



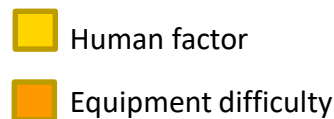
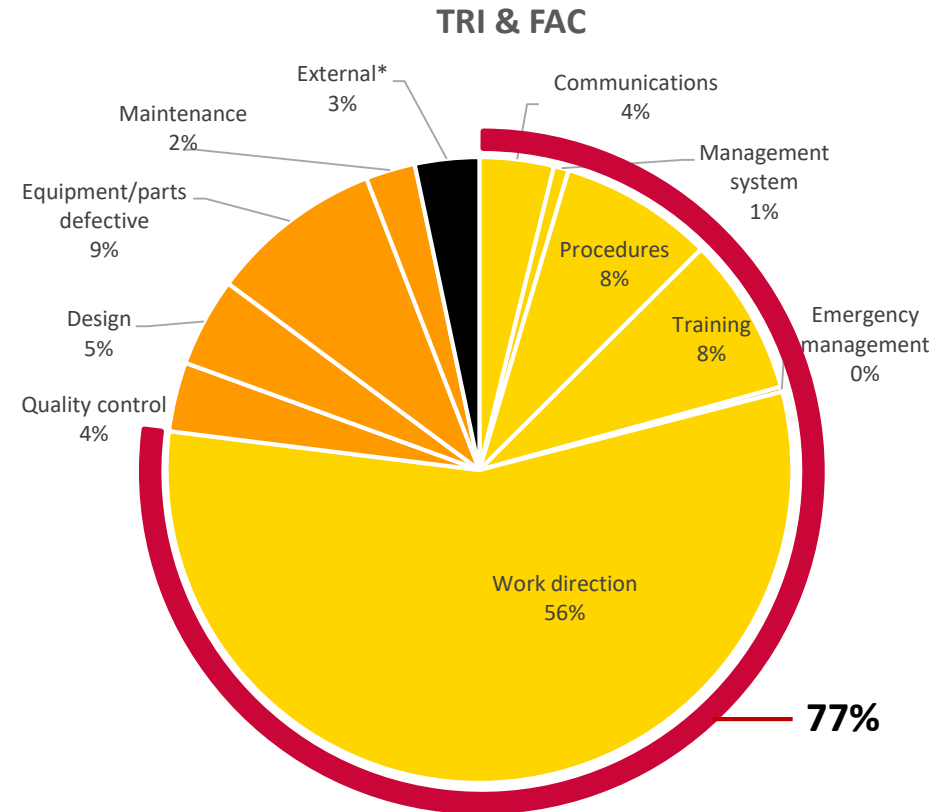
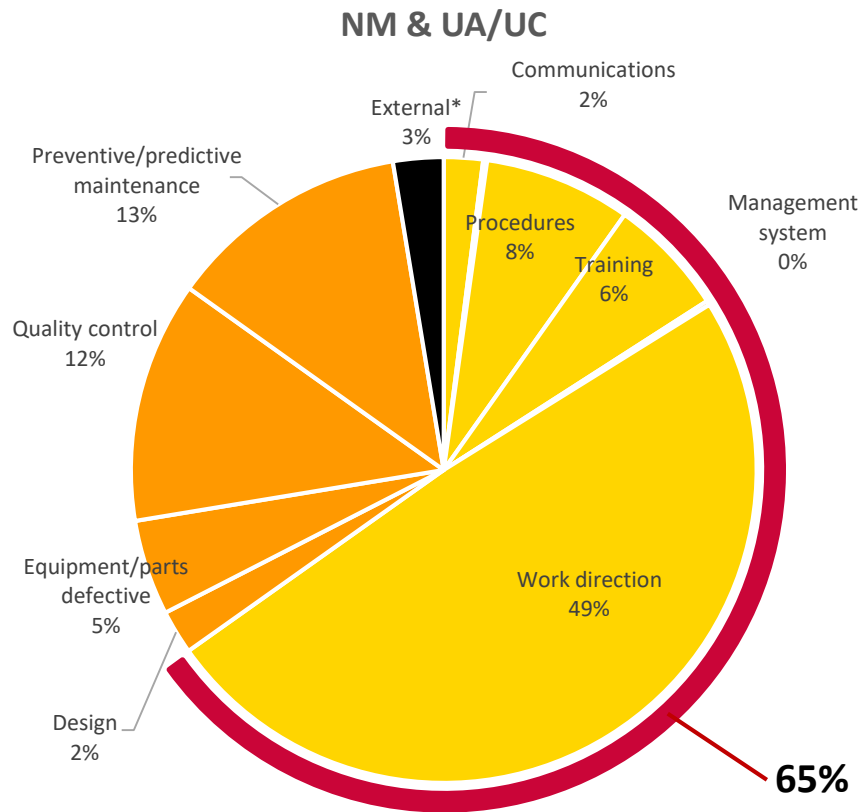
Pact for Safety – a new tool to address the human factor

