



energia per ispirare il mondo

**Safety Gala Albania**  
Andrea Romeo, Head of Env. & Audit HSEQ

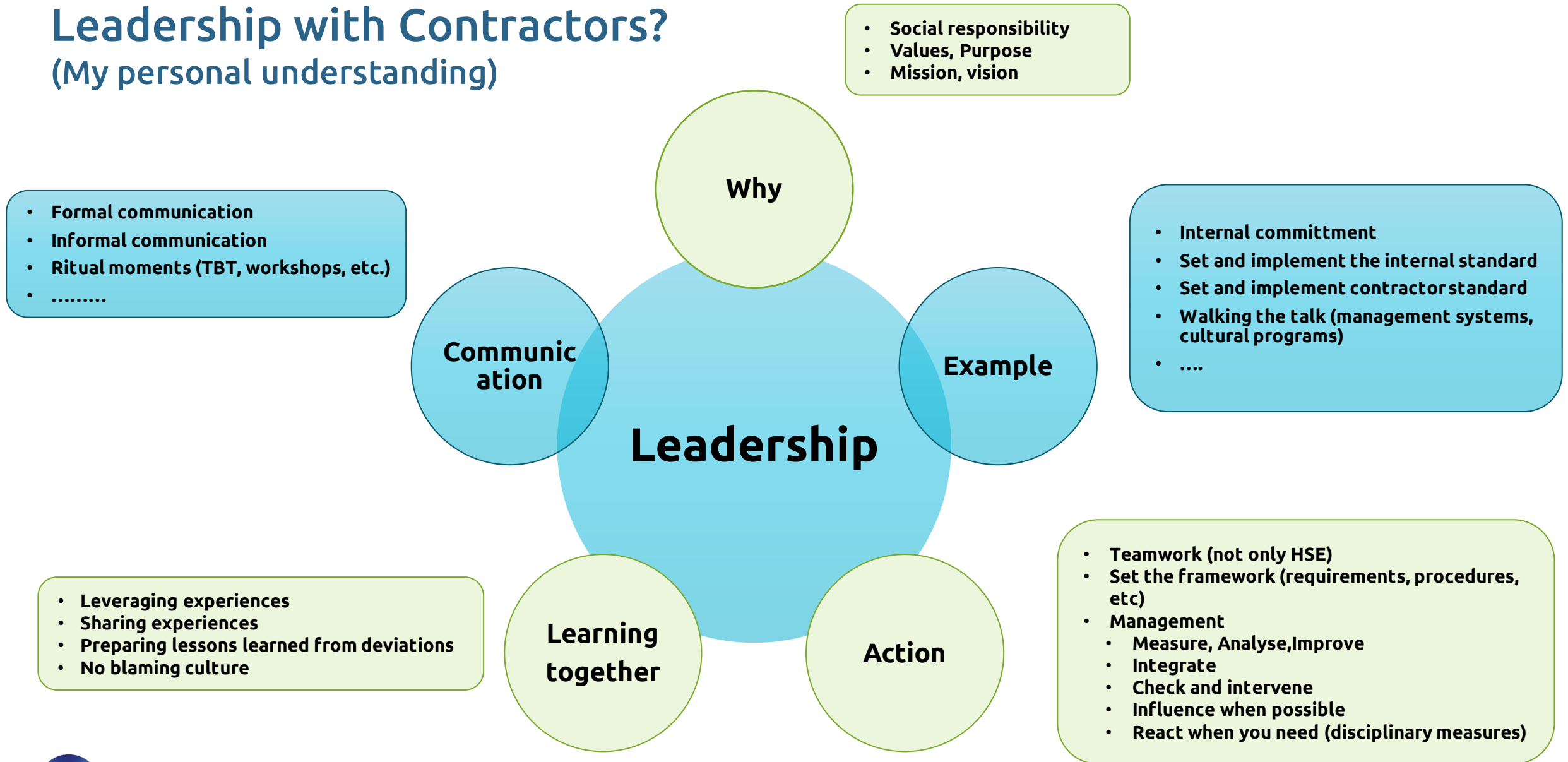
Tirana, June 22<sup>nd</sup> 2023

# What is leadership?

- People don't buy what you do; **they buy why you do it**. And **what you do simply proves what you believe** (Simon Sinek)
- ...When you become a leader, **success is all about growing others** (Jack Welch, former GE chairman and CEO)
- Leadership is a **set of behaviors used to help people align their collective direction, to execute strategic plans, and to continually renew** an organization (McKinsey)
- Leadership is a **process of social influence**, which maximizes the efforts of others, towards the achievement of a goal (Kevin Kruse, CEO LEADx)
- Leadership is the **ability ..... to influence and guide followers or members of an organization, society or team**
- If your actions **inspire** others to **dream more, learn more, do more and become more**, you are a leader (President John Quincy Adams)



# Leadership with Contractors? (My personal understanding)





# Snam Values

What are our values, vision and missions?

