

OUR 6 COMMON VALUES

Safety, Health, Environment and Sustainability

Safety of people in their workplace and when moving for business, must be a **priority** and a permanent attention shall be paid to achieve the “0” **accident or incident**.

The SAIPEM group LIHS (Leadership In Health and Safety) program must be a permanent guide: “**The Safer we become, the Better we are**” ...in other words “**From Safety to Excellence**”

With a responsible and proactive **behaviour**, we do every thing we can to **avoid any unacceptable risk** in our activities for people and for the environment.

Actions aimed at **Sustainability** are developed to assure a long term Company growth and create values.

Satisfaction of our Clients

The first objective of each employee is to always **satisfy his Client**, in the frame of contractual services to be provided, and to gain the Client's confidence by adopting a **professional, constructive and proactive behaviour**.

Employees shall not only meet their Clients needs but also **anticipate their expectations** in order to develop the **Client loyalty** and reinforce the Company **corporate image**.

Ethic

Everybody is committed to **respecting the Company “Code of Ethics**, as the ensuing values are fundamental for the effectiveness, reliability, **reputation** and improvement of the social context in which Sofresid Engineering sa operates.

A SAIPEM **Compliance Committee** ensures that the code is respected and especially that all activities and behaviours are provided within a framework of **transparency**.

Excellence

The **optimal Quality** of services must be for everyone the target to achieve and **continuous improvement** must be a major objective to achieve **Excellence**.

The Company promotes the professional and training expectations of all its personnel to develop **professional fulfilment**.

The Company is also committed to **maintaining quality of work conditions**.

Innovation

Innovation must be developed in all Company activities as it is the source of **competitiveness**.

To maintain the **Company's business success**, all personnel must be proactive and capable to fit the environment which is in permanent evolution.

Communication

Communication is of paramount importance to reinforce and increase the **performance** through **solidarity and team spirit**. It allows strategy alignment and the **transparency** required for progress.

Everyone has the **duty to quickly alert** his hierarchy to all concerns that could affect **values**, interests and performance of the Company.

Montigny-le-Bretonneux, 15/05/2014

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