Gustavo Calderucio Duque Estrada, PhD

HSE Manager, Eni Albania

Tirana, 23/06/2022

TRI, FAC, NM & UA/UC causal factors – 2021



* Natural disaster, sabotage, commuting road and pedestrian, animals attack.

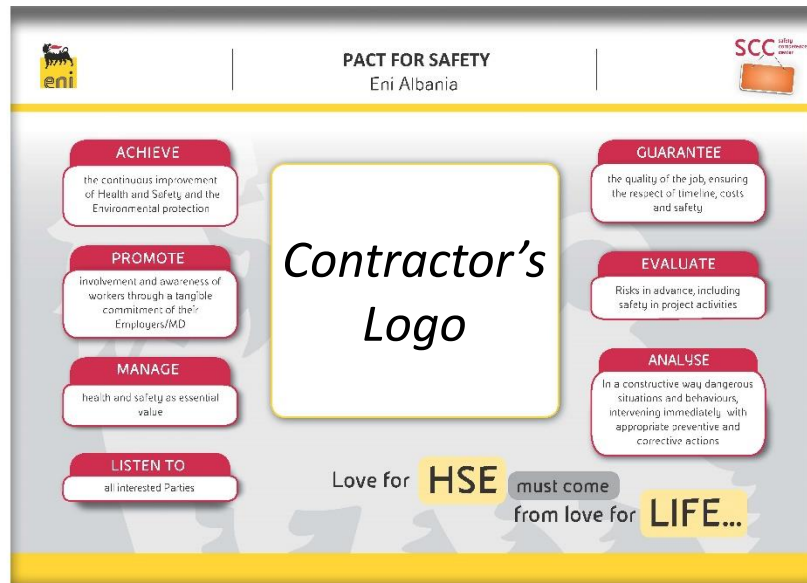
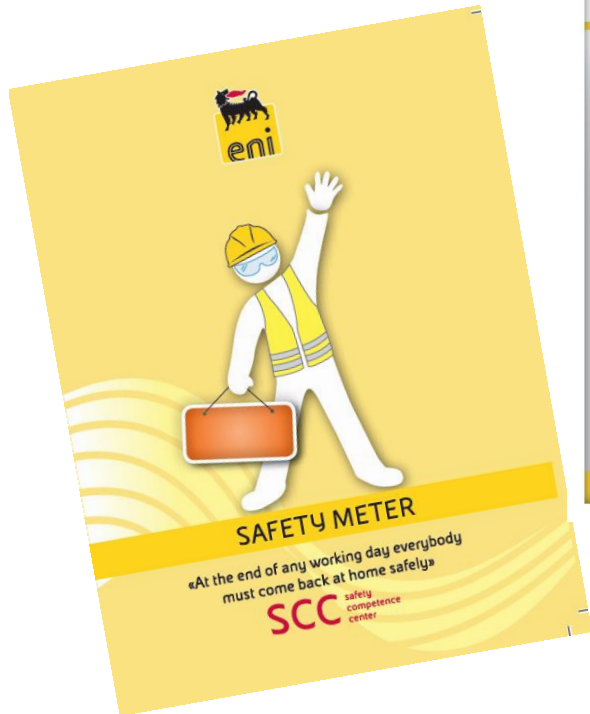
Main root cause identified: Human Factor

- **Work direction:** work preparation, selection of worker & supervision not properly performed.
- **Operating procedures:** not used/not followed, wrong or followed incorrectly.
- **Human engineering:** human machine interface and work environment not adequate.



Pact for Safety

To address the human factor Eni has developed and the “**Pact for Safety**”, a new tool that is an agreement and a partnership among Eni and its Contractors for the improvement and promotion of safety culture.