<p>WE CONNECT TO BUILD OPPORTUNITIES</p> 	<p>WE PROMOTE SAFETY</p> 	<p>WE SUPPORT THE CHANGING WORLD</p> 	<p>WE SHAPE THE FUTURE</p> 
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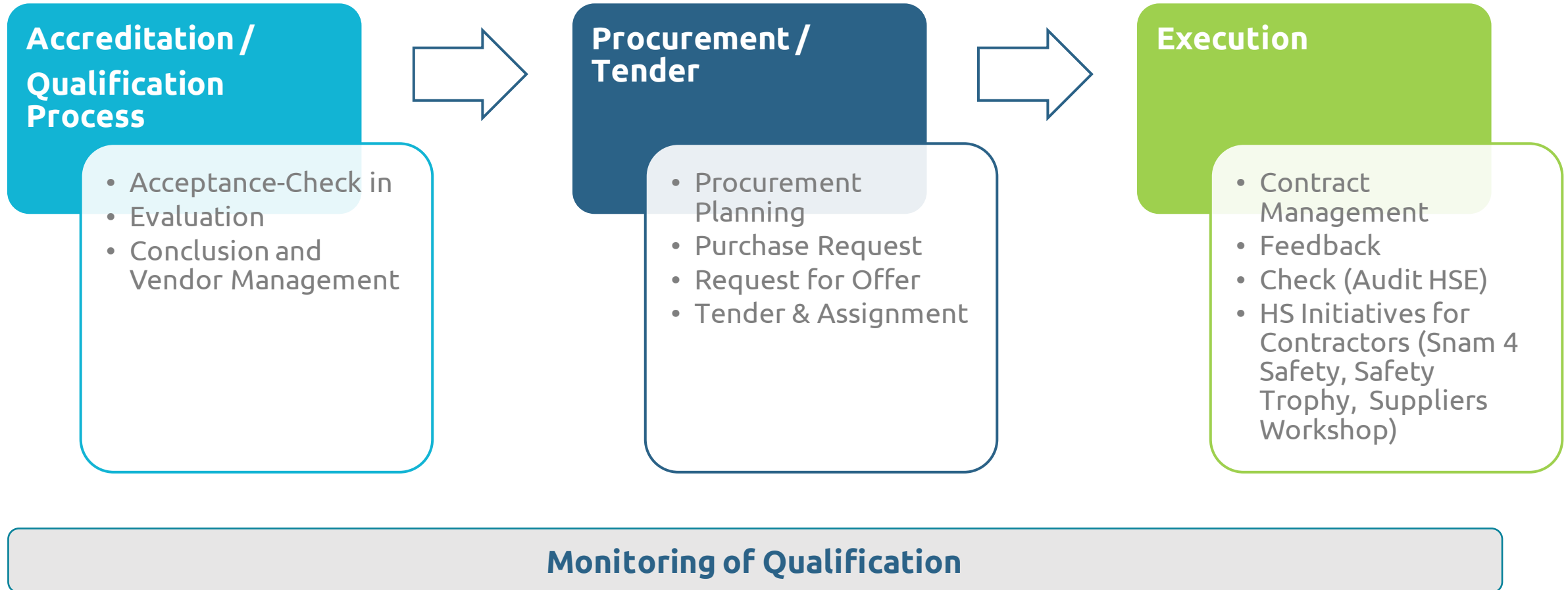
We like to do things right and ensure safety. We improve every day, combining company processes with real progress for the benefit of all stakeholders. By operating safely, we take care of the communities and the environment in which we live, assuring stable supplies of energy to Europe: the heat and light we all rely on.

