approximately 70% of our facilities, not including North America, is presented in the graph on the facing page.

Waste Management
To better manage waste materials, Schlumberger is constantly improving processes and materials. We reuse materials when possible, recycle more for our own operations and for our customers, and use our novel technologies to find new recovery methods. We continue to seek opportunities to reduce both our direct consumption of resources and the wastes we generate. In 2015, we worked with our waste management contractors to improve data collection, particularly in North America. Greater accuracy of our data in 2015 has resulted in an increase in the reported amount of waste generated in the USA, which is in line with our current understanding of the waste profile.

Loss of Containment
Spill prevention and response includes procedures to prevent, respond to, and control the environmental impact of uncontained spills at worksites that are controlled by the Company or at third-party-controlled work sites where the Company is required to provide this type of procedure. The volume of spilled material decreased from 622 cubic meters in 2014 to 288 cubic meters in 2015, a drop of about 54%. This drop is partially due to a decrease in business activity and partially because our ability to measure waste data improved significantly during the year and, as a result, prior-year data was restated to reflect actual volume of discharges.

Renewable Electricity Generation
Schlumberger purchases electrical energy in 85 countries around the world, and in 2015 we consumed 930,000 MWh.
of electricity worldwide. Of this amount, 25,108 MWh were generated in the United Kingdom as low-carbon electricity. In contrast to many countries where electricity is generated by coal-fired plants or nuclear power, in the UK our electrical needs are supplied by a combination of renewable energy sources. On- and off-shore wind accounted for about 83% of the electricity Schlumberger used in 2015 in the UK, followed by hydro, landfill gas, and biomass.

<table>
<thead>
<tr>
<th>CO₂e Emitted (Scope 1 and 2) (million tonnes)</th>
<th>Oil and Chemical Spills (cubic meters)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.85</td>
<td>1.98</td>
</tr>
<tr>
<td>2014</td>
<td>2015</td>
</tr>
<tr>
<td>622</td>
<td>288</td>
</tr>
<tr>
<td>2014*</td>
<td>2015</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Electricity Consumption (thousands of MWh)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,100</td>
</tr>
<tr>
<td>930</td>
</tr>
<tr>
<td>2014*</td>
</tr>
<tr>
<td>2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Water Use (million cubic meters)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.3</td>
</tr>
<tr>
<td>3.0</td>
</tr>
<tr>
<td>2014</td>
</tr>
<tr>
<td>2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Waste Generated By Year (thousand tonnes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>410</td>
</tr>
<tr>
<td>450</td>
</tr>
<tr>
<td>2014</td>
</tr>
<tr>
<td>2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CO₂e Per $B Revenue Per Year (tonnes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>58,700</td>
</tr>
<tr>
<td>55,800</td>
</tr>
<tr>
<td>2014*</td>
</tr>
<tr>
<td>2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CO₂e Per Employee Per Year (tonnes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>23.7</td>
</tr>
<tr>
<td>20.8</td>
</tr>
<tr>
<td>2014*</td>
</tr>
<tr>
<td>2015</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fuel Consumption (by type 2015)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distillate Fuel Oil No. 1 26%</td>
</tr>
<tr>
<td>Diesel/Gas Oil 74%</td>
</tr>
</tbody>
</table>

2014 data has been restated to reflect actual volumes and amounts due to improved data collection methods and an increased capacity to measure sustainability metrics.

**Restoring Harmony to our Operating Area**

The rain forests surrounding our oilfield activity in Ecuador are being restored. In 2015, the first phase of a multi-phase revegetation effort in the Shushufindi-Aguarico field was launched, which involved work to prepare the site to receive more than 10,000 local species of plants and trees. The first phase of the reforestation project covered an area of about 2.9 hectares, or 7.2 acres, and subsequent phases will cover an additional 2.9 hectares.
Technology Advantage

Schlumberger technologies bring value by helping our customers optimize oil and gas production, use fewer resources, improve efficiencies, reduce emissions, and minimize water use. Our technologies and processes also address sustainability issues by meeting or exceeding challenging international regulatory requirements and by addressing the growing expectations of society for cleaner services and products.

Our customers are increasingly focused on reducing their environmental impact. We are helping them reduce this impact by improving production with optimized drilling techniques and completion strategies, technologically advanced safety equipment, innovative chemistries with reduced health and environmental risks, and more efficient and accurate monitoring and control systems to ensure well integrity.
Schlumberger is committed to responsible stewardship of the world in which we live. Stakeholders globally have expressed concern in a variety of areas that are active components of our overall stewardship practices.

Based on information from our customers and an internal review that assessed applicability, degree of impact, and risk, we identified the top three environmental issues that we consider to be material to our business in 2015. As a result, our environmental reporting focuses on the following:

- well integrity
- water use optimization
- emissions related to drilling and completions.

**Well Integrity**

Well integrity is a top priority for Schlumberger. We have addressed this issue by developing a Well Integrity Barrier Standard containing 10 critical requirements that must be followed by employees on the job. Development of this standard was a company-wide initiative to raise awareness and impose mandatory rules defining the minimum requirements for training, certification, and knowledge of the barriers we provide.

Following development of the new standard, a risk assessment methodology was identified to ensure that sufficient controls are in place to prevent the failure of any barriers we provide to our customers. Focusing on process safety, the new methodology uses risk evaluation to analyze and demonstrate causal relationships in high-risk scenarios. Two corporate risk assessments were developed: one for undesired events such as the unplanned loss of a Schlumberger-provided barrier, and one for the loss of well containment.

A properly constructed well creates barriers crucial to reducing the risk of uncontrolled release of formation fluids throughout the well’s life cycle. Critical to well integrity is a thorough understanding of the short- and long-term conditions that the well can encounter, thus allowing for the best technical and operational design.

Critical to safer and environmentally sound wells, zonal isolation is created and maintained in the wellbore by the cementing process. Cement systems that help create zonal isolation are designed to work in varied reservoir conditions and remain in place throughout the life of the well. Cement supports and protects well casings and helps prevent fluids in one zone from mixing with fluids in another zone. Schlumberger cementing technologies provide a wide range of solutions to achieve zonal isolation during the life of the well. In addition, Schlumberger has a portfolio of unique cementing technologies and logging tools for ensuring and evaluating well integrity, as the following examples demonstrate.

- **CemCRETE,** a concrete-based well cementing technology, increases the solids content of cement slurry through particle-size distribution technology, requires less water, and results in a cement slurry with improved flow and set properties, including permeability, strength, and corrosion resistance.
- **FUTUR** self-healing cement system helps prevent leaks if they occur when the cement sheath becomes damaged. The FUTUR
system closes flow paths within hours, repairing cracks and restoring the cement sheath without the need for remedial cementing.

- **Invizion Evaluation** well integrity evaluation service provides rapid top-of-cement measurements and correlates logs, surface measurements, and cement placement data for design and evaluation of cement quality. This unique analysis can help verify the integrity of the well from formation to pipe, providing realistic assurance of zonal isolation.

**Water Use Optimization**

Hydraulic fracturing accounts for more than 90% of the water used in the development of unconventional reservoirs, such as shales. We help our customers minimize water use associated with hydraulic fracturing by reducing water requirements via engineered solutions. For example, our **HiWAY** flow-channel fracturing technique increases fracture conductivity while significantly reducing water and proppant consumption. This means higher production, simpler logistics, and a smaller operational footprint. In the Eagle Ford shale in South Texas, nearly 1,000 wells have been stimulated using this technique, reducing water volumes by 35% while increasing well productivity by 26%.

In many hydrocarbon-bearing formations, water is also produced along with oil and gas. We view the produced water as a valuable resource that can be reused in the well construction phase, thus reducing the need for fresh water sources. As such, we have engineered hydraulic fracturing chemistries that allow for the use of alternative water sources—including produced water, brackish groundwater, and seawater—and, in many instances, without the need for treatment. These fracturing chemistries can be delivered via our **xWATER** integrated water-flexible fracturing fluid delivery service, and they have enabled the use of up to 100% of the produced water to complete a well.
Reducing Emissions

Development of an oil and gas field can be intensive, often requiring hundreds of wells utilizing equipment for drilling and completion as well as delivery of large quantities of resources, such as water and proppant. The process of developing a field starts with data. In combination with Studio WorldMap, the Petrel® E&P software platform allows our customers to overlay critical surface data—such as mammalian and bird migratory pathways, water resources, and population centers—with reservoir sweet spots. This enables customers to optimize the number of wells in development planning. The efficiencies gained can reduce unnecessary effort, equipment requirements, and resource coordination, thus significantly lowering emissions.

Our GeoSphere® reservoir mapping-while-drilling service has been used to place an increasing number of deviated and extended-reach wells more accurately in the reservoir. For example, we are engaged via an integrated services contract with Det Norske in the Ivar Aasen field in the North Sea, where GeoSphere provided accurate well placement to increase footage in the pay zone and mitigate drilling risks. In addition, an M-I SWACO laboratory helped ensure that drilling and completion fluids were compatible with the formations encountered. The project establish records in the Ivar Aasen field for two of the fastest-drilled wells completed in the shortest amount of time. The fastest well of the two was completed in less than half the time needed to drill and complete a comparable well in the area. And faster drilling means less emissions.

During completion of wells in unconventional reservoirs, improved efficiency directly translates to reduced emissions by decreasing the overall completion time. In the Cottage Grove Formation in Pennsylvania, BroadBand Sequence® fracturing service technology helped a customer improve efficiency by 28%, reducing equipment idling and associated emissions.

In addition to the water reductions associated with HiWAY, the technology also reduces proppant requirements by more than 40% when compared to traditional stimulation techniques. This means fewer truck trips to and from the well site and a significant reduction in transportation-related emissions.

“In the Eagle Ford shale in South Texas, USA, nearly 1,000 wells have been stimulated using this technique, reducing water volumes by 35% while increasing well productivity by 26%.”
Schlumberger technologies are directly and indirectly helping customers improve their operational efficiency, reduce emissions, decrease water usage, apply safer chemistry, and increase oil and gas production using fewer resources. Our strategy includes the development of advanced technologies that help our customers drill faster, reduce their surface and subsurface footprint, and improve reservoir recovery and production, all of which contribute to lowering resource requirements and creating fewer emissions per hydrocarbon unit produced.

The technologies listed on the following pages have been selected for their environmental attributes and their ability to help our customers lower emissions, apply better chemistries, optimize production, and reduce resource consumption. More extensive information on the environmental benefits of these and many other Schlumberger technologies can be found on our Global Stewardship website. In spite of falling activity in 2015, new technology sales remained robust across all Groups during the year, representing 24% of total sales and proving the value that innovative technology can reduce emissions from operations with increased efficiency and higher reliability.
xWATER integrated water-flexible fracturing fluid delivery service was developed to mitigate the burden of freshwater sourcing, transportation, and treatment along with the disposal of produced water in hydraulic fracturing operations. xWATER service allows operators to use water produced from previous hydraulic fracturing jobs or nearby alternative water sources such as brackish groundwater or seawater, which reduces the need to transport water over long distances. Produced water is collected in onsite storage facilities and transported to nearby fracturing sites, then returned to the central storage facility, eliminating the need for disposal. Optimizing water use minimizes transportation costs and related greenhouse gas emissions.