Not simply a nominal event, but really a **public commitment** between the Company and Contractor's Employers



Toolbox & Actions for the improvement of safety



What is the Toolbox of the “Pact for Safety”?

A set of tools and actions to be applied with the aim to «improve the culture of safety» starting from sharing a commitment



«Pact for Safety» - Commitment and Toolbox & Actions

Achieve

the continuous improvement of health and safety

Promote

involvement and awareness of workers through a tangible commitment of their Employers

Manage

health and safety as essential value

Listen to

all interested Parties

The Toolbox for the «Pact for Safety»

- Information and training
- Check of vehicles, tools and equipment
- Inspection site activities
- Interviews on site
- SMART Objectives
- Safety tours
- «Safety Meter»
- Tool Box Talk

Tools for management and monitoring

- Safety Performances Index (SPI) trough SIGEM Register

The application of Pact for Safety

- Contractor - Site

Guarantee

the quality of the job, ensuring the respect of timeline, costs and safety

Evaluate

Risks in advance, including safety in project activities

Analyse

In a constructive way dangerous situations and behaviours, intervening immediately with appropriate preventive and corrective actions



“Safety Meter” – General Principles

The Safety Meter is based on a score system, influenced by contractor’s workers’ behavior.

SCOPE
MAKE ALL WORKERS AWARE THAT DANGEROUS BEHAVIORS ARE NOT ALLOWED WHILE VIRTUOUS BEHAVIORS ARE CELEBRATED

HOW DOES IT WORK:
ALL WORKERS WILL RECEIVE THE SAFETY METER

In front of virtuous behaviors, some points will be assigned as safety award

In front of dangerous behaviors, some points will be decreased

Example of proactive/virtuous behaviour		Points
1	To barricade a potential dangerous area even if not required	1-2
2	To report a situation of poor housekeep in the workplaces (even those left dirty and messy by other Contractors)	
3	To install safety signs in a more visible and effective way	
4	To report preventive/protection measures not properly suitable/checked/certified	
5	To report an unsafe act/condition and a near miss	
6	To apply the stop work authority anytime with everyone	

SAFE BEHAVIOURS (Green to Yellow)

- AWARD
- GAINED POINTS
- WRITTEN PRAISE
- VERBAL PRAISE
- VERBAL REBUKE
- WRITTEN REBUKE

UNSAFE BEHAVIOURS (Orange to Red)

- ACTIONS BY SAFETY TEAM/EMPLOYERS (-5)
- TO SHADOW BY SAFETY TEAM (-10)
- BEST TRACK TRAINING PROCESS (BTTP) (-15)

The Safety Meter allows to drive worker’s behaviour

- Initially 15 points are assigned to each worker, as representation of the confidence that Eni has in all of them (due to the contract in place).
- The number of points can increase or decrease as a consequence of the workers’ daily behavior on site.

«Safety Meter» Application

Lost Points

- Upon losing **10 points**:
 - worker shadowed by for half a day for a **training on the job**
- Upon losing **15 points**:
 - worker undergoes **Fast Track Training Process (FTTP)**
 - Following the FTTP, **Eni's Supervisor interviews the worker** to verify the effectiveness of the FTTP



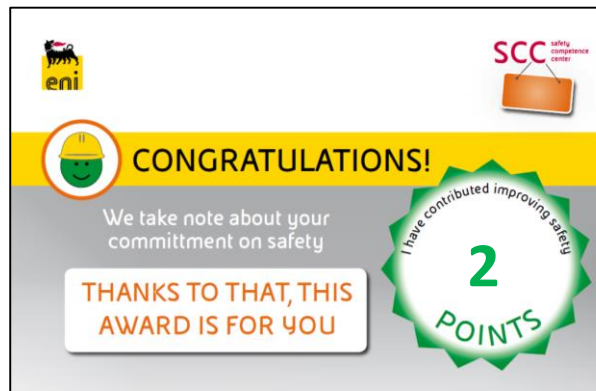
Outputs from the Interview after the FTTP:

- In case of a **successful interview**, the worker **gains 5 points** and is **tutored** to resume the work
- After a due time **without violations** worker **gains 10 points** and tutoring stops
- In case of violations, **FTTP is repeated** and the **Contractor is penalized** with a with a non-conformity.

