

Global Stewardship Report

Schlumberger Limited



Schlumberger

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This Is Schlumberger

Our approach to sustainability is rooted in a long-standing culture of global social and environmental stewardship. For nearly 90 years, Schlumberger's technological innovations have provided value for oil and gas operators by helping them increase production and recovery from nonrenewable resources—efficiently and with lower environmental impact. We strive to be a unifying voice for social and environmental stewardship in the communities where we and our customers live and work.



Chairman's Message

Sustainable development at Schlumberger is rooted in a long-standing culture of environmental and social stewardship in the countries in which we operate.

I am pleased to present our first Global Stewardship Report. Global Stewardship describes Schlumberger's approach to managing the environmental impact and risks associated with our operations and addressing the social needs of the communities in which we live and work. This report highlights examples of our long-standing engagement with stakeholders and our environmental and social stewardship.

For nearly 90 years, Schlumberger has developed innovative technology to enable our customers to characterize the Earth's subsurface and allow them to extract oil and gas in a safe and responsible manner. In our global operations, we have adopted an engineered approach that supports precise planning and responsible decision-making. Our actions are 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 fewer resources, leading to a reduced operational footprint and decreases in traffic and emissions.

Technological innovation has been key to maximizing hydrocarbon recovery and production. It also plays a critical role as our industry seeks to reduce its environmental impact and operational risk. By producing more with less, the industry also has an opportunity to reduce its environmental footprint and take a leading position in sustainable development. Doing so will also help secure our social license to operate in the future.

In fact, the technological advances that will propel this step change are already being used in some of the world's basins. However, reducing our environmental footprint is not about doing one or two things or adding new tools to the toolbox. It requires implementing processes that integrate best practices, systems, and technologies that provide ongoing benefits while addressing environmental concerns.

Technological innovations at Schlumberger that reduce environmental footprint are at work in our entire range of activities, from characterizing the reservoir to optimizing recovery and safely producing hydrocarbons. For example, in our seismic operations, WesternGeco is deploying new vessels with the latest energy efficiency improvements in order to achieve the lowest fuel consumption in the industry. In drilling operations, the PARALAND* nonaqueous drilling fluid system consists of biodegradable organic components that meet stringent international environmental standards. Production operations benefit from the HiWAY* flow-channel fracturing technique, which uses 25% less water and 40% less proppant per job and is currently being used in one out of four stimulation treatments worldwide. The BroadBand* family of unconventional reservoir completion services maximizes well productivity and hydrocarbon recovery through more precise fracture placement. Furthermore, operational efficiency is improved by controlling fracture placement to reduce water, proppant usage, and horsepower for a reduced footprint.

Advances in modern chemistry allow Schlumberger to conserve freshwater supplies by using brackish water and other water sources not viable for agricultural purposes or drinking water. Today we recycle and reuse as much produced water as possible for repeated stimulation treatments. This closed-loop system—use, recycle, reuse—



Paal Kibsgaard
Chairman and Chief Executive Officer

reduces the hazardous waste from water treatment and filtration, and helps limit the need for costly disposal wells.

We have also implemented internal programs to manage our energy use through technology improvements, energy reduction projects, and employee engagement. For example, the Schlumberger Engineering, Manufacturing and Sustaining (EMS) group launched a Lean and Green program in 2010 that targeted environmental waste in the form of energy, water, materials, emissions, and other solid and liquid wastes. By 2014, the program extended to 28 locations and included 40 projects that benefited the environment, saving more than one million kilowatt hours of electricity and generating more than \$2 million in savings.

At the heart of our Global Stewardship is our international workforce of professional men and women representing more than 140 nationalities, which makes us one of the most culturally diverse companies in the world. Our entrepreneurial roots and strong values encourage our employees to foster a sense of corporate and social responsibility to improve the education and living conditions of the people in communities where we live and work.

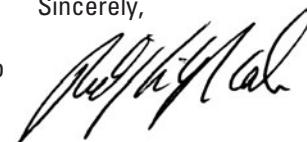
The Company's focus on education—particularly science, technology, engineering, and mathematics (STEM)—brings development opportunities to students in communities worldwide. For example, the Schlumberger Excellence in Education Development (SEED) nonprofit initiative offers science and technology programs to local schools in the countries where Schlumberger operates. The Faculty for the Future program by the Schlumberger Foundation, an independent, nonprofit organization, awards fellowships to women from developing countries for doctoral and postdoctoral studies at top universities around the world. Moreover, our HSE for Youth program educates young people to make responsible decisions about health, safety, and the environment.