*We act for continuous improvement every day because safety is a value that impacts on everyone's professional and personal life.*



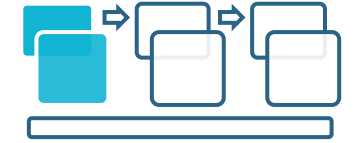
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# Snam Contractors' Management\*



# Accreditation / Qualification Process

Dedicated Process  
rule



**Purpose :** identification and evaluation of Contractors with a **high professional and ethical standard**, adhering to the **values and principles** of the Snam Group, including the **promotion of a safe and healthy workplaces** and **environmental protection**.

## Regulatory requirements

- Social security contributions declarations
- Licenses, accreditation to professional bodies etc.
- Compliance with law (public procurement, safety, ecc.)

## Ethical Requirements

- Code of ethics
- Procedures to prevent risks
- Anti-mafia
- Compliance with the contents of the «Ethics and Integrity Pact»

## Business Requirements

- HSEQ
- Economic - Financial stability
- Organizational structure

The **Vendor List** is the set of Contractors that received a green light with reference to a specific Group of goods\*:

## Vendor List: December 2022

- **Contractors** ~ 3250
- **Group of goods** ~ 650
- **Qualifications/Accreditations processes** ~ 8400

~ 2000  
**Processes under Qualification  
and Renewal**

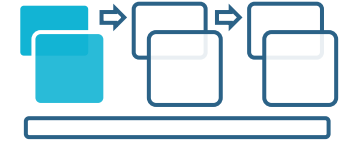


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\* Goods are classified according to **four levels of criticality (A, B, C and D)** that are assigned to each group of goods according to their **technological complexity** and the **impact on Snam's business and performance**.

# Accreditation / Qualification Process

Dedicated Process Rule



## 1 Acceptance-Check in:

- Self-application/Internal proposal of a Contractor/Group of goods
- Admission to the qualification/accreditation process either for application, or extension, or renewal

## 2 Evaluation

Carried out through dedicated APP

Group of goods	Level of Criticality	Quality	Environment	Health and Safety
Works, Services, Goods	A, B,C	ISO 9001 certificate	ISO 14001 or EMAS certificate	ISO 45001 certificate
Works	C	<u>OR</u> Management system manual or the "Operation control management procedure.	<u>OR</u> <u>Procedures related to:</u> <ul style="list-style-type: none"> <li>• Environmental emergency management</li> <li>• Waste management/register</li> <li>• Identification, management and monitoring of environmental aspects</li> </ul>	<u>OR</u> <ul style="list-style-type: none"> <li>• Risk assessment</li> <li>• Procedures related to PPE, HazMat, equipment &amp; tools, and emergency mngt</li> <li>• Mandatory training</li> <li>• Mandatory appointments</li> <li>• OH management requirements</li> <li>• HS Organization</li> </ul>
Services	A-B			
Services	C	<u>OR</u> Respect of the principle of quality service delivery	<u>OR</u> Environmental law compliance	<u>OR</u> OH&S law compliance
Goods	A, B,C	-	<u>OR</u> Environmental law compliance	<u>OR</u> OH&S law compliance

## 3 Conclusion and Vendor Management

If the checks have been completed with a green light the Contractor enters the VL with «qualified/accredited» status.

Vendor Management Activities:

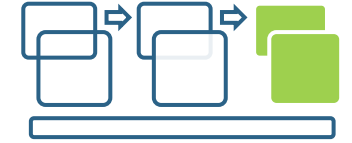
- Contract manager feedback
- Activities of Compliance monitoring



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# Execution – Contract Management

Dedicated process  
rules



## Kick-off meeting

- Presentation, Discussion, update if needed and finalization of **IRAD** or **SCP\***



## Application order

- Issuing, management and approval of application order (for open contract)
- **Specific HSE requirements** are integrated if needed



## Execution

- Site supervision through internal or external personnel
- Performance monitoring
- Intermediate feedback (**HSE as a part of it**)



## Closing

- Validation of works
- Administrative management
- Final feedback (**HSE as part of it**)



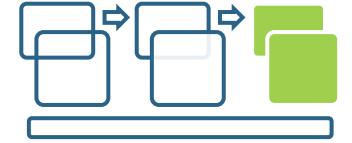
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\* IRAD: Interference risk assessment document (maintenance works, services, low risk activities)  
SCP: Safety coordination plan (construction sites)