In case the worker loses 15 points again, HSE disciplinary clause of the contract is activated

Gained Points

In case of virtuous behaviours additional points are assigned



- The respect of safety rules and procedures is the normal practice; it is not a virtuous behaviour!!!
- A «**Virtuous behaviour**» is an action, an attitude, a good **practice more than the respect of law, rules and procedures.**



Inspection Report

Analyse

In a constructive way dangerous situations and behaviours, intervening immediately with appropriate preventive and corrective actions

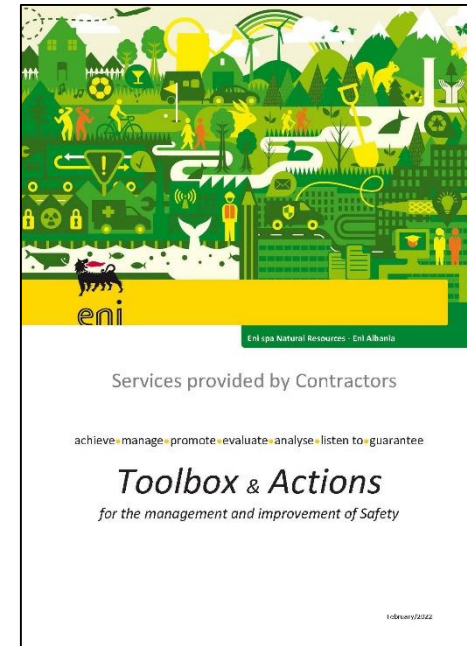
	SITE	
Inspection report for contracted activities		n°
Activity		
Type of activity (Production/Drilling/etc.)		
Date:	Time:	PTW n.:
Contractor Name:		Area:
Foreman Name:		
<input type="checkbox"/> Safe situation	<input type="checkbox"/> Unsafe situation (violation)	Severity
<input type="checkbox"/> Missing barricades/protection/identification of hazardous areas/opening/trenches		1 - 5
<input type="checkbox"/> Non compliance (non implementation) with the PTW requirements		3 - 5
<input type="checkbox"/> Absence, non use or Incorrect use of PPEs/CPEs		1 - 5
<input type="checkbox"/> Poor housekeeping/non respect in using containers		2 - 6
<input type="checkbox"/> Lifting activities not in compliance with safety procedures		2 - 5
<input type="checkbox"/> Incorrect use of tool/equipment, equipment not certified, used without license		2 - 5
<input type="checkbox"/> Incorrect driving behaviour (without seatbelts, forbidden parking)		1 - 4
<input type="checkbox"/> Use of uncertified scaffold/missing procedure for use/tampering of scaffold		5 - 10
<input type="checkbox"/> Unsafe energized system		10 - 15
<input type="checkbox"/> Work at height activities not in compliance with safety procedures		10 - 15
<input type="checkbox"/> Incorrect activities in Confined Spaces with respect to the safety procedures		10 - 15
<input type="checkbox"/> Other		
<input type="checkbox"/> Immediate solution	<input type="checkbox"/> Solution after stop of activity	<input type="checkbox"/> Withdraw of PTW/waiting for resolution
Description of violation or positive aspects		
Agreed corrective/improving actions (what, who, when)		
<input type="checkbox"/> Within ____ days, the Employer shall close the non conformity and/or provide an action plan (corrective/preventive actions) to avoid recurrence of non conformity.		
Name and signature of safety staff representative		Signature of foreman (*)

(*) Foreman confirms what has been notified and will be engaged in solving what is under his responsibility in due time as agreed



SMART Objectives

Achieve
the continuous improvement of
health and safety



PPE



Employers' Commitment

- to sign "Toolbox&Action" Guide Line;
- to meet all employees for sharing the scope of the "Pact for Safety"

Workers' Commitment

- 1 Toolbox Talk relevant per each PTW a day.
- 1 HSE Observation Card each worker/supervisor per week.
- 1 weekly meeting to review the corrective actions of each relevant Observation Card

Promotion of Safety Culture – the “Safety Tours”

Promote

involvement and awareness of workers through a tangible commitment of their Employers/MD

A **“safety tour”** is a **site visit performed by the Top Management** of both Eni and the Contractor to provide tangible evidence of engagement and care of with respect to safety

It is an occasion for the participation of workers on safety management and to share a common vision on safety values