GeoSphere reservoir mapping-while-drilling service uses deep, directional electromagnetic measurements to reveal an enhanced view of reservoir properties, including subsurface bedding and fluid-contact details more than 100 feet from the wellbore. This reservoir-scale view provides an unprecedented depth of investigation, enabling operators to optimize landing, maximize reservoir exposure, and refine field development plans. By exposing more of the lateral section to the reservoir, the GeoSphere service improves production potential and maintains wellbore integrity. The GeoSphere service lets operators drill wells faster with more precision, eliminating the need for pilot holes and greatly reducing the amount of emissions associated with conventional drilling activities.

NeoScope sourceless formation-evaluation-while-drilling service provides a full suite of real-time formation evaluation measurements in a highly integrated compact tool. The technology reduces risk by eliminating the need for chemical sources in logging-while-drilling and avoids complex abandonment procedures. This also provides comprehensive petrophysical measurements in real time and saves rig time and related emissions through early evaluation to optimize drilling and logging programs. In Egypt’s vast western desert, eliminating the need to deploy a chemical source to an exploration wellsite in the West Kanayes region saved a customer seven days of rig time and $200,000 in shipping charges. NeoScope won the Schlumberger Invention Gold Award.
OptiDrill real-time drilling intelligence service incorporates a rigsite display of integrated downhole and surface data to provide actionable information to mitigate risk and increase efficiency. Downhole data is transmitted to the surface, integrated with surface measurements, and displayed on a rigsite drilling dashboard. Information from the OptiDrill service enables the rigsite team to identify the optimal drilling parameters to improve the rate of penetration. This data is simultaneously interpreted by experts working remotely who analyze the real-time data to identify longer-term trends, anticipate risks and, in collaboration with the drilling team, provide recommendations for performance improvement. This saves costs and reduces emissions.

D236 liquid, mid-range cement retarder can be used globally, with any type of water or cement, and it achieves extremely long thickening times without compromising strength development. This helps our customers ensure the integrity of their wells. A low-viscosity, conductive liquid is easily and accurately metered in the slurry at the required concentrations. With D236 retarder, even difficult cements, which are often gelling with other retarders, are now extremely thin until cement setting. Cements retarded with D236 sow right-angle set and develop strength quickly, minimizing waiting-on-cement time. Effective at mid-range temperatures (100 degC–160 degC) where low-temperature retarders are ineffective and high-temperature retarders are too sensitive, D236-retarded cements are safe to use with all cements in all environments around the world.

D239 cement extender enables operators to engineer lightweight cement slurries that improve stability and fluid displacement in the annulus while maintaining simplicity in the operation. Slurries created using D239 extender improve mud removal and zonal isolation. D239 decreases the stages required and helps cement pipe through weak zones with minimal slurry loss and reduced risk of fracturing. D239 extender also minimizes fluid loss when used in proper concentration with a dispersant. Unlike other extenders that may shorten cement setting, it has little impact on thickening time. Composed entirely of substances that pose little or no risk to the environment, it is approved for use in areas with stringent environmental restrictions, making it an ideal choice for ensuring well integrity in environmentally sensitive areas such as the North Sea, Canada, and the Gulf of Mexico.
Schlumberger provides customized solutions for well integrity that mitigate the loss of drilling fluid and help customers avoid stuck pipe, mud losses, and remedial work. These solutions are suitable for a wide range of environments, including natural fractures, dolomite and carbonate zones, rubble zones, depleted reservoirs, and reservoirs with known lost circulation issues. The Losseal Reinforced Composite Mat Pills Family uses a blend of fibers and sized solids to bridge and plug thief zones that can lead to lost circulation while drilling and cementing. This solution creates a strong impermeable grid that stops fluids from flowing into high-conductive zones. It saves thousands of barrels of fluid during circulation or placements, along with reducing the nonproductive time caused by lost circulation.

Effective drilling fluid removal is a prerequisite for primary cementing success. Mud left in the wellbore prevents effective isolation. This can result in stimulation out of zone, production of unwanted fluids, loss of hydrocarbons to low-pressure zones, sustained casing pressure, underground blowouts, or casing corrosion. Our MUDPUSH Express system is a stable, continuously mixed mud removal system that reduces the risk of gas migration, zonal communication, and complete job failure due to fluid train intermixing. The MUDPUSH Express system mixes with a standard cementing unit and hydrates within one minute, eliminating the need for batch mixers and extra personnel on site. The blend design can be modified before mixing, enabling operators to meet a wide range of downhole conditions while ensuring the integrity of their wells.

The Petrel E&P software platform, a patented technology that provides sophisticated 3D visuals to identify and measure oil and gas reserves, enables companies to standardize workflows from exploration to production. New data is easily incorporated, keeping the subsurface live and current. Within the Petrel software platform, the Studio exploration and production (E&P) knowledge environment enables users to search for information across multiple sources. Studio WorldMap extends the search to external data providers, including hundreds of thousands of data items, well and seismic data sets, satellite imagery, industry reports, and scientific papers. Increasing efficiency saves Schlumberger customers time and consequent emissions.
Employee Engagement: Workplace Solutions

Schlumberger employees around the world are applying their technical abilities to reduce our resource consumption, build green facilities, improve their workplace environments, and enhance the local communities where we live and work.

In 2010, Research and Engineering (R&E) launched a Lean and Green program to actively target environmental wastes in the form of energy, water, materials, emissions, and other solid and liquid wastes. The success of the program has depended on collaboration among many Schlumberger teams, particularly Engineering, Manufacturing, Sustaining, Supply Chain, HSE, Facilities, and Finance.
Despite a difficult global economic climate, the Lean and Green Program achieved its annual objective in 2015, with 29 locations undertaking a total of 34 projects to increase efficiency and generate substantial financial and environmental savings.

The Engineering, Manufacturing and Sustaining (EMS) organization’s Lean and Green Program combines the resources and expertise of employees within the Continuous Improvement (CI) and Health, Safety, and Environment (HSE) functions. The program positively engages employees across disciplines and provides a means to showcase innovations, environmental technologies, and best practices for environmental improvement. Each project applies the Define, Measure, Analyze, Improve, Control (DMAIC) process, and uses LEAN and Six Sigma techniques to realize environmental improvements. Although an initial investment of resources, time, and in most cases money is required, the return on investment for most projects is achieved within one to three years. More importantly, we believe that the majority of the initiatives will continue to benefit the environment well into the future.

**Lean and Green Reduces Waste**

**Singapore Integration Center**
This center reduced dependence on mine-based sand resources, eliminated radioactivity risk, and reduced the use of hazardous chemicals.
Invested: $22,000
Savings: $516,000

**Completions Houston Product Centre**
The HVAC system associated with the chiller units were reworked to reduce energy consumption.
Invested: $5,000
Savings: 1,043,734 KWh of electricity and $47,000

**Schlumberger Riboud Product Center**
This center improved the quality of wastewater discharges from cleaning activities.
Invested: $6,000
Savings: 750 L of cleaning chemicals, 300 kg of empty chemical waste containers and $2,000

**Qihgpu Battery Center**
The center improved electricity utilization by better use of equipment and more careful scheduling of manufacturing activity.
Invested: $0
Savings: 372,037 KWh of electricity and $59,000

**Stonehouse Battery Center**
We compressed production schedules, switched off dry rooms, reviewed temperature settings, and rearranged work schedules.
Invested: $2,000
Savings: 336,433 KWh of electricity, 47,777 m³ of natural gas, and $75,000

**34 Completed Projects**
“Saved more than 5.46 million kWh of electricity, 492,076 liters of water, 192 liters of hydrocarbon fuel, almost 48,000 cubic meters of natural gas, 11.38 tonnes of materials, and over 26 tonnes of waste.”
LEED-Certified Buildings

Our Shared Services Organization has assembled a facility management team to optimize existing facilities and coordinate safe, secure, and environmentally compliant operations.

In 2015, several buildings were recognized with Leadership in Energy and Environmental Design (LEED) awards. LEED is a globally recognized symbol of excellence in green buildings. A few examples of our LEED program successes include:

- **DBD Dubai:**
  LEED Gold, 2015
- **Cikarang Integrated Base, Indonesia:**
  LEED Silver, 2015
- **Songkhla, Thailand:**
  LEED Silver, 2015
- **Office Dubai (under construction):**
  designed to meet LEED Gold 2016
Employee Initiatives

Environment Week in Penang
A Loss Prevention Team (LPT) working in the Penang Center in Malaysia organized an Environment Week in October 2015 that included a recycled goods contest, plant-a-tree program, photo contest, and desk plants. The LPT also focused on recycling and energy waste, which they identified as an ongoing project.

Reducing Carbon Footprint
A project to reduce waste at the Schlumberger Technical Services center in Pune, India, focused on electricity consumption, water use, and printer consumables. A Root Cause Analysis technique highlighted the utilization of environmental resources and control measures were implemented, such as switching off LCD monitors on weekends, automatically refreshing printer queues, and reducing paper waste. These measures enabled a monthly cost savings of approximately $1,400.

Managing Print Services
In 2015, Schlumberger Managed Print Services began implementing a new system to manage and optimize printing, copying, and scanning services around the world. The new system requires fewer printers and copiers in each company location and newer printers that are more efficient and use less power were installed. Each printer can be configured to automatically operate in duplex mode and print in black and white, which saves costs on consumables. Better controls on printing by using a password-protected secure print feature also reduces the amount of waste paper generated.

The goals of the new print services system are to reduce energy consumption and related costs, protect information, improve the user experience, standardize vendor criteria, and respect the environment. The secure print solution is being implemented worldwide. Taking a more global approach to printing enables cost savings of 20% to 30%. In 2015, the new system saved the company more than $1.3 million.

Green Site Sustainability Plan
At a new Schlumberger facility in Astrakhan, Russia, a team of employees created a “Green Site Sustainability Plan 2015–2020” in order to achieve a sustainable community by 2020. The plan seeks to implant a green-office mentality in the minds of employees and contractors along with a culture of sustainable and responsible development. The plan, which envisions an open ecosystem with a minimum negative impact on the local environment, will focus on three core directives: environmental impact reduction, employee health and well-being, and social responsibility.

Environmental Performance in CEU
With 29 bases in 10 countries, the Continental Europe GeoMarket* region has been working to coordinate its environmental performance. Each of the countries has implemented a country-specific regulatory checklist, completed an overview of environmental regulatory legislation, and uploaded regulatory self-assessments into the Company’s internal database. Worksite Environmental Plans have been created for each facility, and 25% of sites have been audited by an independent third party against new Compliance Audit Tool (CAT) checklists.

“In 2015, our Print Services system saved the Company $1.3 million.”

“New measures to reduce our carbon footprint at the Schlumberger Technical Services center in Pune, India helped to achieve savings of approximately $1,400/month.”
Community

By applying our high standards of conduct company-wide and fostering initiatives that benefit local communities, we strive to make a positive impact. The results of our efforts touch our employees, contractors, suppliers, and customers as well as the communities in which we live and work.
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Learn more about Schlumberger’s commitment to the community: [www.slb.com/globalstewardship/community](http://www.slb.com/globalstewardship/community)

With approximately 95,000 employees who represent more than 140 nationalities working in over 85 countries worldwide, Schlumberger places great value on diversity. As a science and technology company, our community outreach and social investment efforts focus on the science, technology, engineering, and mathematics (STEM) disciplines that underpin our business. In addition, our NExT oil and gas training and competency development group instructs more than 10,000 technical experts each year in 11 core disciplines—from characterization and exploration through development and production—as well as in industry-leading, proprietary software applications, including the Petrel E&P software platform.