Finally, our social programs have a regional focus that combine hiring talent, working with suppliers, and collaborating with academia. Our engagement with academia dates back to 1954 when we began helping to develop future petrotechnical experts and investing in science and energy research. Current key programs encompass investments in grants, internships, sponsorships, laboratories, and computing infrastructure. In 2014 alone, our software donations to 580 universities, colleges, and high schools in 70 countries totaled approximately \$4.8 billion in commercial value. Other key areas of our university relations outreach are research and innovation, including our collaborations with talented primary investigators who are advancing science and technology. Our research interests include technologies that directly contribute to mitigating the impact of oil and gas operations on the environment.

Schlumberger Global Stewardship relies on our employees' ethical behavior and adherence to the Blue Print in Action—Our Code of Conduct. This document guides employees in matters of business transparency, trade compliance, and social responsibility. It provides the foundation for how we take responsibility for our own actions and how our actions reflect on the Company.

We look forward to strengthening our legacy as a technology innovator that helps our customers extract oil and gas as efficiently as possible while protecting the natural resources vital to the world's survival.

Sincerely,



Paal Kibsgaard
Chairman and Chief Executive Officer

Governance and Ethics

We share a responsibility to protect our Company's reputation for integrity and quality against the ever-changing challenges of the global marketplace. We are confident that by choosing a highly competent team of managers to lead us and by strictly adhering to our high standards of conduct, we will maintain our leadership role in the industry.

Corporate Governance

Principled 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, not only for Schlumberger, but also for the hundreds of communities where we operate.

We adhere to sound principles of corporate governance and have adopted practices that the Board of Directors believes are consistent with Schlumberger values and that promote the effective functioning of the board, its committees, and our Company.

Board Independence and Committees Structure

- All of our directors are independent of the Company and management, except for our CEO. This is substantially above the New York Stock Exchange (NYSE) requirement that a majority of directors be independent.
- All independent directors meet regularly in executive session.
- Only independent directors serve on our Audit, Compensation, Finance, Nominating and Governance, and Science and Technology Committees.

Majority Voting and Stockholder Authority

- We have a majority vote standard for uncontested director elections.
- All of our directors are elected annually. We do not have a staggered board.
- One or more stockholders representing 10% or more of outstanding shares can call a special stockholders meeting.

Executive Stock Ownership Guidelines

We have executive stock ownership guidelines, designed to align executive and stockholder interests. For a description of the guidelines applicable to our executive officers

and other senior members of management, see "Compensation Discussion and Analysis—Executive Stock Ownership Guidelines" in Schlumberger's [2014 Proxy Statement](#).

Risk Oversight

- The full Board of Directors directly oversees risk management for the Company.
- The Audit Committee reviews and assesses financial reporting risk. It also reviews all significant finance-related violations of company policies brought to its attention, and once per year reviews and assesses finance-related violations.
- The Finance Committee oversees finance-related risks on a quarterly basis and recommends guidelines to control cash, pension investments, banking relationships, and currency exposures.
- The Compensation Committee reviews and assesses our overall compensation program and its effectiveness at linking executive pay to performance, aligning the interests of our executives and stockholders, and providing for appropriate incentives.
- The Nominating and Governance Committee oversees compliance-related risk and the Company's Ethics and Compliance Program.

Hedging and Pledging Policies

Our directors and executive officers are prohibited from hedging their ownership of Schlumberger stock. Furthermore, our directors and executive officers are prohibited from pledging their Schlumberger stock.

Political Contributions

Schlumberger has a long-standing policy prohibiting the contribution of Schlumberger funds or assets to political parties or organizations, or their leaders, or to candidates for any public office.

