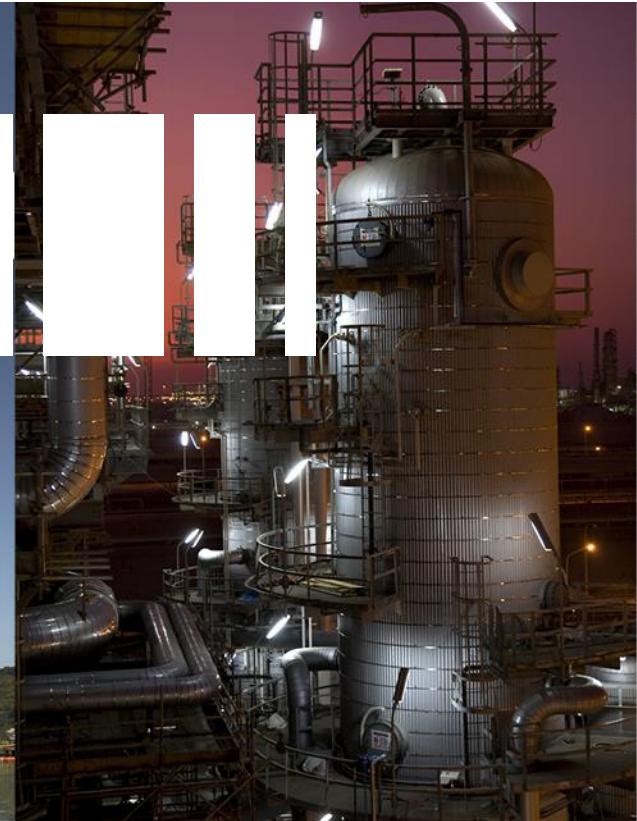


Technip Oceania – Top Employer Accreditation



Darren Yeoh – Vice President, Human Resources
2014 Australian Resource People Summit, 30 May



Technip Today

- Technip is a world leader in project management, engineering and construction for the energy industry
- **We are active in three key business segments: Subsea, Offshore and Onshore**