85
We are aligning local initiatives in more than 85 countries to make a stronger global impact.

32,000
The number of technical experts trained under the NExT program.

STEM
Schlumberger focuses on science, technology, engineering, and mathematics (STEM) programs in robotics, computer science, and earth science to build a stronger future.
Education

Because Schlumberger is immersed in science and technology, a key theme throughout our community outreach and social investment efforts is education, particularly in science, technology, engineering, and mathematics (STEM) disciplines that underpin our business.

Among our many community outreach initiatives are Schlumberger Excellence in Education Development (SEED), which offers learning opportunities for school children; HSE for Youth, which helps students understand and adopt HSE-related standards; and the Schlumberger Faculty for the Future program, which funds women from developing countries to pursue advanced graduate study in STEM subjects at renowned universities abroad. These programs are fully aligned with the United Nations Sustainable Development goal of ensuring quality education and promoting lifelong learning opportunities for all.
Schlumberger’s STEM-Oriented Community Outreach Initiatives
Schlumberger Excellence in Education Development

Schlumberger Excellence in Education Development (SEED) is an educational program focusing on communities where Schlumberger people live and work. Through SEED, Schlumberger trains employees, retirees, volunteers, and educators around the world to share their passion for learning and science with students. A hands-on program that relies on the scientific and technological expertise of our employee volunteers, SEED focuses on STEM topics through camps, workshops, and classroom visits. The primary topics of focus are robotics, computer science, and energy education.

Robotics
Robotics includes an introduction to robotics, construction of robots, programming via RobotC, and participating in competitive challenges. Competitions allow students to compete in building robots while clubs, such as the Schlumberger Robotics Club, help students learn about robotic programming. In addition, students learn about Liquid Robotics, a Schlumberger company that is building an ocean sensor network intended to help solve some of the world’s greatest challenges and gain valuable insights into the marine environment.

Computer Science
Computer Science introduces students to computer-based programming along with university partnerships. Some examples are through SEED workshops and Schlumberger coding clubs where we introduce programming to students as early as the second grade with an MIT-based platform called “SCRATCH.” To encourage more students to take an interest in computer science, we also donate resources related to Petrel, our exploration and production software platform, to high schools and universities around the world.

Energy Education
Our Energy Education programs include partnerships with the American Geosciences Institute, Society of Petroleum Engineers, National Energy Education Development, and the Offshore Energy Center. Workshops and educational programs with these partners help students and teachers understand the highly technical skillset needed to work in the energy industry.

Students Explore Coding and Robotics
A pilot program in schools in Fort Bend, Texas, provides funding, teacher training, hardware, and software to support computer science studies, including coding and programming. Students from kindergarten to grade 12 have an opportunity to learn basic computer science skills. In 2015, the program grew to include 44 coding and 24 robotics clubs and Schlumberger sponsored a number of robotics and coding competitions. About 50 Schlumberger employees volunteer as guest speakers, providing guidance and expertise to students in the clubs. As a part of the initiative, we donated $10 million worth of software packages to high schools in the area. These schools now have access to Petrel software, a Patented technology that provides sophisticated 3D visuals to identify and measure oil and gas reserves.

STEM Workshops by the Numbers

<table>
<thead>
<tr>
<th>Workshops</th>
<th>Students</th>
<th>Teachers</th>
<th>Volunteers</th>
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<tbody>
<tr>
<td>190</td>
<td>61,519</td>
<td>1,151</td>
<td>3,130</td>
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</table>
HSE for Youth

The Schlumberger HSE for Youth program mobilizes employees and their spouses to share their expertise within our communities. It informs and empowers young people to make responsible and safe global and individual decisions regarding health, safety, and environmental (HSE) issues. Program workshops are focused on nine health and safety topics and use a learner-centered approach. The program operates in 52 countries and workshops are held, on average, once every two days.

Faculty for the Future

The Schlumberger Foundation’s Faculty for the Future program enables women from developing economies to pursue advanced graduate studies in science, technology, engineering, and mathematics subjects at top-tier universities around the world. Since its launch in 2004, the program has awarded fellowships to more than 560 women from 78 countries. During the 2015–2016 academic year, Faculty for the Future fellows pursued postdoctoral studies in STEM disciplines at universities in 29 countries. Recipients of Faculty for the Future Fellowships have all achieved academic excellence throughout their studies, often despite considerable financial challenges and traditional barriers to women’s education. They are typically pursuing research focused on a broad range of disciplines, such as physics, chemistry, biology, nanotechnology, sustainable energy, disease prevention, diagnosis and treatment, and agriculture. After completing their studies, the fellows are expected to return to their home countries where they contribute to economic, social, and technological advancement by strengthening the teaching and research faculties of their home institutions and taking positions in the public sector where their newly acquired technical and scientific skills can help provide evidence-based support for policy making.

In addition to enabling women to attend graduate school, Faculty for the Future hosts forums where fellows share their experience and foster cooperation while debating topics of interest. At a three-day forum held in November 2015 in Boston, Massachusetts, 60 Faculty for the Future fellows from 31 developing countries studying at 40 North American universities had an opportunity to collaborate, learn from each other, and network with distinguished scientists and other invited speakers.

Education About Injury Prevention

In 2015, the HSE for Youth team in Romania hosted a workshop at a primary school. The teachers chose injury prevention as the topic most relevant to the children. The workshop was an important community outreach activity to support implementation of a Social and Environmental Management Standard for the community. To promote community health and safety, the teachers collaborated with local authorities to educate local youth about injury prevention. In addition to sharing our knowledge on this topic, the workshop provided an opportunity to get to know members of the community and to better understand how our operations impact their day-to-day lives.

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**Schlumberger Excellence in Education Development**

**HSE for Youth**

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**Faculty for the Future**

The Schlumberger Foundation’s Faculty for the Future program enables women from developing economies to pursue advanced graduate studies in science, technology, engineering, and mathematics subjects at top-tier universities around the world. Since its launch in 2004, the program has awarded fellowships to more than 560 women from 78 countries. During the 2015–2016 academic year, Faculty for the Future fellows pursued postdoctoral studies in STEM disciplines at universities in 29 countries. Recipients of Faculty for the Future Fellowships have all achieved academic excellence throughout their studies, often despite considerable financial challenges and traditional barriers to women’s education. They are typically pursuing research focused on a broad range of disciplines, such as physics, chemistry, biology, nanotechnology, sustainable energy, disease prevention, diagnosis and treatment, and agriculture. After completing their studies, the fellows are expected to return to their home countries where they contribute to economic, social, and technological advancement by strengthening the teaching and research faculties of their home institutions and taking positions in the public sector where their newly acquired technical and scientific skills can help provide evidence-based support for policy making.

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Health and Safety

Schlumberger has a long-standing commitment to maintaining the highest standards for the health and safety of our employees, customers, and contractors, and for environmental protection in the communities in which we live and work.

Schlumberger strives to protect the health of employees, their dependents, and our contractors—and to manage their health risks in the workplace, in the field, and during travel on Company business.
Good health management enables Schlumberger to reduce illness in the workplace, increase employee and family well-being, minimize medical evacuations and deaths, streamline health-care costs, increase customer retention and satisfaction, optimize business performance and the Company’s reputation, and reduce project disruptions while protecting the health of all involved.

Schlumberger promotes industrial hygiene, ergonomics, a healthy lifestyle, and preventive medicine to reduce work-related and location-specific health risks.

Our global network of doctors and health professionals provide medical support at Company locations on land, at sea, and in remote and hostile environments. Each of our operating locations has a specific preventive training program with a focus on occupational health. Employees and pre-employees undergo medical checks and health-risk assessments before new operations begin and regularly thereafter. In addition, extreme health risks that have the potential for rapid global expansion, such as SARS, H1N1, and Ebola, require an effective emergency response.

Med-Track Mobile App
In 2015, Schlumberger launched Med-Track, a smart phone app that provides high-mobility employees 24/7 access to their confidential and encrypted medical records when on the move, even in remote locations with no connectivity.

Developed by Schlumberger and International SOS (ISOS), a company that provides medical, clinical, and security advice and assistance to organizations with international travelers and operations, Med-Track is the first medical records app for smart phones with offline availability. The app augments the existing Med-Track program of health assessments for high-mobility employees at Schlumberger, which has been operational for more than 25 years. In the past, employees who wanted access to their medical records had to carry hard copies or have access to a computer with connectivity to the ISOS Med-Track website.

Ebola
In 2015, Schlumberger management, including HSE and medical personnel, created an Ebola Crisis Management Team to monitor the global epidemic, define company travel policy, track travel requirements and restrictions for airlines and countries, implement preventive screening measures, establish procedures for suspected Ebola cases, and develop a business continuity plan. We created a 24/7 Ebola hotline as well as a 15-minute Ebola awareness video that was distributed to all Schlumberger computers. In addition, we developed a mandatory Ebola training package that is available in 10 languages. The training package includes a certification quiz and covers a variety of topics, including Ebola symptoms, methods of transmission, prevention practices, and travel advice. More than 80,000 employees underwent the online training certification in 2015.

Health Day
Health Day in September at the Schlumberger Technical Services facility in Pune, India, met with a high level of participation from the more than 500 employees on site. Seventy employees donated blood during a donation drive, health monitoring and diet consultation activities were well-attended, more than 170 employees had vision examinations, and a popular session was held on health issues for women. Awareness sessions were also held for all employees on swine flu and Dengue fever.
Shared Responsibility for Safety
Schlumberger operations are supported by a robust safety management system. We maintain a safe and productive work environment that is free of alcohol, controlled substances, and illegal drugs. Schlumberger designs our equipment and workplaces to enable safe operations. We require reporting of hazardous situations and conditions to identify opportunities for improvement and follow up on remedial actions to prevent recurrence. Schlumberger provides comprehensive training in injury prevention, hazard identification, risk assessment, prevention, and mitigation. We empower and obligate employees to stop a job and intervene if they consider a situation to be unsafe, a practice fully supported by Company management.

Crisis Management
Schlumberger is continuing with initiatives to cascade its crisis management training programs throughout the organization. In 2015, five courses were held involving 95 delegates. This training incorporates best practices in crisis management techniques and practices using global academic experts and expertise from within the Company, and includes a practical exercise in crisis management.

Contractor and Supplier Management
In 2015, Schlumberger continued to strengthen contractor management initiatives with a specific focus on implementing a risk-based approach to managing land transportation contractors. Our contractual conditions specify the HSE requirements for contractors when on company-managed sites. These HSE requirements include compliance with Schlumberger policies for substance abuse and driving, as well as compliance with site rules such as the use of safe systems of work (permit to work, isolation, equipment guarding, and the use of safety systems), personal protective equipment, intervening to stop the job if unsafe acts or conditions are observed, reporting events and incidents, and complying with applicable regulatory requirements.

HSE Management System
The Schlumberger HSE Management System states the principles by which we conduct our operations worldwide with regard to health, safety, and the environment in a proactive manner. Our HSE Management System comprises corporate health, safety, and environmental standards, all of which must be implemented in all Schlumberger operations and each Schlumberger organization must provide evidence of conformance to the system. The Company provides the necessary authority and resources to effectively implement the HSE Management System. We establish and clearly communicate HSE priorities, objectives, requirements, and accountabilities for continual improvement of both the management system and HSE performance. Our HSE philosophy is communicated to all employees, customers, contractors, and third parties associated with our business.