Board of Directors

Peter L.S. Currie

Lead Independent Director
President, Currie Capital LLC
Palo Alto, California

V. Maureen Kempston Darkes

Former Group Vice President
General Motors Corporation
Detroit, Michigan

Paal Kibsgaard

Chairman and Chief Executive Officer
Schlumberger Limited

Nikolay Kudryavtsev

Rector
Moscow Institute of Physics
and Technology
Moscow, Russia

Michael E. Marks

Managing Partner
Riverwood Capital, LLC
Palo Alto, California

Indra K. Nooyi

Chairman and Chief Executive Officer
PepsiCo, Inc.
Purchase, New York

Lubna S. Olayan

Chief Executive Officer
Olayan Financing Company
Riyadh, Saudi Arabia

Leo Rafael Reif

President
Massachusetts Institute of Technology
Cambridge, Massachusetts

Tore I. Sandvold

Executive Chairman
Sandvold Energy AS
Oslo, Norway

Henri Seydoux

Chairman and Chief Executive Officer
Parrot S.A.
Paris, France

Structure

Schlumberger's 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.

Diversity

With approximately 105,000 employees worldwide, representing more than 140 nationalities, Schlumberger and our Board of Directors value gender, cultural, and geographic diversity in our directors as well. Three of our 10 directors are women. Of our 10 directors, four are citizens of the United States, two are citizens of Norway, and one each is a citizen of 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.

Leadership

In April 2015, the independent members of the Board, after thoughtful consideration to the Board's leadership structure, determined that recombining the Chairman and CEO positions under the leadership of Paal Kibsgaard would be in the best interests of the Company and the stockholders. Prior to that, Tony Isaac had served as the independent, Non-Executive Chairman of the Board since April 2012. The determination to combine the Chairman and CEO roles was based on the Board's strong belief that, as the individual with primary responsibility for managing the Company's day-to-day operations and with his extensive knowledge and understanding of the Company, Mr. Kibsgaard was best positioned to chair regular Board meetings as the directors discuss key business and strategic issues and to focus the Board's attention on the issues of greatest importance to the Company and its stockholders. Furthermore, the Board believes that combining the roles of Chairman and CEO in Mr. Kibsgaard creates a clear line of authority that promotes decisive and effective leadership, both within and outside the Company. In making this judgment, the Board took into account its evaluation of Mr. Kibsgaard's performance as CEO and as a current member of the Board, his positive relationships with the other directors, and the strategic perspective he would bring to the role of Chairman.

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.

Board Committees

Audit Committee

The [Audit Committee](#) consists of three directors, each of whom meets the independence and other requirements of the NYSE's listing standards. The Audit Committee assists the board in its oversight of the integrity of the Company's financial statements; legal and regulatory compliance; the independent, registered, public accounting firm's qualifications, independence, performance, and related matters—as well as the performance of Schlumberger's internal audit function. Audit Committee members are V. Maureen Kempston Darkes, Nikolay Kudryavtsev, and Indra K. Nooyi.

Compensation Committee

The [Compensation Committee](#) consists of four directors, each of whom meets the independence requirements of the NYSE's listing standards. The purposes of the Compensation Committee are to assist Schlumberger's Board of Directors in discharging its responsibilities with regard to executive compensation, to periodically review non-executive directors' compensation, to oversee Schlumberger's general compensation philosophy, to serve as the administrative committee under Schlumberger's stock plans, and to prepare the annual Compensation Committee Report required by the Securities and Exchange Commission (SEC). Compensation Committee members are Michael E. Marks, Peter L.S. Currie, Indra K. Nooyi, and Lubna S. Olayan.

Nominating and Governance Committee

The [Nominating and Governance Committee](#) consists of four directors, each of whom meets the independence requirements of the NYSE's listing standards. The authority and responsibilities of the Nominating and Governance Committee are to help the board (1) identify individuals qualified to become directors consistent with criteria approved by the board and recommend candidates for election at the next annual general meeting

of stockholders; (2) nominate directors to serve on and to chair the board committees; (3) review corporate governance trends; (4) develop and recommend to the board a set of corporate governance guidelines and recommend any amendments; (5) monitor and review the effectiveness of the Company's Ethics and Compliance Program; and (6) oversee the annual review of the board's performance. Nominating and Governance Committee members are Peter L.S. Currie, Michael E. Marks, Leo Rafael Reif, and Tore I. Sandvold.

Finance Committee

The [Finance Committee](#) advises the board and management on various matters, including dividends, financial policies, and the investment of funds. Finance Committee members are Tore I. Sandvold, Lubna S. Olayan, and Henri Seydoux.