# Execution – Intermediate/Final Feedback

Dedicated process  
Rule



- Prepared by the **Contract Manager**
- The **Contract Manager** considers also **HSE site evidences**
- In case of **negative feedback**, depending on the extent of the contractual violation, **actions might be undertaken** such as:
  - **Warning**
  - **Limitation**
  - **Qualifications suspensions**
  - **Qualifications withdrawal**

For suspensions, a **detailed taxonomy is implemented (HSE, Quality, Behaviour, Punctuality)** within the process. In the following some examples related to HSE:

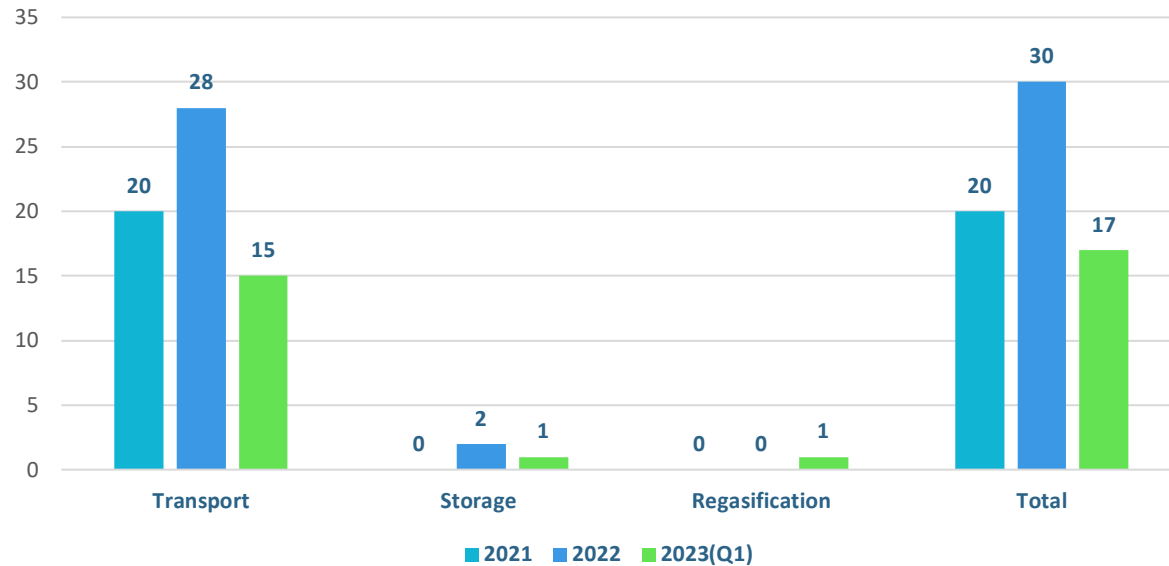
Lack of training/information on the HSE aspects of the personnel on the construction site	2 months
Serious violation of the HSE regulations in the working areas assigned to the Contractor by the Customer	4 months
Fatality or occupational accident with more than 60 days prognosis	6 months



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# Execution - Contractors HSE Audit

Contractors HSE Audit  
2021-2022- 2023 (Q1)



## Year 2022:

- **30 audit HSE (+ 50% vs 2021)**
- **Main findings:** documentation mngt, use of PPE and maintenance of equipment/vehicles.

## Plan 2023

### Audit HSE Contractors (42)

- Transport: 38 (18 network, 3 plans, 17 construction)
- Storage: 2
- Regasification: 2

**+ 43% vs 2022**

## First quarter 2023:

- **17 audit HSE**
- **92 Total findings**
- **Main findings:** site documentation, maintenance of equipment/vehicles, emergency plans, fire prevention, PPE, HazMat mngt, driving s and waste mngt.

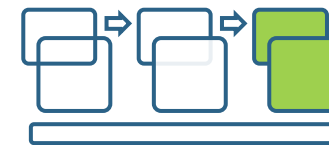


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# Snam4Safety

## Main streams and initiatives



**SAFETY  
OBSERVATIONS**

**L.I.H.S.  
TRAINING**

**K.P.I.  
DASHBOARD**



**SAFETY  
MOMENT**

**NEAR  
MISS**

**SAFETY  
EXPERT POOL**



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# Safety Expert Pool

People with the purpose of strengthen the Safety Culture of contractors



They do not replace existing roles and responsibilities but supplement them



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# Safety Trophies

## What are our Safety Trophies?





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**Thanks for your attention!**  
Andrea Romeo, Head of Env. & Audit HSEQ

Tirana, June 22<sup>nd</sup> 2023