DROPS Standard Introduced
Schlumberger introduced the DROPS Standard in 2015 that seeks to eliminate harm to people caused by falls from height and to prevent injury to people or damage to assets as a result of dropped objects. All Schlumberger employees, contractors, and worksites must adhere to the requirements of the standard. The risk-based DROPS Standard is fully aligned with industry best practices and was implemented in over 750 operational locations with more than 60,000 people achieving certification from the awareness training and over 1,300 personnel trained as DROPS Field Champions to lead the

2015 HSE Reporting System

<table>
<thead>
<tr>
<th>Users</th>
<th>134,080</th>
</tr>
</thead>
<tbody>
<tr>
<td>HSE Reports (millions)</td>
<td>1.12</td>
</tr>
<tr>
<td>Audits</td>
<td>315,929</td>
</tr>
<tr>
<td>Meetings</td>
<td>403,718</td>
</tr>
<tr>
<td>Observations (millions)</td>
<td>1.39</td>
</tr>
<tr>
<td>Log-Ins (millions)</td>
<td>12.7</td>
</tr>
</tbody>
</table>

“Schlumberger has an unwavering commitment to safety and the protection of the environment in the places where we live and work.”

—Richard Brown, VP HSE
worksite-level implementation process. Within the oil and gas industry, IOGP statistics show about 18% of all fatalities are related to injuries from dropped objects or falls from height, and 80% to 70% of reported high-potential events are related to dropped objects. Shell presented Schlumberger with its 2015 Global Services Safety Award in recognition of continued improvement in onsite safety performance, and the proactive management of safety demonstrated by Schlumberger, in particular the publication and roll out of the Schlumberger DROPS Standard.

Fatalities
Schlumberger suffered two work-related fatalities in 2015, which is down from eight fatalities the previous year. An employee was fatally injured during mechanical lifting activities when loading equipment onto a heavy goods vehicle in a company facility. A contractor was fatally electrocuted when he made contact with a source of live electricity at a rig site and to prevent recurrence, associated lessons learned were communicated company-wide. Schlumberger is committed to the safety of our employees and contractors.

Live and Learn
In 2015, Schlumberger continued Live and Learn, our multiannual awareness campaign to communicate the lessons learned from fatal incidents and high-potential events in eight categories: pressure, contractor management, driving, mechanical lifting, security, malaria, work at height, and dropped objects.

Injury Prevention
Schlumberger is committed to injury prevention for all employees and applicable contractors through the effective implementation of our own best practices and those from the industry to prevent and mitigate injury and risk.

An analysis of our HSE data revealed that almost 40% of personal injuries were related to hands and fingers. Although the overall number of personal injuries has decreased during the past 10 years, limited improvement has occurred in this category. Our hand and finger injury workshops and other programs continue to be an area of focus to mitigate this risk. The Schlumberger total recordable injury frequency (TRIF) has decreased annually since 2013.

Driving Safety
Driving continues to be a high-risk activity in the upstream oil and gas industry. Our risk-based driving and journey management approach has enabled more effective management of driving activities in over 85 countries—including more than 54,000 drivers, 22,000 vehicles, and over 413 million miles driven in 2015.

Every Schlumberger employee, from field to office, is required to take regular fit-for-purpose driver training, including the use of simulators and driver-improvement monitors to provide real-time, in-vehicle driving performance feedback. We also actively share our experience and expertise with our customers and in the communities where we work through our HSE for Youth and community outreach programs.

Our comprehensive driver management system consolidates, leverages, and augments the best practices of our various business groups to systematically eliminate accidents through training, journey and trip management, safe driving behavior, and compliance with Our Code of Conduct.

Journey Management Centers
Schlumberger journey management centers around the world reinforce safe driving behaviors and deliver increased support for drivers during each journey. The centers ensure that every trip is verified for compliance with journey management procedures where higher-risk driving environments are subject to more stringent controls and standards. Real-time tracking monitors driving behavior and provides immediate feedback to drivers. By defining, measuring, and shaping driving behaviors, the centers help drivers continuously improve their performance. These centers serve more than 40 countries with real-time journey tracking in 12 languages, 24 hours a day, seven days a week.

More on Driving Safety
In terms of health and safety, our performance improved again in 2015. Our continued focus on driving and journey management led to a decrease in our automotive accident rate of more than 8% compared with 2014.

<table>
<thead>
<tr>
<th>Year</th>
<th>Contractor Lost-Time Injury Frequency (per million work hours)</th>
<th>Employee Lost-Time Injury Frequency (per million work hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>0.59</td>
<td>0.67</td>
</tr>
<tr>
<td>2014</td>
<td>0.44</td>
<td>0.67</td>
</tr>
<tr>
<td>2015</td>
<td>0.46</td>
<td>0.57</td>
</tr>
</tbody>
</table>

Drivers | Vehicles | Miles Driven |
--------|----------|--------------|
54,848  | 22,706   | 413,181,810  |
Schlumberger captures HSE performance data through an online, enterprise-level business system that consolidates all HSE information. Accessible by all employees, this system allows them to monitor reported HSE events, incidents, observations, and Risk Identification Reports. Schlumberger employees are actively encouraged to report and we use the data to benchmark our performance against industry data sources. We monitor trends and identify areas of concern for continuous improvement.

In addition, the system’s functionality facilitates the investigation process and the management of remedial work plans to resolve incidents, identify learning opportunities, and incorporate the lessons learned by improving our facilities, equipment, processes, and systems to prevent incidents from recurring.

Schlumberger employees are able to record audits and improvement suggestions, post recognitions, track HSE training, and analyze HSE data. This system is also used to assign job-specific online HSE training and to facilitate and track the testing and certification of computer-based training material.

The International Association of Oil and Gas Producers (IOGP) annually reports upstream oil and gas work-related safety performance statistics. The data include injuries related to both Company employees and associated contractors engaged in work-related activities. Schlumberger uses the IOGP definitions and reporting criteria to determine its safety data.
One Million Working Hours and No Lost Time
For the first time since opening in 1930, the Schlumberger Bartlesville Technology Center (BTC) in Oklahoma celebrated one million working hours without a lost-time incident in 2015. Achieving this goal began with a new HSE plan that addressed key issues in four areas: Compliance, Teamwork, Mindset, and Recognition. At the celebration, a number of employees received BeOUTSTANDING awards for their dedication to HSE. The plan now is for BTC to begin moving toward a zero-incident culture.

Safety and Continuous Improvement
Safety and Continuous Improvement was a key topic at two Schlumberger locations in August and September 2015. Employees at the Cikarang Integrated Base in Indonesia and the Tanggu Base in China gathered to learn about the Company’s continuous improvements, optimization initiatives, and safety culture. The bases split into four subgroups, each with a different set of objectives. During a walk around the facilities, each group identified issues, fixed what could be fixed, documented findings, and formulated remedial action plans for continuous improvement and optimization.

Eliminating Lower Back Pain
Employees working in the Manggar base in Indonesia participated in a program organized by the Wireline Loss Prevention Team to increase awareness about back pain, particularly lower back pain. Extremely common, back pain affects about 80% of people at some point, although symptoms and severity vary. Prevention practices include empowerment through knowledge about the mechanism, onset, and self-examination of lower back pain, then introducing a home-based approach to strengthening core muscles through exercise.
Social and Economic Impact

Living where we work, recruiting locally, and being a good neighbor have long been a part of the Schlumberger presence in any host country.

Our most significant socio-economic contributions are in providing employment and training for local workers and procuring goods and services locally. But we also have a role in building capacity and resilience at the local level to address social issues such as education and health—two key markers of community well-being and stability. By taking a long-term interest in our communities, we can often positively influence community development while at the same time manage operational risks. Our vision is to create shared value, where actions that generate business value can also generate social value.
Investing Locally

Our philanthropic activities reflect the Company’s values and focus on a limited range of social issues that call for strategic involvement and partnerships with community organizations. In North America we are piloting Schlumberger Cares, which allows employees who volunteer for organizations that are strategically aligned with our business and sustainability objectives to request a grant for the organization.

Our largest commercial investments are made to academia for basic and applied research that we conduct in partnership with top universities where we also contribute millions of dollars annually in reservoir software, training, and support. We offer support to specific causes, such as our Orphan Day program in Egypt and our employment program for people with special needs in Ecuador. Our in-kind contributions to the community include Schlumberger products, equipment, services, and other noncash items, as well as 3D printers, refurbished computers, office supplies, and office furniture.

Promoting Art within SEED
Schlumberger Excellence in Education Development (SEED) holds an annual artwork competition for students. Results of the competition have been featured in Schlumberger holiday cards, electronic greetings, SEED screensavers, notebooks, posters, and other promotional items as well as being exhibited in Schlumberger operation centers around the world and in an internationally acclaimed museum.

For our 2015 artwork competition, Inventing Tomorrow, we asked students to show us the future in the form of inventions that will change the world. More than 60 students from 11 countries submitted drawings and paintings on subjects ranging from flying cars, helpful robots to homes under water and in outer space. Six winners and one Grand Prize winner were selected from among the entries.

Supporting Clean Water Projects
IDO, a French nonprofit organization created in 2009 by retired Schlumberger employees, helps rural communities in less developed countries build sustainable drinking water supply systems. IDO provides support to villagers by showing them how to maintain their drinking water wells in a sustainable manner while encouraging them to become independent and take over full responsibility for ongoing maintenance. By the end of 2015, IDO in Chad and the Congo had inventoried more than 2,000 water wells and facilitated the repair of over 600 wells, resulting in the provision of potable water to more than 170,000 villagers.

In-Kind Giving

<table>
<thead>
<tr>
<th>Commercial Initiatives</th>
<th>Community Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In-Kind Giving</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>2015</td>
</tr>
<tr>
<td>$10.7</td>
<td>$2.65</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>2015</td>
</tr>
<tr>
<td>$18</td>
<td>$16.9</td>
</tr>
</tbody>
</table>
Human Rights

Schlumberger has publicly committed itself to supporting the Universal Declaration of Human Rights, adopted by the United Nations General Assembly in 1948. This commitment is articulated in the Schlumberger Blue Print in Action—Our Code of Conduct, which was revised and released in April 2014. It states, “Schlumberger endorses the aspirations of the International Bill of Rights and encourages work that augments the contributions that business can make to preserve and respect human dignity.”

Social Risk Assessments
Social risk assessments are designed for projects with a high potential for significant social and environmental impacts. The proprietary tool we use has three integrated phases: Planning, Implementation, and Monitoring & Evaluation. Information collected during the planning phase is used to analyze social hazards and to identify possible prevention and mitigation measures. Since we implemented the social risks assessment process in 2009, more than 25 assessments have been completed in over 15 countries across five continents. In 2015, social risk assessments were completed in Ecuador, Guatemala, and China.