Science and Technology Committee

The [Science and Technology Committee](#) advises the board and management on matters involving the Company's research and development programs. Science and Technology Committee members are Leo Rafael Reif, Nikolay Kudryavtsev, and Henri Seydoux.

Communication with the Board

The Schlumberger board members can be contacted at the following address.

Schlumberger Board of Directors
(or Name of Board Member)
c/o the Schlumberger Limited 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 top talent in both the short term and the long term by establishing compensation at levels that are competitive and to promote our values of people, technology, and profitability. Promotion from within the Company is a key principle at Schlumberger, and all executive officers, including the named 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/or 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. Accordingly, our named executive officers receive a greater percentage of their compensation through at-risk pay tied to company performance than do our other executives.

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

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

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 also is applied and communicated consistently to our exempt employees of more than 140 nationalities and who work in approximately 85 countries.

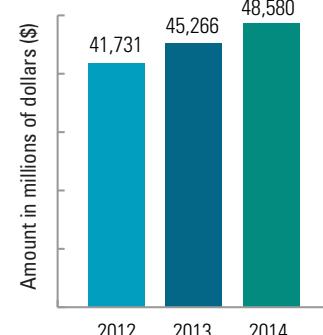
Financial Highlights

Schlumberger revenue for 2014 reached a record \$48.6 billion, up 7% and growing for the fifth consecutive year.

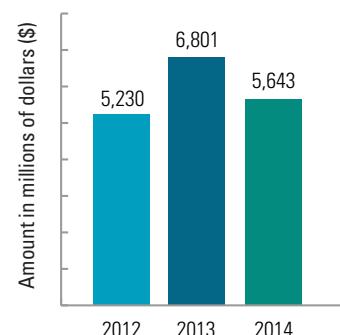
Financial Performance from 2012 to 2014
(Stated in millions except per-share amount)

Source	2012	2013	2014
Revenue	\$41,731	\$45,266	\$48,580
Income from continuing operations	\$5,230	\$6,801	\$5,643
Diluted earnings per share from continuing operations	\$3.91	\$5.10	\$4.31
Cash dividends per share	\$1.10	\$1.25	\$1.60
Net debt	\$5,111	\$4,443	\$5,387

Schlumberger Revenue



Schlumberger Operating Income



Ethics

Schlumberger's strong reputation for integrity has been built over many decades of ethical business practices, including relationships among our coworkers and with customers, industry stakeholders, business associates, and the communities in which we live and work.

The [Blue Print in Action—Our Code of Conduct](#) is a guide to support our employees in making sometimes difficult decisions on the job—wherever they work in the world. The document details legal obligations and regulatory requirements with which all Schlumberger employees must comply and for which we are all accountable, including anticorruption measures, intellectual property protection, and social responsibility.

Anticorruption

Business Ethics

Acting ethically means not only complying with laws and regulations but also recognizing that our decisions affect others. Through compliance and ethical behavior, we maintain the respect, trust, and confidence of our customers, colleagues, shareholders, and others affected by our operations ([Code of Conduct](#), p. 7).

Schlumberger also requires suppliers and other third parties doing business or entering into contracts with Schlumberger to abide strictly by our ethical standards.