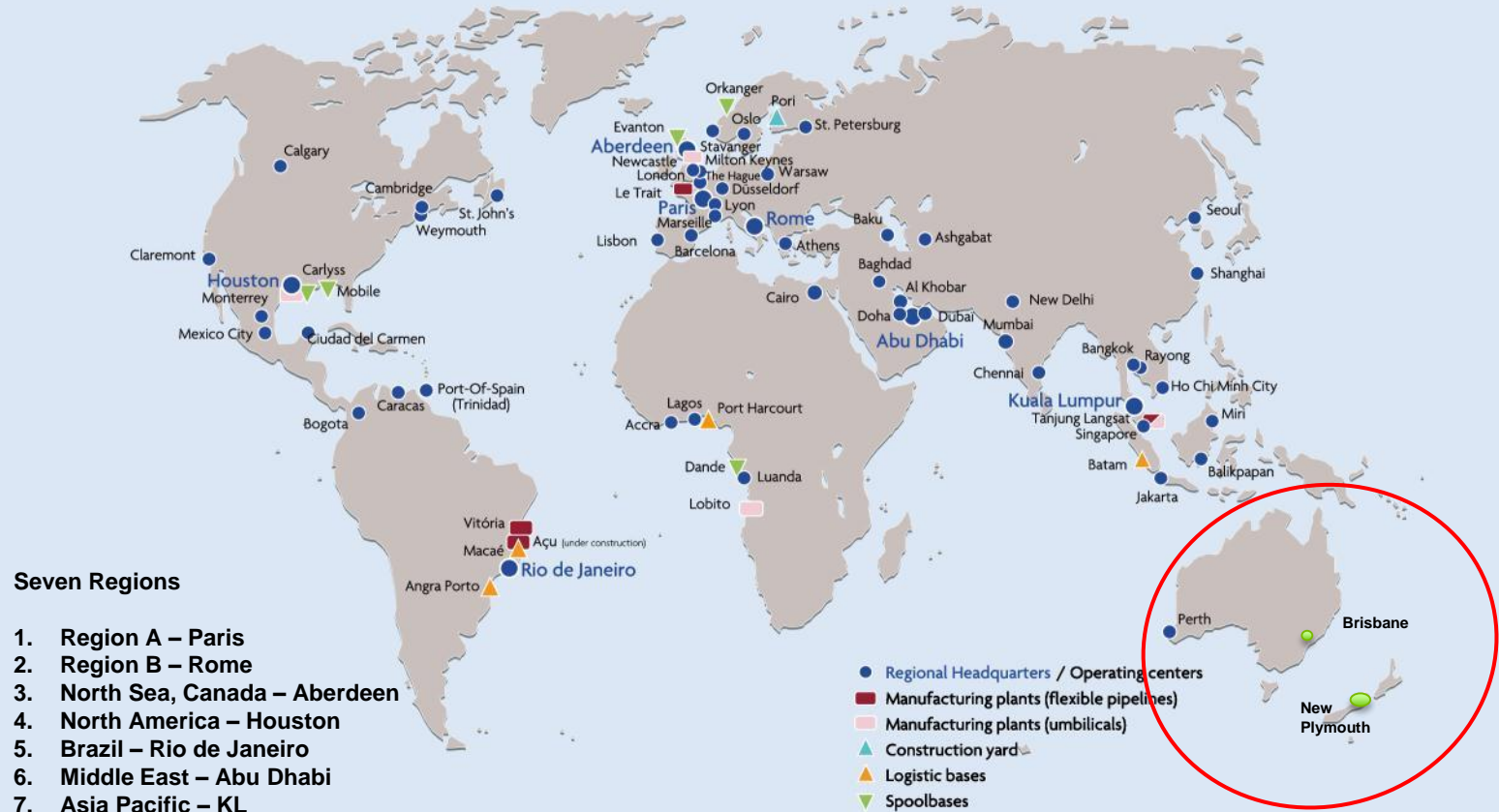


Energy is at the core of Technip

A Unique Worldwide Footprint

A UNIQUE FLEET

To undertake our offshore operations, we operate a specialized fleet comprised of **32*** vessels (of which 4 are under construction) which is unique in the industry.



Top Employer Accreditation

We are proud to have been certified as a Top Employer 2014 for Australia and the Asia Pacific region.

Worldwide, we are a Top Employer in 2014 in 19 countries.





Why be involved in Top Employer?

- To verify with an independent organisation that we are at or approaching best practice with our HR policies and strategies
- To highlight to our employees and potential employees, that we are an employer of choice

This independent certification, delivered by the Top Employers Institute, underlines the quality of our HR policies and showcases our dedication to the development of our people

Business Activities Assessed



Primary Benefits

- Monetary benefits
- Pay policy
- Performance pay



Secondary Benefits and Working Conditions

- Non-monetary benefits
- Work-life balance
- Employee well-being



Training and Development

- Talent management
- Employee competencies
- Development programs



Career Development

- Succession planning
- Career paths
- Performance management



Culture Management

- Organisation's ability to establish a strong culture
- Employer branding
- Induction



Technip Oceania's Summary Performance

Scoring details Technip Oceania:

- Absolute score: 70% (% of maximum, attainable score)
- Relative score: 83% (% of maximum realised score)
- **Minimum score for certification is 60% (Relative score)**

Top 5 Companies Overall:

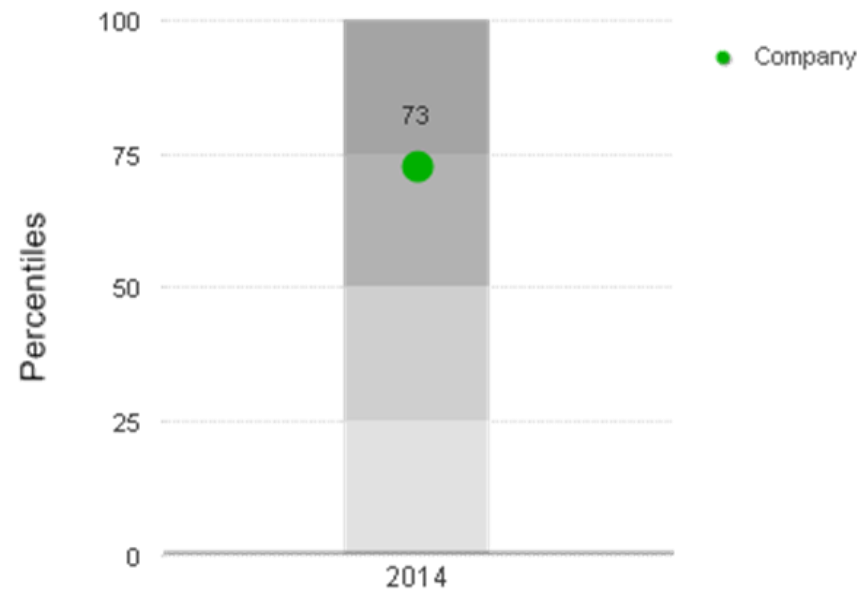
- SABIC India
- Valeo India
- SABIC Singapore
- Orange India
- Technip Malaysia

Secondary Benefits & Working Conditions



Absolute Score 68.3%

Relative position 73%



NOTE: Percentile is the relative position compared with other participants
A percentile of 63, means that 37% of the participants have a higher score and 63% have a lower score

Secondary Benefits & Working Conditions



Flexible Work Arrangements

Provision of flexible work arrangements for employees such as a reduction in hours or work, alteration to start and finish times and working from home arrangements



Top Employers that offer above-average 'work-from-home' facilities show significantly lower staff turnover rates across all job levels.