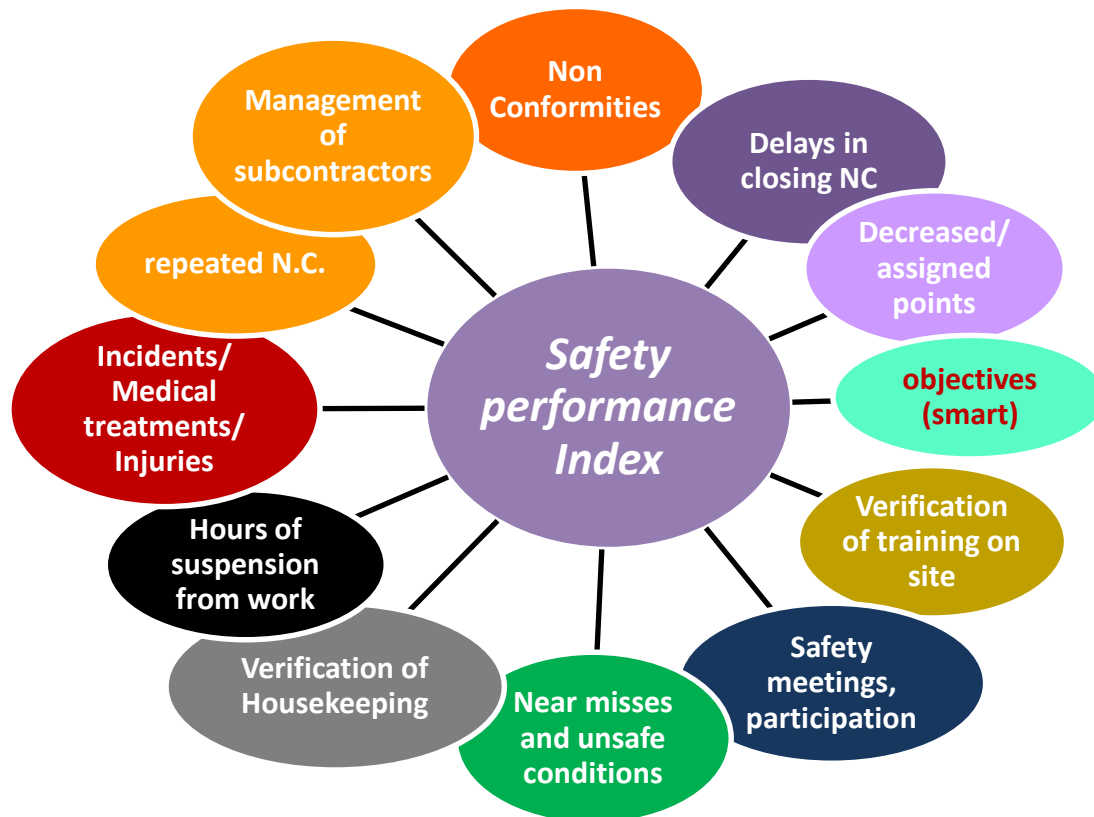
For this reason, ‘Safety Tours’ are carried out with variable frequency depending on the site and number of Contractors

All output coming from safety tours are recorded by Eni Albania SPV and is part of the inputs to calculate the Contractors’ Safety Performances Index (SPI)



Safety Performance Index (SPI)

It is an algorithm obtained by the combination of the different parameters recorded through the application of the toolbox at site (non conformities, repetition of NC, incidents, injuries, near misses, etc.), influenced by magnitude and worked hours.



It is a public index, evaluated on monthly basis, that allows to monitor in real time the safety performances of Contractors, allowing the identification of the critical area

- **Red area (index < 60 % for a month or index between 60% 80% for 2 consecutive months):** the Contractor's Employer will be immediately summoned and an action plan is expected from him
- **yellow area (index between 60% and 80% for a month):** an alert will be sent to Contractor's Employer
- **Green area (index > 80%):** «celebration» of results



SPI, the formula

$$SPI = C_{NC} \cdot C_{RNC} \cdot C_I \cdot C_{NCFR} \cdot C_{SM} \cdot C_{hs} \cdot C_S \cdot C_P \cdot 100$$