Supply Chain Management

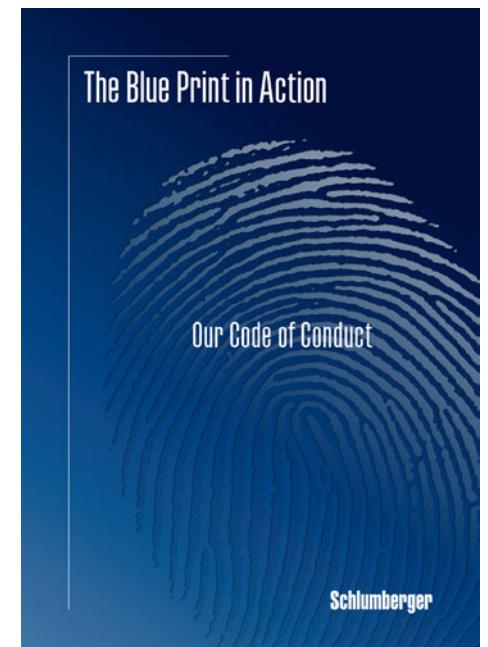
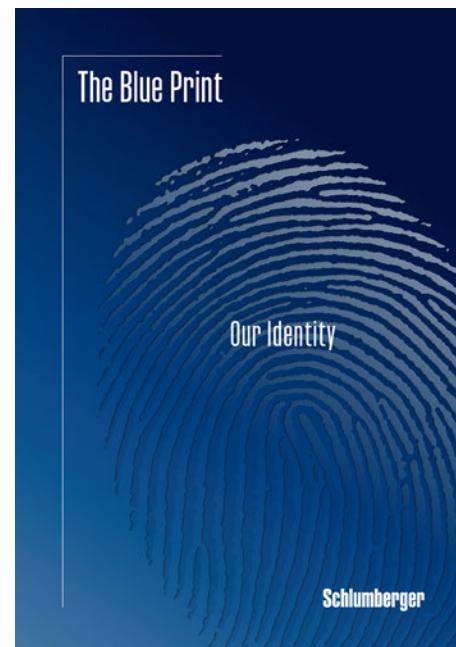
Schlumberger has zero tolerance for corruption of any kind, and we expect the same from our contractors and suppliers. We work with our suppliers in a socially responsible and ethical manner and continuously seek to improve the way we conduct business. All suppliers, contractors, and agents are approved and managed according to our Code of Conduct and other company requirements ([Code of Conduct](#), p. 7).

To meet our [requirements for working conditions](#), our suppliers must adhere to responsible social, environmental, and economic practices. These requirements relate to freely chosen employment, child labor, discrimination, harsh and inhumane treatment, minimum wages, working hours, and freedom of association.

Employee Whistle Blower Protection

Schlumberger prohibits retaliation for good faith reporting of both potential and actual violations of the Code of Conduct, other company requirements, and applicable laws. Employees who intentionally report false information are subject to disciplinary action ([Code of Conduct](#), p. 7).

Employees who know of or suspect a violation of the Code of Conduct or applicable laws are required to report it internally ([Code of Conduct](#), p. 7).



Conflicts of Interest

Employees must put Schlumberger business interests first, 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

We keep confidential all nonpublic and insider information that relates to Schlumberger or our financial position. This includes knowledge of unannounced marketing plans, new product releases, financial results, changes in dividends and earnings, planned mergers and acquisitions, and business strategies. If we have such information, we must keep it confidential and we may not buy or sell Schlumberger Limited stock or publicly traded options of Schlumberger stock until the information becomes public. Stock and options of other companies with which Schlumberger does business also cannot be acted upon until the information is public knowledge ([Code of Conduct](#), p. 10).

Gifts and Entertainment

Gifts and hospitality of more than nominal value (defined as \$200 or any lower limit specified locally) 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

Schlumberger has zero tolerance for corruption. Bribes are never offered or accepted in any form or under any circumstance. We do not use company funds or assets for political purposes. We may engage in direct dialogue with public policy decision makers, but we do not use lobbyists or seek to bring about particular outcomes or decisions. We avoid facilitation payments, making them only in very limited circumstances, such as when 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 Competition

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 anyone outside of Schlumberger ([Code of Conduct](#), p. 14).

Trade Compliance

We comply fully 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 there are serious human rights abuses associated with the extraction, transportation, and trade in minerals in the covered countries. We have always supported responsible sourcing of materials from suppliers that share our values, and we commit to avoiding contributing to the conflict through our sourcing activity.

As expressed in our Code of Conduct (our Blue Print in Action), Schlumberger does not tolerate any corruption of any kind in dealings with our suppliers, and we expect our suppliers to adhere to the same standard. We work with our suppliers in a socially responsible and ethical manner. A potential supplier is selected and retained only after it has evidenced in writing its adherence to our Code of Conduct and other internal compliance requirements, including health, safety, and environmental. In addition, we audit our top suppliers every 2 years to ensure adherence to our Code of Conduct. We have developed a [Conflict Minerals Policy](#) to supplement our Code of Conduct.

Information Protection

Information Security

We collect personal information only for lawful business purposes. Schlumberger protects and respects the privacy of any employee or third party 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 in conversations, on paper, and electronically ([Code of Conduct](#), p. 18).

Schlumberger has instituted multiple safeguards for software, hardware, and file-transfer protection and procedures for employees and vendors.