Supply Chain Audit
A 2015 social performance audit and inspection program for supply chain contractors in a large-footprint project in Ecuador helped ensure ongoing management of employment- and workplace-related activities and risks. The audit covered local hiring practices and working conditions at nine work sites managed by contractors. The sites were inspected on a bi-annual basis by Schlumberger Community Relations teams, and incidents of non-conformance with plans triggered corrective actions. The audit and inspection program enabled Schlumberger to verify that its working conditions guidelines for purchase orders were being followed and that management practices demonstrated a responsible approach to respecting human rights. Schlumberger working conditions guidelines cover a number of human rights and labor-related issues along with health and safety concerns.
Supply Chain

In today’s competitive global economy, we know that strong relationships with our suppliers are essential to meeting our own needs, the needs of our customers, and local content.

We procure goods and services only from financially stable, technically qualified, and reliable sources. Our preferred suppliers are those who work with us in a professional, ethical, competitive, and cost-effective manner consistent with Schlumberger policies, procedures, and business objectives. When evaluating potential suppliers, Schlumberger considers delivery price, reliability, operational costs, and after-sales support.

Schlumberger Supply Chain Services provides our field and manufacturing locations with supplier management, strategic sourcing, logistics, and inventory management. Supply chain processes are regularly reviewed to ensure quality in our services and products. Every supplier we select must comply with Schlumberger standards.

Local Hiring
Whenever possible, Schlumberger hires workers where we work. Hiring locally helps to ensure that we invest in the regional economy through local employment and vendor opportunities, and it helps local economies expand their business opportunities while fostering our involvement with the community. Moreover, foreign nationals working in their home countries better understand the challenges of doing business there. This local hiring practice establishes a hospitable and receptive environment for our businesses in foreign markets and it helps our Company expand its global footprint in a competitive marketplace. In addition, it is in line with the United Nations Sustainable Development goals to end poverty in all its forms everywhere, and to promote full and productive employment and decent work for all.

Local Suppliers
We invest time and resources to help our local suppliers meet our stringent quality and HSE standards (QHSE). Our investment in things such as safety training, driver training, installation of in-vehicle monitors, and vehicle maintenance standards helps build the competitiveness of local vendors. All of our social investments in local suppliers are underpinned by core principles: they must be connected to our business and rooted in the communities where we work; and they must be focused, streamlined, and accountable.

Supply Chain Management
Schlumberger maintains a Supplier Management Dashboard that analyzes our spending by supplier, commodity, geography, business segment, legacy company, and trends over time. Schlumberger supplier managers are responsible for evaluating suppliers against our established performance metrics in order for them to be included in our approved supplier list. In addition, total procurement spending is presented in the analysis.

Audits of Tier 1 Suppliers
As part of our due diligence, Schlumberger audits various Tier 1 and high-risk suppliers around the world. Supplier managers are responsible for evaluating suppliers against established metrics. Only those suppliers who meet our stringent requirements are selected as critical suppliers on our approved supplier list.

<table>
<thead>
<tr>
<th>Critical Suppliers</th>
<th>Critical Suppliers</th>
</tr>
</thead>
<tbody>
<tr>
<td>(absolute number)</td>
<td>(percentage of total spend)</td>
</tr>
<tr>
<td><strong>2014</strong></td>
<td><strong>2015</strong></td>
</tr>
<tr>
<td>2,144</td>
<td>1,914</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Suppliers</th>
<th>Total Suppliers</th>
</tr>
</thead>
<tbody>
<tr>
<td>(absolute number)</td>
<td>(percentage of total spend)</td>
</tr>
<tr>
<td><strong>2014</strong></td>
<td><strong>2015</strong></td>
</tr>
<tr>
<td>61,760</td>
<td>48,902</td>
</tr>
</tbody>
</table>
Performance Data

**Awareness**
- 13% Critical Suppliers for which more than 40% of their revenue comes from Schlumberger
- 245 suppliers

**Risk Assessment**
- 32% Of spend is covered in risk analysis
- <1% Suppliers that are at high risk

**Risk Management**
- 205 Supplier Audits were conducted in 2015
- 37% Of audited suppliers have a documented development plan

**Spend analysis covers 100% of suppliers**
- 48,900 suppliers
Sustainability Initiatives
To foster knowledge sharing around the world, we implemented structured training programs in 2015 for 38% of employees in the Procurement, Sourcing and Distribution, and Contracts functions of our supply chain population. We revamped packaging guidelines for the delivery of chemical products to be in compliance with QHSE requirements or with applicable laws and regulations, whichever is more stringent, even in remote and environmentally hostile locations. In addition, regional procurement service centers in Kuala Lumpur, Tyumen, Bucharest, and Houston became fully operational with 85% of the workforce in each location sourced locally.

Opportunity in Asia
The oilfield services business grew steadily from 2009 to 2014, leading equipment suppliers to prepare for the same level of growth in 2015. However, when the industry downturn led to a rapid drop in demand for offshore equipment rentals, an opportunity arose to improve efficiency in Asia through a regional sourcing strategy. A regional tender with two preferred suppliers and one backup supplier resulted in day-rate price reductions and improved the management and tracking of rental assets. The program resulted in pricing reduction, as well as a decrease in mobilization and demobilization costs.

REACH
Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), a European Union regulation that covers manufacturing, importing, placement, and use of chemical substances, and provides a high level of protection to human health and the environment by making people responsible for understanding and managing the risks associated with chemical use. In 2015, a review of our European chemicals portfolio, the development of new chemicals and technologies that address EU compliance, and the implementation of a new global importation strategy enabled Schlumberger to save more than $5 million.

Conflict-free Minerals in our Supply Chain
Schlumberger is committed to purchase only those parts and products containing minerals that have been procured through a validated conflict-free supply chain, so as to avoid the use of minerals that have financed conflict in the covered countries, and we expect our suppliers to abide by the same standard. When a validated conflict-free supply chain or a robust mineral-tracing program is established, we will expect our direct suppliers to procure minerals using only that validated supply chain. If a direct supplier provides us with minerals that have not been procured through a validated supply chain or that are found to have financed conflict, we will recommend that the supplier seek an alternative means of sourcing to prevent possible termination of our relationship with that supplier.

“We know that strong relationships with our suppliers are essential to meeting our own needs and the needs of our customers.”
Stakeholder Engagement

Stakeholder engagement is an ongoing process that enables us to adapt to the changing expectations and needs of groups who are important to us and see us as important to them. The expectations of our stakeholders vary and, depending on needs and circumstances, change over time. Our job is to stay connected with these groups, listen to their concerns, and respond promptly with respect and clarity.

We meet regularly with investors, join industry initiatives and partnerships, participate in academic affiliations and discussions, and engage in community meetings. We use the information that we uncover during this process when communicating to stakeholders through our sustainability report and our financial disclosures. We also seek feedback from our stakeholders to align our global business model with local and national priorities—always engaging under the principles of respect, honesty, inclusion, and transparency.
Our Stakeholders

Customers
By engaging with our customers, we better understand their needs and concerns. This enables us to invest in technologies and solutions that are closely aligned with the marketplace and our global stewardship priorities. Interaction with our customers helps us define strategic plans and respond to environmental and other concerns to our mutual benefit.

Employees
Employees who stay motivated, feel inspired by their work, and are committed to the Company are our most credible ambassadors as the face of Schlumberger. We engage with our employees through robust training and development programs, and we maintain a Company-wide grievance-reporting mechanism that enables employees to report concerns anonymously.

Communities
For large-footprint projects where Schlumberger develops and co-manages customer oilfield assets under long-term commercial agreements, we have developed a Social Risk Management Guideline to identify strategies, resources, processes, and measures to reduce community impact and our operational exposure to social hazards. For projects where we require a more robust and extensive approach, our Social and Environmental Management Standard requires field operations to establish grievance mechanisms and complaint procedures, and it provides a framework for managing social and environmental issues. In 2015, social risk assessments were completed in Ecuador, Guatemala, and China.

Social Risk Assessments

28
Number of Social Risks Assessments

15
Number of Countries

5
Number of Continents
Shareholders and Investors
Schlumberger maintains a dialogue with investors as a primary principle of its corporate culture. The Company communicates information that facilitates intelligent investor decisions on the part of major institutions and individual members of the public.

Universities
Schlumberger has a 60-year history of partnering with universities. As well as being a plentiful source of potential employees, our relationships with approximately 700 universities and other academic institutions around the world contribute to furthering the development of our products and services. These partnerships are also critical to our global stewardship, which is how we manage our impact on the wider environment and in the communities where we work.

Suppliers
Schlumberger Supply Chain Services pursues relationships with suppliers based on cooperation, trust, reliability, and communication. We procure products and services through manufacturers and suppliers that demonstrate high standards for quality, service, pricing, performance, after-sales support, and supply chain management. In addition, we continue to examine the feasibility of supplier capacity-building programs in several countries.

Schlumberger undertakes an extensive range of initiatives to inform investors of its financial performance, strategies, acquisitions, and outlook. They include the following:

- public speeches and investor conference presentations by senior managers
- face-to-face meetings with investors and analysts at conferences, in visits to their offices, and in hosting them at Company facilities
- investor tours, often with analysts, of Company facilities worldwide, including North America, the Middle East, China, Latin America, Northern Europe, etc.
- Company-hosted 2-day Investor Conferences, held every 2 or 3 years, where management gives its broad outlook with specific results and projections
- conference calls to discuss important Company events, such as acquisitions
- Investor Relations website offering complete financial performance data on the Company
- periodic emails to the institutional market containing important information and links
- quarterly conference calls by senior management to discuss earnings results
- dedicated availability of Investor Relations senior staff to answer market inquiries

Schlumberger utilizes G4 Sustainability Reporting Guidelines established by the Global Reporting Initiative. We also participate with a number of third-party firms that collect and report on corporate environmental, social, and governance (ESG) performance.

- Bloomberg Dashboard: ESG data provided worldwide on the Bloomberg Professional Service
- RobecoSAM Corporate Sustainability Assessment (CSA): An evaluation of companies’ ESG performance that provides the basis for the Dow Jones Sustainability Index
- FTSE4Good: A series of indices measuring the ethical performance of corporations
- CDP: A global organization that works with large institutional shareholders to identify climate risk in their investment portfolios
We engage with policy makers in a wide variety of capacities:

- We are sponsors and active participants in the National Academy of Sciences’ Roundtable Project on Unconventional Hydrocarbon Development.
- We have served as an industrial sponsor and Executive Committee member for the International Energy Agency’s Greenhouse Gas Research and Development program (IEA GHG) and as a member of the agency’s technical networks addressing monitoring, risk assessment, wellbore integrity, modeling, and social research.
- We were a founding member of the Global CCS Institute (GCCSI) and have participated in numerous international meetings.
- We have served as a founding member of the Board of Directors of the U.K. Carbon Capture and Storage Association (CCSA).
- We are a member of the Board of Directors of the U.K. Carbon Capture and Storage Research Centre (UK CCS RC).
- We have donated numerous times to the University College London Carbon Capture Legal Programme (CCLP).
- We have served as project manager, technology supplier, and member of a research consortium of Australia’s CO2 CRC Otway Project, a large research and geosequestration demonstration project.

Governments

Government and regulatory officials and other stakeholders seek out Schlumberger experts for their knowledge and experience in many aspects of the oil and gas industry. Although the Company is politically neutral and does not lobby, we routinely help regulatory officials interested in gaining practical understanding of the technologies and processes that can reduce emissions and carbon footprint.