Coefficient of non-conformity

Coefficient of reiterated non-conformity

Coefficient of injuries

Coefficient of NC closure following a reminder

Coefficient of suspensive measures on supervisors

Coefficient of hours of suspension f works

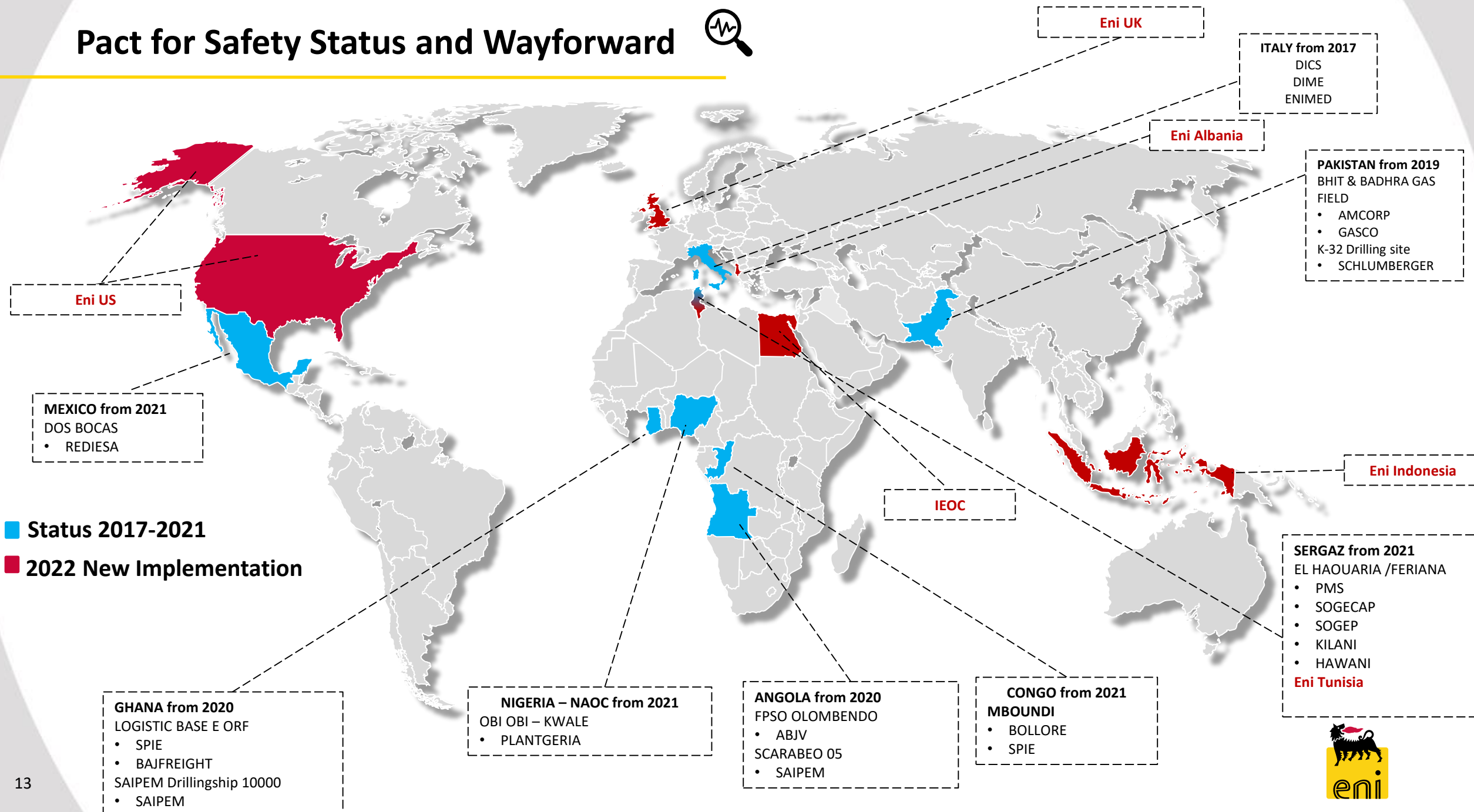
Coefficient of positive situations or situations to be improved

Coefficient associated to the product of 9 additional coefficients

E.g., Inspections/audits
Achievement of objectives
Closure of NC
Revision of documents
HSE Meetings
Proactivity



Pact for Safety Status and Wayforward



■ Status 2017-2021
■ 2022 New Implementation

Eni US

MEXICO from 2021
 DOS BOCAS
 • REDIESA

GHANA from 2020
 LOGISTIC BASE E ORF
 • SPIE
 • BAJFREIGHT
 SAIPEM Drillingship 10000
 • SAIPEM