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 and offer equal opportunities to all our employees ([Code of Conduct](#), p. 15).

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.

Human Rights

Schlumberger endorses the aspirations of the United Nations International Bill of Human Rights. We encourage work that augments the contributions that businesses can make to preserve and respect human dignity ([Code of Conduct](#), p. 15).

Harsh and inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse, is strictly prohibited, as is any threat of such treatment.

We also require our suppliers to provide workplaces that are free of harassment and unlawful discrimination. 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](#)).

Immigration and Employment Laws

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 person working (1) under the age of 15, (2) under the age for completing compulsory education, and (3) under the minimum age for employment in the country, whichever is youngest.

Employee Corporate Social Responsibility

Schlumberger's entrepreneurial roots and solid values encourage our employees to make Schlumberger their company—to create something larger than themselves. This empowerment instills in them a deep sense of corporate responsibility to help improve the living conditions of the thousands of communities where we live and work. Our focus on education, in particular science, technology, engineering, and mathematics (STEM), has brought development opportunities to students in villages and larger communities worldwide ([Our Identity](#), p. 2).

Environmental Responsibility

Protecting the Environment

Schlumberger is committed to minimizing our impact on the environment. We do this by preventing pollution, reducing 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).

Operations Integrity

Our reputation for trust and integrity depends on continuous improvement in the quality of our products and the delivery of services to our customers. Operations integrity means that every employee commits to doing the job right the first time, every time. We demonstrate our commitment to quality by meeting or exceeding customer expectations and by avoiding nonconformities in our daily activities. To help make continuous quality improvements, we participate in all required audits and periodic assessments. We also can help improve quality by addressing customer feedback in a timely and appropriate manner ([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.

HSE Management System

Through effective management, we set quality and health, safety, and environment (HSE) performance objectives, measure results, train employees, and assess and continuously improve processes, services, and product quality. The Schlumberger [HSE Management System](#) defines the principles by which we conduct our operations worldwide with regard to health, safety, and the environment. Management communicates the HSE philosophy to all employees, customers, contractors, and third parties associated with our business, and each Schlumberger organization must provide positive evidence of conformance to the system.

Environmental Quality Management

Within Schlumberger, 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 currently is being reviewed for conformance to the International Finance Corporation environmental standards.

Environment

Schlumberger's technologies strive to lower environmental impact and provide value to customers and other stakeholders by reliably and efficiently optimizing production and recovery of nonrenewable resources.



Community

Schlumberger's strong focus on integrity and corporate responsibility enables us to take pride in our work and empowers us to enhance the well-being of the communities where we live and work.



Track Record

Schlumberger's successes in governance, ethics, environmentally responsible technologies, and social and community engagement are evaluated against internationally recognized standards and guidelines.





Environment

Schlumberger's technologies strive to lower environmental impact and provide value to customers and other stakeholders by reliably and efficiently optimizing production and recovery of nonrenewable resources.

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 setting clear objectives, measuring the results, and continuously improving the quality of our processes, services, and products.

The information that follows describes the actions we are taking to minimize risk and reduce emissions and waste, and the technologies that are helping our customers reduce their environmental footprint.



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.

Technology Advantage

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.

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, the Company implemented a risk-based approach to environmental management designed to meet the requirements of international environmental management standards. This approach to managing the Company's environmental aspects, addresses the control and mitigation measures required for the activities that the Company conducts. It also addresses the services and products that the Company provides at customer and other third-party locations.

Chemistry Transparency

To bring greater transparency to the hydraulic fracturing process, Schlumberger pioneered a disclosure system that accurately portrays the chemistries used at the wellsite while minimizing disclosure of trade secrets. Known as the "systems approach," this method has enabled us to achieve an industry-leading transparency rate. Our systems approach has been adopted for use by FracFocus, a national registry created to provide public access to reported chemicals used for hydraulic fracturing in the United States.

Improving Our Performance

Schlumberger has been annually reporting to the CDP since 2005, and during that time we have substantially improved our ability to manage greenhouse gas emissions through new technologies, better data collection, and a growing capability to accurately measure emissions. Thanks to the efforts of numerous contributors, from employees to suppliers, Schlumberger placed 7th out of 18 companies in the Energy sector in 2014, with a disclosure score of 84—up from 83 the previous year. CDP rates companies on two measures: disclosure and performance.