Industry

Schlumberger manages and coordinates active relationships with numerous industry organizations. Most notably, we are members of the Petroleum Equipment and Services Association (PESA), the American Geosciences Institute Foundation (AGIF), the American Petroleum Institute (API), the Society of Petroleum Engineers (SPE), the American Association of Petroleum Geologists (AAPG), and International Association of Oil and Gas Producers (IOGP). We have nonmember affiliations with organizations such as IPIECA, the global oil and gas industry association for environmental and social issues. We hold nonpolitical positions and adhere to a do-not-lobby policy. As a result, these groups frequently call on us for technical advice and guidance.

$25 million
Committed to the Global Climate and Energy Project
Employment and Human Capital

Our people are our main asset. The creativity, energy, and expertise of our people is the foundation upon which we build our business success. Schlumberger employs people in more than 85 countries who represent over 140 nationalities. Because we operate in a global fashion throughout the world, one of our greatest strengths is the diversity of our workforce.

Diversity is the cornerstone of our recruitment efforts and we adhere to the principle of recruiting employees wherever we work. Our ability to attract, develop, motivate, and retain outstanding employees is essential to the long-term future of our business. We believe that our employees perform best when they are challenged and learning. We have no rigid career paths—in certain types of professional jobs, for example, employees are transferred to new roles or new locations every two to three years.
University Relations

Our University Relations program helps develop technical leaders and seeks to positively influence science and energy technology worldwide. We strive to attract talented university graduates; advance education and research in engineering, manufacturing, science, and technology; promote academic entrepreneurship; support technology transfer; foster corporate, social, and environmental responsibility through partnerships with universities; and become change agents in communities by directly supporting education programs in STEM subjects.

In 2015, Schlumberger participated in more than 200 collaborations with over 50 universities around the world. These collaborations, many of which are ongoing, are directly relevant to the primary technical challenges facing the oil and gas sector. They include technologies for deepwater operations, such as the development of subsea engineering education programs, footprint reduction in operations to extract unconventional resources, materials and chemistries for extreme operating environments, technologies to improve the accuracy of surface and subsurface measurements, and high-performance computing and big-data analytics.

**Education Program**

Our education program intends to build a pipeline of STEM talent. In 2015, software donations to 610 universities, colleges, and high schools in 75 countries have directly supported the education of thousands of students and the work of hundreds of professors and research scientists in the earth sciences, petroleum-related engineering disciplines, and software development. In addition, we continue to donate computer equipment to institutions in underprivileged communities and we continued to develop a bioassay lab in sub-Saharan Africa to support basic environmental education.

Schlumberger sponsors several endowed chairs—at least 12 in 2015 in the United States, United Kingdom, Egypt, and Russia—as well as visiting professors in Malaysia, Netherlands, and the United States. In 2015, we sponsored more than $2 million in scholarships, either by direct financial aid or tools and training. We hosted competitions such as the Schlumberger Ocean Academic Competition to develop software competencies among select university and high school students. We also supported competitions organized by professional societies, such as the American Association of Petroleum Geologists Imperial Barrel Award and Society of Exploration Geologists Geosciences Without Borders grants.

In addition, in 2015 we hosted approximately 600 interns from over 180 universities in more than 80 countries. The candidates came from more than 100 disciplines of study and worked in field operations, applied research, engineering, manufacturing, business, sales, finance, legal, and human resources.

Members of the Schlumberger leadership team serve on university boards around the world.
Research and Innovation

We worked with a variety of academic institutions and other companies on projects that contribute to lessening the impact of oil and gas operations on the environment. In addition, we continued to sponsor or contribute to about 200 collaboration projects, including applied scientific research, engineering and manufacturing or both with approximately 50 universities in Australia, Brazil, Canada, Czech Republic, France, Germany, Italy, Japan, Netherlands, Norway, Russia, Saudi Arabia, United Kingdom, and the United States.

Since 2008, our Early Stage Technology Corporate Venture group has supported external innovation by co-investing and co-developing promising technologies with start-up companies in a broad range of disciplines, including technologies such as nanocrystalline cellulose, wireless power, high-pressure mass spectrometry, robotics, automation and control, and cybersecurity, all of which are being actively pursued.

Technology Watch, a component of our University Relations program, identifies opportunities for commercializing game-changing technology and connects the most promising university teams with the Schlumberger Corporate Ventures group. Technologies currently being watched include drilling and treatment fluids that reduce our industry’s environmental footprint, advanced materials and chemistry for extreme environments, nanotechnology, robotics, mechatronics, automation, autonomous vehicles, power management and energy storage technology, and data analytics. There is also a focus on environmentally friendly oilfield technologies that can facilitate emissions monitoring and control, renewable energy, remote grid optimization, and the generation of energy from waste.

Schlumberger is one of four founding companies that, since 2002, have collectively committed more than $188 million to the Global Climate and Energy Project (GCEP) at Stanford University in collaboration with 40 institutions worldwide. The GCEP seeks ways to supply energy to meet the changing needs of the growing world population in ways that protect the environment.

The project manages a portfolio of innovative energy research programs to develop technologies that are efficient, environmentally benign, and cost-effective when deployed on a large scale. We are also founding members of the NorTex Alliance of Petroleum Universities, which includes leading universities in Norway and Texas that are conducting applied research on carbon storage and reuse in operations to improve hydrocarbon recovery.
Recruiting

Our long-held strategy to hire only the best talent, and to hire where we work, is supported by strong relationships with select universities and colleges worldwide. This ensures that the diversity and quality of our workforce are key defining aspects of our culture.

Enabled by our belief in meritocracy, early responsibility, and promotion from within, we offer a challenging and dynamic workplace for employees at every stage of their working life. As our employees move through different phases of their careers, we also provide support via a range of policies and standards. As a company, we encourage fair employment practices worldwide and offer equal opportunities to all of our employees.

Strategic Hiring for Future Success
Our recruiting strategy is based on our long-term vision. We hire the best talent globally. Our investment in the accelerated development of our people by exposing trainees to multiple experiences across a variety of locations and operations helps us develop an agile workforce and the next generation of business leaders.

Recruiting

327,000 85 444 55+

Job Applicants Countries Universities Disciplines Recruited
Training and Development

Training and development are continuous processes at Schlumberger. Training is delivered through classroom-based instruction, live simulations at learning centers, self-paced learning using the latest interactive technologies, and on-the-job education. Development opportunities include coaching, mentoring, and cross-training through career mobility to expose employees to new roles, geographies, business segments, and functions.

All employees prepare annual training and development plans with their managers and agree on specific actions for the year. Our goals are to foster partnerships between employees and the company, and to create value for employees by enabling them to keep their skills current and to develop their talents to their full potential. We also place particular importance on internships for students. Our investment in employee training and development is one of the largest among oilfield services companies.

Employee Development
Schlumberger training must keep pace with the advances in modern technology to ensure that employees are up to date and able to use all the available tools. Our primary objective is to provide employees with the necessary training to enable them to fulfill the requirements of their current role or position. Opportunities are provided for employees to develop their full potential through a combination of training and experience during a progression of roles. For certain positions, our goal is to transfer employees to new roles every 24 to 36 months. However, Schlumberger has no rigid, linear career paths. Our philosophy is that employees perform best and are most engaged when they are challenged and learning.

Learning Centers
A key aspect of our training is a global network of learning centers. Our training programs include technical, safety, personal development, business, and managerial courses as well as on-the-job training. New oilfield trainees follow a fixed-step training program that lasts three years, and throughout the year all employees are offered courses that last from several days to 12 weeks or are multiyear.

HSE Training
All employees have access to an online application that collects quality, health, safety, and environmental information. The system is used for a variety of functions, including managing and recording HSE training. Throughout their careers, employees are assigned online quizzes based on specific roles and responsibilities. Health, safety, and environmental training is adapted to local conditions and individual job assignments, and may be part of a certification program.

NExT
NExT, our oil and gas training and competency development business, has 500 courses available in 11 core disciplines in 50 countries. Designed for working professionals seeking practical technical expertise and career development, NExT offers courses in petrophysics, geomechanics, geology and geophysics, unconventional reservoirs, surface facilities, reservoir engineering, management and economics, and production and drilling technologies. Every year, NExT instructs more than 10,000 technical experts from the energy sector.

Annual Investment for Operations Engineers, Petrotechnical Experts, and Specialists

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Time (hours per position)</td>
<td>162</td>
</tr>
<tr>
<td>Average Amount Spent (per position)</td>
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</tr>
<tr>
<td>Number of Training Days</td>
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<tr>
<td>Number of Training Centers Globally</td>
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Employee Development

<table>
<thead>
<tr>
<th>Category</th>
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<tbody>
<tr>
<td>New Job Experiences</td>
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<tr>
<td>Internal and Professional Coaching</td>
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<tr>
<td>Training Courses</td>
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NExT Training

<table>
<thead>
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<tbody>
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<tr>
<td>Core Disciplines</td>
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<tr>
<td>Courses Offered</td>
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</table>
Knowledge Management

Schlumberger has developed a strong culture of knowledge sharing. Our knowledge management strategy motivates people to connect, collaborate, and learn as well as to share expertise, best practices, and insights. Using internal online knowledge-sharing resources, our employees request and provide help to each other on a daily basis.

Employees have viewed 12.6 million pieces of vetted information in the corporate knowledge base, and they have accessed over 28,000 entries in our internal encyclopedia—including 2,800 abbreviations—more than 20 million times since its inception. To facilitate networking within the company and encourage knowledge sharing, every employee maintains a curriculum vitae on our intranet, and these are accessed more than 13 million times annually.

For the tenth time, in 2015 the annual Most Admired Knowledge Enterprises (MAKE) study recognized Schlumberger for its enterprise-wide knowledge-driven culture and an environment conducive to collaborative enterprise knowledge sharing. The global award recognizes organizations that outperform their peers in creating shareholder’s wealth by transforming tacit and explicit enterprise knowledge and intellectual capital into superior products, services, or solutions.

Knowledge Sharing

<table>
<thead>
<tr>
<th>Metric</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Number of Times Employee CVs Are Viewed</td>
<td>13,000,000</td>
</tr>
<tr>
<td>Number of Times Employees Have Viewed Database Info</td>
<td>12,600,000</td>
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<tr>
<td>Total Number of Objects in Knowledge Base</td>
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<tr>
<td>Number of Entries in Corporate Encyclopedia</td>
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<tr>
<td>Total Number of Times Encyclopedia Has Been Accessed</td>
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<tr>
<td>Total Number of Videos Uploaded</td>
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<td>Total Number of Video Views (Millions)</td>
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<tr>
<td>Total Downloads of Technical Articles</td>
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<td>Employees Involved in Forums, Newsletters and Workshops</td>
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<tr>
<td>Number of Webinars Downloaded</td>
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<tr>
<td>Number of Webinars</td>
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</tbody>
</table>
Diversity

Schlumberger works in more than 85 countries, many of these for more than 70 years, and employs people who represent over 140 nationalities. The company attracts top performers from around the globe. This broad range of perspectives—experience, education, geography, nationality, culture, gender, and age—stimulates creativity and innovation, helping us maintain our competitive edge. Moreover, our diverse workforce is better able to understand, respond to, and deliver services that meet the unique expectations and requirements of our stakeholders, including customers, suppliers, and shareholders.

National and Cultural Diversity
Schlumberger recruits and develops people proportionally in alignment with our business objectives and the revenue derived from the countries in which we work. This diversity now runs through every layer of the Company, including the top levels of management. Making diversity a business priority has given us access to the best people no matter where they were born, and the result is a diverse melting pot of talent and a unique corporate culture that is global in outlook yet local in practice.