NIGERIA – NAOC from 2021
 OBI OBI – KWALE
 • PLANTGERIA

ANGOLA from 2020
 FPSO OLOMBENDO
 • ABJV
 SCARABEO 05
 • SAIPEM

CONGO from 2021
MBOUNDI
 • BOLLORE
 • SPIE

Eni UK

ITALY from 2017
 DICS
 DIME
 ENIMED

Eni Albania

PAKISTAN from 2019
 BHIT & BADHRA GAS FIELD
 • AMCORP
 • GASCO
 K-32 Drilling site
 • SCHLUMBERGER

IEOC

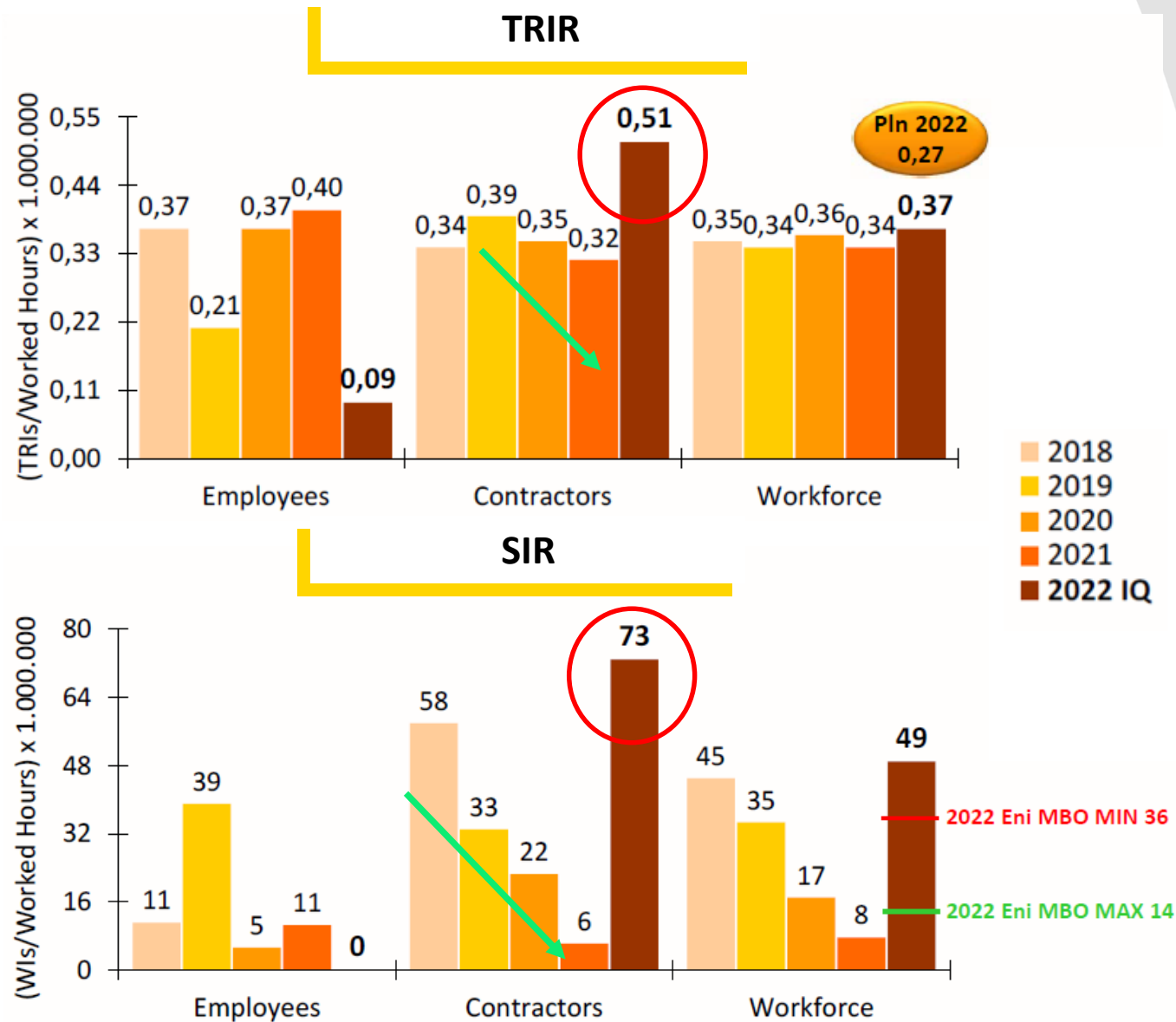
Eni Indonesia

SERGAZ from 2021
 EL HAOUARIA /FERIANA
 • PMS
 • SOGECAP
 • SOGEP
 • KILANI
 • HAWANI
Eni Tunisia