Secondary Benefits & Working Conditions



Health and Income Protection Insurance

Employees and family members covered by fully subsidised Gold Hospital cover and Super options for extras through HIF



Income Protection – 75% of base salary after one month waiting period



Secondary Benefits & Working Conditions



9 Day Fortnight - RDO

1

- Technip Oceania employees have the option of working a 9 day fortnight:
- 4 x 9 Hour days (Mon to Thur) one 8 Hour day (Friday)
- 4 x 9 Hour days (Mon to Thur) one RDO (Friday)



Secondary Benefits & Working Conditions



Recognition of High Performers

Annual Salary Increase

Performance Awards

Strong Link to Performance

Cash and Shares Plan

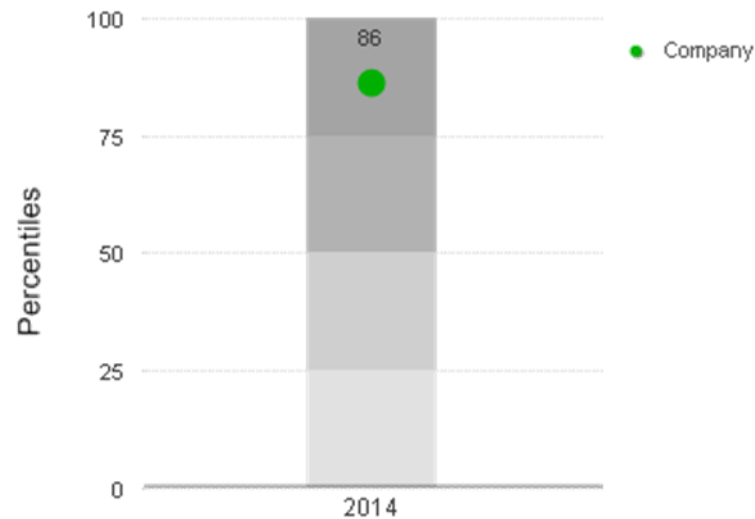
Bonus Scheme

Culture Management



Absolute Score 75.4%

Relative position 86%



NOTE: Percentile is the relative position compared with other participants
A percentile of 63, means that 37% of the participants have a higher score and 63% have a lower score



Employee Engagement

Annual Employee Survey:

- Results shared
- Action plan developed
- Budget allocated

Top Employers that develop action plans for improvement and allocate a specific budget for this, show a significantly higher succession rate.



Team Building

2

- Annual team building event
- Budget allocated and team determines activity
- Incentive to “joint venture” between departments/teams
- Incentive to choose activities that support the community

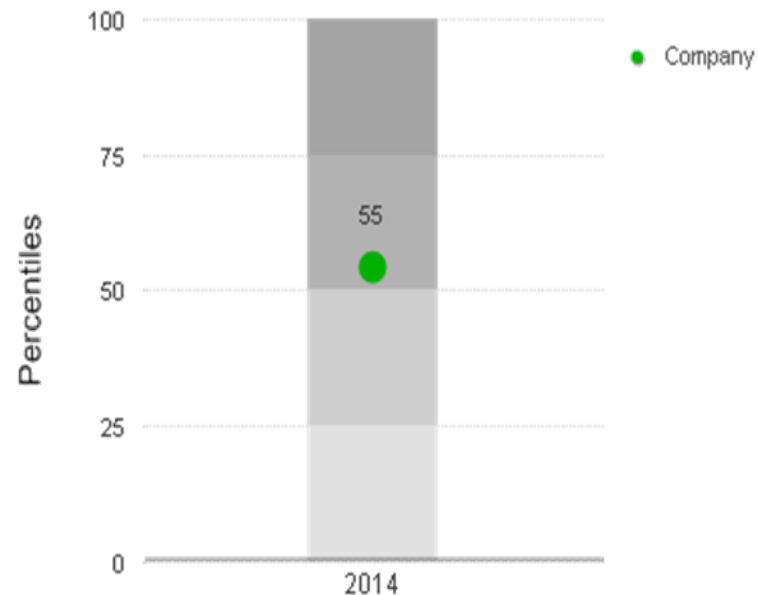


Career Development



Absolute Score 77.5%

Relative position 55%



NOTE: Percentile is the relative position compared with other participants
A percentile of 63, means that 37% of the participants have a higher score and 63% have a lower score

Career Development



Practices to increase internal succession rate

Training:

- In-house
- External
- Lunch and Learn
- Technip University
- PLDP – Project Leadership Development Plan

Top Employers that apply formal succession practices and that provide employees with unrestricted access to the competencies needed for future roles show significantly higher internal succession rates.

Career Development



3

At TPO we strive to attract, retain, engage, develop, promote and retain women to maintain a gender diverse culture necessary for the long term success of the business



International
Women's Day



Career Development



Definition of Career Paths

4



Talent Management Program

- Annual People Review
- Identification of high performers
- Mentoring
- Succession Planning



International Assignments:
35 Employees currently on assignment with more in the pipeline.

5

Opportunities to Improve

Report and information supplied by Top Employers provides opportunity to benchmark ourselves against global organisations and measure performance year on year.

Results reveal areas for growth and opportunity.



Thank you