Management Diversity
We have been extremely successful in attracting employees from non-Western nationalities and emerging countries. These employees are now integrated into all levels of the workforce, including senior management. Our Board of Directors reflects the diversity of the Company as a whole. Three of our 10 directors are women. Four are citizens of the United States, two are citizens of Norway, and we have one citizen from each of the following countries—Canada, France, Russia, and Saudi Arabia.

Age Diversity
As oil and gas companies lose the experience and expertise of senior professionals leaving the industry through retirement, it is important to capture their knowledge and pass it on. Schlumberger is dedicated to hiring, training, and retaining younger professionals to take on the leadership roles being vacated. We benefit from the fresh perspectives of these young employees, their recent educational experiences, and worldview paradigms.

Gender Diversity
In line with the United Nations Sustainable Development Goal of achieving gender equality, Schlumberger has been working to address gender balance within our workforce since 1994, when the company set an overall target of having women comprise 15% of our workforce by 2015. We reached this milestone ahead of schedule in 2011. We are proud that in 2015 women made up 16.2% of the Schlumberger workforce—double that of the industry worldwide and represents an increase from 15.8% in 2014.

Today, 19% of our salaried population is female. We have three female presidents, four female GeoMarket managers, and 10 female vice presidents. In 2015, we renewed our commitment to gender diversity by setting a new target of having women comprise 25% of our workforce at all levels of the organization by 2020.

Connecting Women
In 2007, we established Connect Women, an internal global networking community run by and for women in Schlumberger. The Connect Women network enables women and men around the globe to ask questions about and provide guidance on a wide variety of topics that are pertinent to professionals, such as career planning, maintaining a work-life balance, and gender balance. It also helps the Company better understand specific issues affecting women.

Local Connect Women chapters consist of local networks of women engineers and managers who regularly meet to exchange ideas and propose concrete actions to facilitate integration and progression within Schlumberger. This provides a monthly forum for face-to-face networking and is meant to encourage continuous personal and professional development.

Stilettos to Steel Toes, an initiative established in 2009 in partnership with the Society of Women Engineers, challenges female engineering students to consider a nontraditional career in the oil and gas industry by offering the winner of an essay contest a student internship at a Schlumberger campus. The 2015 winner submitted an essay about her plan to use technology to reduce landfill use by creating a cost-effective way of making products comprised of biodegradable materials.

In partnership with Heriot-Watt University in the United Kingdom, Schlumberger offers scholarships for women working on their bachelor’s or master’s degrees in engineering and science. Students must be in their third year or higher and recipients are awarded financial assistance each year for up to three years of study.
"Diversity in our workforce is one of the fundamental aspects that defines Schlumberger culture."

– Patrick Schorn, President Operations

### National and Cultural

- **85** Countries We Work In
- **140** Nationalities Employed

### Stilettos to Steel Toes

- **26** Schools
- **1329** Essays Submitted

- **133,650** Total Prize Money and Scholarships
- **9.1%** Submitters Hired

### Geographic Mix (percentage)

- **18** Latin America
- **30** Middle East
- **31** Europe, CIS, Africa
- **21** North America

### Revenue Contribution (percentage)

- **17** Latin America
- **28** Middle East
- **27** Europe, CIS, Africa
- **28** North America

### Gender Diversity (percentage)

- **16.2** Women in the Company
- **19.9** Women in Junior Management Positions
- **18.2** Women in Management Positions
- **10.3** Women in Top Management Positions
Local Initiatives and Global Impact

At Schlumberger, we believe that actions speak louder than words. Our activities in more than 85 countries exemplify the best of local initiatives that have a global impact.

Because we believe that all sustainability is local, we actively engage with local institutions and coordinate our activities with local initiatives and objectives. Many of these activities are suggested and coordinated by our employees, who volunteer their time and expertise to assist others.
Spotlight on North America

Schlumberger strives to bring value to host countries by hiring locally, training indigenous workers, procuring local supplies and services, and developing local suppliers. Many of these activities are discussed throughout this report. In the section that follows, we highlight a few of the many engagements we have in North America.

Supporting Medical Research
In 2015, nearly 300 Schlumberger employees, family members, and friends in Houston, Texas, participated in the American Heart Association’s Heart and Stroke Walk. Wearing hearts on their sleeves, these participants raised $133,000 and Schlumberger donated another $125,000. Our annual participation in this event honors the memory of more than 150 Schlumberger employees who have died from cardiovascular-related events in the past decade.

The Schlumberger Cycling Club also provides opportunities for employees and their family members and friends to participate in year-round cycling events. With nearly 250 active members ranging in age from 10 to 70, the group’s focus is raising money to fight multiple sclerosis by riding in the annual BP MS 150 event from Houston to Austin. Organized by the National Multiple Sclerosis Society, the two-day ride is the largest fund raising bike event in the world. In 2015, club members raised $165,000 to fight multiple sclerosis.

Schlumberger employees, retirees, and family members participate in numerous health-focused runs and walks each year to help educate and inspire employees about fitness and health awareness. We raise funds for several organizations, including the American Heart Association Heart and Stroke Walk, Susan G. Komen Race for the Cure, Breast Cancer Walkathon, JDRF Diabetes Foundation, the American Cancer Society: Relay For Life, and the March of Dimes.

Canada in the Community
An Employee Charity Contribution Program has been set up as a way for Schlumberger Canada to contribute to the charities that are important to our employees. When an employee supports a Canadian registered charity through a personal donation, the Company will match the donation up to a limit of $200. In 2015, employees donated $9,054.40 and Schlumberger Canada matched this with $6,978.27 for a total donation amount of $16,032.67.

In 2015, the top three Schlumberger employee charities in Canada were:

- Calgary Inter-Faith Food Bank Society
- Multiple Sclerosis Society of Canada
- Movember Canada

Schlumberger Canada’s Literacy for Life—Make the Right Choice program increases the reading and writing ability of students and promotes positive choices among young people. Offered in conjunction with Canada’s Sports Hall of Fame, to date the program has impacted more than half a million students in hundreds of schools across the country. Schlumberger Canada is an exclusive sponsor. Literacy for Life is also a large component of our overall First Nations plan – for more than 10 years we have been bringing books, author visits and workshops to children in the north.
Track Record

Schlumberger was recognized in 2015 by a variety of organizations for excellence in technology development and sustainability innovation. In addition, we have a well-established track record in Environmental, Social, and Governance (ESG) matters and this is annually evaluated against international standards and guidelines.
2015 Awards and Recognition

Many of the awards listed here are for our educational programs, which concentrate on science, technology, engineering, and mathematics (STEM) subjects. These subjects underpin not only our business but also economic growth in every country around the globe. Our focus is on school-age children and women—educational advancement in both groups makes a powerful contribution to developing economies, as well as to the individuals themselves.

We are also widely respected for our advances in technology that help our customers produce oil and gas more efficiently. These efficiencies create sustainability benefits—such as capacity building, economic development, and social investment—while helping our customers conserve natural resources and minimize their environmental footprint.

Getenergy Ltd.: Education & Training Provider of the Year
Once again, NExT, Schlumberger has been awarded the Oil and Gas Education and Training Provider of the Year award. This award recognizes the college, company, or university that consistently develops and delivers industry-leading programs.

Getenergy, a global education and training organization for the energy industry, focuses on designing and operating events that link education provision and the oil and gas industry.

Most Admired Knowledge Enterprises (MAKE) 2015 Global MAKE Award
For the tenth time, the 2015 Global MAKE study recognized Schlumberger for our enterprise-wide knowledge-driven culture and an environment conducive to collaborative enterprise knowledge sharing. The award recognizes organizations that outperform their peers in creating shareholder’s wealth by transforming tacit and explicit enterprise knowledge and intellectual capital into superior products, services, or solutions.

Teleos is an independent research company in knowledge management and intellectual capital areas. The KNOW Network is a global web-based professional knowledge sharing and collaboration network.

President’s Volunteer Service Award
Schlumberger was awarded a Junior Achievement USA Bronze President’s Volunteer Service Award (PVSA) for the 2014–2015 program year. The award is created by the President’s Council on Service and Civic Participation for individuals and organizations who contribute a significant amount of time to volunteer service. Schlumberger volunteers contributed over 5,000 hours of teaching to more than 310,000 students in the Houston area.

The PVSA is the premier volunteer awards program, encouraging citizens to live a life of service through presidential gratitude and national recognition.
Happy Trainees

Schlumberger France was recognized in 2015 by meilleurs-entreprises.com as one of the 10 best companies to be an intern with in the Energy/Environment sector in France, and for the second year running we received the organization’s Happy Trainees award for companies with between 20 and 99 interns.

The Happy Trainees ranking is based on a methodology that values companies who welcome, support, and manage their trainees. The trainees rate the business that employs them in six dimensions.

2015 Africa Employer of Choice Top 100

Schlumberger ranked among the top employers in the Careers in Africa Employer of Choice 2015 Top 100. The company scored highly among the 13,242 professionals focused on working in Africa who completed the Careers in Africa Employer of Choice Survey.

Global Career Company has been at the heart of international recruitment for over 10 years, working with companies across Africa, Asia, and MENA to recruit internationally based graduates and professionals back into jobs within their home countries.

CNNMoney | World’s Top Employers for New Grads (Engineering)

For the CNNMoney list, research firm Universum Global surveyed college students around the world to see where they most wanted to work. Since 2012, students have ranked Schlumberger among the most desirable employers to work for in the world.

Universum Global surveys students and professionals and provides ideal-employer research, full-service communication, and strategic consulting services to more than 1,200 clients globally.

2015 EMEA Top 100 Most InDemand Employers

Schlumberger was ranked 18 of 100 top employers in the Linkedin InDemand list for 2015 based on billions of interactions from LinkedIn members.

The Linkedin InDemand list of top employers represents the most sought-after employers in Europe, Middle East, and Africa.
Interfaith CarePartners Sustaining Presence Award 2015
Interfaith CarePartners honors outstanding corporations and individuals for exemplary community service and for enriching the lives of all. In 2015, Schlumberger was honored with the organization’s Sustaining Presence Award for its contributions to the Greater Houston community over the past several decades.

Interfaith CarePartners cares for weak and vulnerable people as they create, equip, and sustain caring communities.

Global IR Forum Top 50 Silver Ranking
Each year investment professionals vote for the IR Magazine Awards in Europe, Asia, the United States, Canada, and Brazil, and now the combined results identify the best overall IR around the world. Companies in the Global Top 50 have achieved the highest aggregate scores across different award categories and regions during the past year. In 2015, Schlumberger was awarded a Global Top 50 Silver ranking.

IR Magazine is a publication of IR Media Group, a business media company renowned for its magazines, websites, events, and research.

2020 Women on Boards Winning “W” Company 2015
Schlumberger was recognized as a 2020 Women on Boards Winning “W” Company for the year 2015. Winning Companies champion board diversity by having 20% or more of their board seats held by women.

2020 Women on Boards is a non-profit grassroots campaign committed to increasing the percentage of women who serve on U.S. company boards to 20% or more by the year 2020.