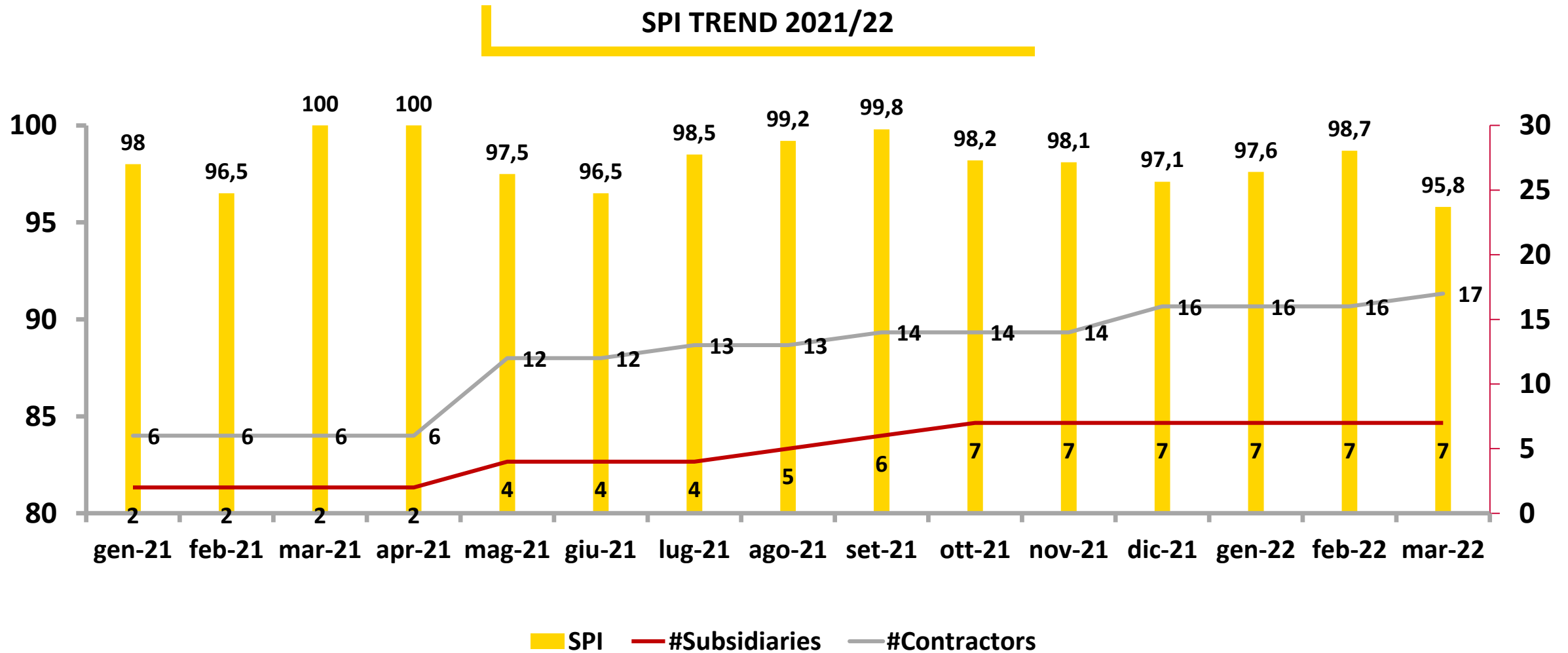


Improvement of Safety Indexes

- More than 3,100 Contractors have been monitored in 2021 with over 48,000 inspections carried out and around 2,000 non-conformities detected and managed.
- In 2021, 250 Contractors were in the non-positive area: Red 20; Yellow 224.
- Contractors Safety performances trend has improved in the period 2018-2021 also thanks to the Pact for Safety implementation.



Improvement of Safety Indexes



Faleminderit Shumë!