EnergyPoint Research Customer Satisfaction Survey
EnergyPoint Research 2015 Oilfield Products & Services Customer Satisfaction Survey recognizes the companies best positioned for a difficult year ahead. In the Oilfield Products Segment, Schlumberger was cited in deepwater applications, completion fluids, drill bits, rotary steerable systems, and two other categories. In the Oilfield Services Segment, Schlumberger was cited in integrated services, wireline logging, logging-while-drilling technology, safety and environmental, ultra-deepwater applications, and eight other categories.

EnergyPoint Research is the only provider of independent customer satisfaction ratings for the oil and gas industry.
2015 Shell Global Services Safety Award
Shell presented Schlumberger with its 2015 Global Services Safety Award in recognition of continued improvement in onsite safety performance, and the proactive management of safety demonstrated by Schlumberger, in particular the publication and roll out of the Schlumberger DROPS Standard.

The Shell Global Services Safety Award promotes the importance of building a strong safety culture within the industry by recognizing and celebrating outstanding safety performance.

2015 ADIPEC Awards
Winning entries represented individuals, companies, and projects that demonstrated qualities of merit, including ethical oversight, sustainability, and benefit to the community—setting benchmarks for best practices in the region and worldwide.

• Best Oil & Gas Innovation or Technology: Sub-Surface
• Geo-Engineered Completion Optimization in a Giant Unconventional Tight Gas Reservoir, Khazzan Field, Oman
• BP Exploration (Epsilon) Ltd., Oman Branch, Schlumberger

The annual Abu Dhabi International Petroleum Exhibition and Conference (ADIPEC) is one of the world’s largest oil and gas educational programs.

E&P Magazine 2015 Meritorious Awards for Engineering Innovation
The following awards were presented to winners who spanned a broad range of disciplines and addressed a number of problems that pose roadblocks to efficient operations. The resulting technological advances opened new and better avenues to the challenging process of finding and producing hydrocarbons worldwide. In 2015, Schlumberger received the following awards:

**Exploration**
• Petrel 2014 User Experience; Schlumberger

**Drill Bits**
• StingBlade Conical Diamond Element Bit; Smith Bits, a Schlumberger company

**Drilling Systems**
• GeoSphere Reservoir Mapping-While-Drilling Service; Schlumberger

**Water Management**
• EPCON Dual Compact Flotation Unit; Schlumberger

2015 World Oil Awards

• Best Drilling and Completion Fluids Award: RHELIANT PLUS drilling fluid system, M-I SWACO, a Schlumberger company
• Best Drilling Technology Award: GeoSphere reservoir mapping-while-drilling service, Schlumberger
• Best Exploration Technology Award: 3D mapping of reservoir saturation from crosswell electromagnetic in horizontal wells, Saudi Aramco and Schlumberger

The World Oil Awards seek to recognize and honor the upstream industry’s top innovations and innovators.
Spotlight on New Technology Awards

The Offshore Technology Conference (OTC) recognizes innovative technologies each year with the Spotlight on New Technology Awards. In 2015, Schlumberger was awarded the following:

**GeoSphere Reservoir Mapping-While-Drilling Service**
GeoSphere® reservoir mapping-while-drilling service reveals subsurface-bedding and fluid-contact details more than 30 meters from the wellbore. This reservoir-scale view provides an unprecedented depth of investigation, enabling operators to optimize landing, maximize reservoir exposure, and refine field development plans using deep-directional measurements enabled by real-time interpretation solutions.

**Multiphase Compressor**
The OneSubsea® Multiphase Compressor is the world’s first and only true subsea wet gas compressor. The multiphase compressor represents a breakthrough in technology, enabling compression of the unprocessed well stream without any need for pre-processing. The technology was primarily developed to increase recovery rates and to cost-effectively increase the tieback distances of subsea gas fields.

**Quanta Geo Photorealistic Reservoir Geology Service**
Quanta Geo® photorealistic reservoir geology service redefines imaging in oil-base mud to provide highly detailed, core-like microresistivity images that visually represent formation geology. These images enable confident visual identification of facies and determination of directional trends, thus reducing uncertainty in reservoir models, making better field development plans, and quantifying project economics.

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*The Offshore Technology Conference (OTC) is the world’s largest trade show for offshore resources in drilling, exploration, production, and environmental protection. OTC is sponsored by 13 industry organizations and societies.*
Global Reporting Initiative G4 Disclosures

The Schlumberger 2015 Global Stewardship Report was developed using the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines as our main reference. The GRI guidelines help businesses, governments, and other organizations measure and report their sustainability performance in the areas of economic, environmental, and social impacts.

In addition to using the GRI guidelines, we have been influenced by guidelines issued by the International Petroleum Industry Environmental Conservation Association; American Petroleum Institute; International Association of Oil & Gas Producers; and the Sustainability Accounting Standards Board. These organizations include indicators and reporting elements to help companies report on priority issues.

Material issues for the oil and gas industry include a range of environmental, social, and governance topics. Based primarily on information obtained through regular and ongoing interaction with our customers, Schlumberger reports on data that is relevant to our company performance and to our external audiences and stakeholders. The content in this report was chosen based on a materiality review using the criteria of applicability, degree of impact, and risk. When an indicator is deemed to be useful, we provide reliable and verifiable data to the greatest extent possible utilizing internal data collection systems.

In addition, we have engaged Pricewaterhouse-Coopers (PwC) to review our processes and procedures and to verify a sample of the data listed below. PwC has expressed a limited assurance that our data are in all material respects fairly presented and in accord with guidelines used by Schlumberger.

The table that follows identifies and maps specific GRI and IPIECA reporting indicators by providing page locations for information covered in this report, which is specific to Schlumberger.
## Governance

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<th>Standard Disclosure</th>
<th>Standard Disclosure Title</th>
<th>IPIECA Indicator</th>
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<tbody>
<tr>
<td>G4-34</td>
<td>Governance structure of the organization</td>
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</tr>
<tr>
<td>G4-38</td>
<td>Composition of the highest governance body and its committees</td>
<td></td>
<td>5, 6</td>
</tr>
<tr>
<td>G4-39</td>
<td>Report whether the Chair of the highest governance body is also an executive officer</td>
<td></td>
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<tr>
<td>G4-40</td>
<td>Nomination and selection processes for the highest governance body and its committees</td>
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<td>5, 6</td>
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<tr>
<td>G4-41</td>
<td>Processes for the highest governance body to avoid and manage conflicts of interest</td>
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<tr>
<td>G4-45</td>
<td>Highest governance body's role in the identification and management</td>
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<tr>
<td>G4-46</td>
<td>Highest governance body's role in reviewing the effectiveness of the organization's risk management processes</td>
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<tr>
<td>G4-51</td>
<td>Remuneration policies for the highest governance body and senior executives</td>
<td></td>
<td>6</td>
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## Ethics and Integrity

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<td>G4-56</td>
<td>Organization's values, principles, standards, and norms of behavior</td>
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<tr>
<td>G4-57</td>
<td>Internal and external mechanisms for seeking advice</td>
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<tr>
<td>G4-58</td>
<td>Internal and external mechanisms for reporting concerns</td>
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<tbody>
<tr>
<td>G4-EC1</td>
<td>Direct economic value generated and distributed</td>
<td>SE4, SE13</td>
<td>6, 43</td>
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<tr>
<td>G4-EC2</td>
<td>Financial implications and other risks and opportunities for the organization's activities due to climate change</td>
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</table>

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<tbody>
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<td>G4-EC6</td>
<td>Proportion of senior management hired from the local community at significant locations of operation</td>
<td>SE6</td>
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<tr>
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<td>Development and impact of infrastructure investments and services supported</td>
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<tr>
<td>G4-EC9</td>
<td>Proportion of spending on local suppliers at significant locations of operation</td>
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<tbody>
<tr>
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<tr>
<td>G4-EN3</td>
<td>Energy consumption within the organization</td>
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<td>G4-EN4</td>
<td>Energy consumption outside the organization</td>
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## Energy

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<tr>
<td>G4-EN6</td>
<td>Reduction of energy consumption</td>
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<tr>
<td>G4-EN7</td>
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<td>G4-EN8</td>
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<td>G4-EN10</td>
<td>Percentage and total volume of water recycled and reused</td>
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<tbody>
<tr>
<td>G4-EN12</td>
<td>Description of significant impacts of activities, products, and services on biodiversity in protected areas</td>
<td>E5</td>
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<td>Habitats protected or restored</td>
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## Emissions

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<tbody>
<tr>
<td>G4-EN15</td>
<td>Direct greenhouse gas (GHG) emissions (Scope 1)</td>
<td>E1</td>
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<td>Energy indirect greenhouse gas (GHG) emissions (Scope 2)</td>
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<tr>
<td>G4-EN19</td>
<td>Reduction of greenhouse gas (GHG) emissions</td>
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<tbody>
<tr>
<td>G4-EN23</td>
<td>Total weight of waste by type and disposal method</td>
<td>E10</td>
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<tr>
<td>G4-EN24</td>
<td>Total number and volume of significant spills</td>
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<td>G4-EN25</td>
<td>Weight of hazardous waste transported, imported, exported, treated, and shipped internationally</td>
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<tbody>
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<td>G4-EN27</td>
<td>Extent of impact mitigation of environmental impacts of products and services</td>
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<tbody>
<tr>
<td>G4-EN29</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations</td>
<td>Annual Report</td>
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## Overall

<table>
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<tbody>
<tr>
<td>G4-EN31</td>
<td>Total environmental protection expenditures and investments by type</td>
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</table>
Aspect: Supplier Environmental Assessment

G4-EN32 Percentage of new suppliers that were screened using environmental criteria
G4-EN33 Significant actual and potential negative environmental impacts in the supply chain

Category: Social

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Sub-Category: Labor Practices and Decent Work

G4-LA6 Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities HS3 38–40
G4-LA7 Workers with high incidence or high risk of diseases related to their occupation HS2 38–41

Aspect: Training and Education

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G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees by assisting them in managing career endings SE17 56
G4-LA11 Percentage of employees receiving regular performance and career development reviews SE17 56

Aspect: Diversity and Equal Opportunity

G4-LA12 Composition of governance bodies SE15 58, 59
G4-LA14 Percentage of new suppliers that were screened using labor practices criteria 9
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Aspect: Investment

G4-HR1 Number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening SE8 44

Aspect: Child Labor

G4-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor SE8, SE9 11, 44

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Aspect: Supplier Human Rights Assessment

G4-HR10 Percentage of new suppliers that were screened using human rights criteria SE9 9, 45
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Sub-Category: Society

Aspect: Local Communities

G4-S01 Percentage of operations with implemented local community engagement, impact assessments, and development programs SE1 49, 50, 60, 61
G4-S02 Operations with significant actual and potential negative impacts on local communities SE1 49, 50

Aspect: Anti-Corruption

G4-S03 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified SE11, SE12 9–11
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Aspect: Public Policy

G4-S06 Total value of political contributions SE13, SE14 5

Aspect: Anti-Competitive Behavior

G4-S07 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes 9–11

Aspect: Supplier Assessment for Impacts on Society

G4-S09 Percentage of new suppliers that were screened using criteria for impacts on society SE12 9
G4-S10 Significant actual and potential negative impacts on society in the supply chain SE12 45–47

Category: Social

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Aspect: Customer Health and Safety

G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement HS4 18–22

Aspect: Marketing Communications

G4-PR6 Sale of banned or disputed products HS4 9, 10