Air Emissions

Schlumberger activities, products, and services are designed, procured, and used 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.

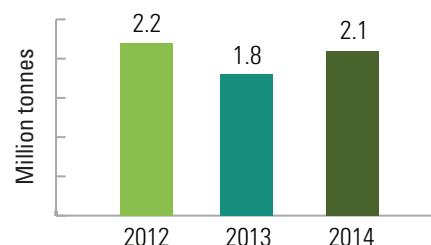
In 2014, increased North American Well Services emissions were due to increased activity as business conditions improved. These, however, were largely offset by

decreased WesternGeco emissions as marine seismic activity slowed and benefits were realized from its Marine Energy Management Plan.

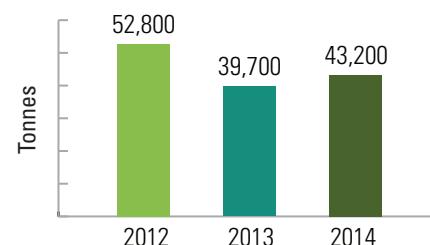
The rigor now present in emissions reporting and auditing has led to the inclusion of the amount of emissions being stated as a function of total revenue as well as per employee per year.

Schlumberger Global Air Emissions Data

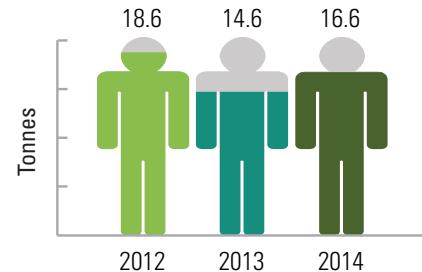
CO₂e Emitted Per Year



CO₂e Per Billion \$ Revenue Per Year

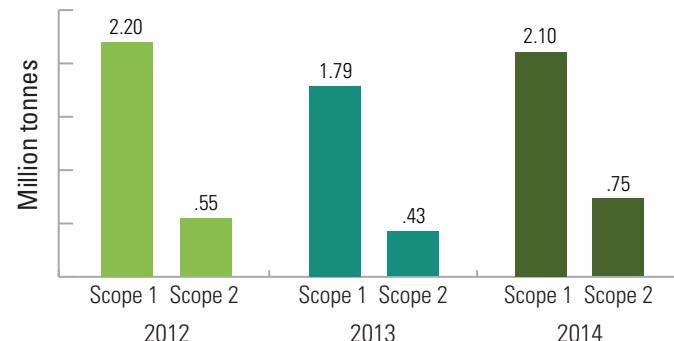


CO₂e Per Employee Per Year



Note: In 2014, increased North American Well Services emissions were due to increased activity as business conditions improved.

CO₂e Emitted Per Year



Note: Scope 1 emissions are direct greenhouse gas emissions from sources Schlumberger owns or controls. Scope 2 emissions are indirect GHG emissions resulting from the generation of purchased electricity, heating and cooling, or steam.

Streamlined Supply Chain

Schlumberger spends several billion dollars annually with more than 80,000 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 orchestrating our supplies to meet global demands and coordinating our supply chain logistics, we intend not only to reduce transportation-related greenhouse gases but also to encourage local engagements, as well as regional industrial development.

Lowering Fuel Consumption and Emissions

In 2014, WesternGeco, whose marine vessels were responsible for approximately 22% of total Schlumberger worldwide emissions, reduced the emissions from its fleet of operated marine-seismic vessels and achieved its goal: lowest fuel consumption per square meter of towed spread. As part of its Marine Energy Management Plan, WesternGeco is building all new vessels using the latest energy-efficiency improvements. We replaced two retired vessels with next-generation [Amazon-class vessels](#) equipped with Tier II engines. These now conform to the Ship Energy Efficiency Management Plan (SEEMP) and to DNV Green Passport recommendations. The following efficiencies were gained in 2014:

- reduced emissions 3% to 4% per vessel
- reduced fuel consumption by 8.5%
- reduced greenhouse gas emissions by 23,000 tonnes.



Reducing Vehicle Fleet Emissions

To reduce fleet emissions, we have instituted several new measures. We established a systematic program for improving gear ratios in trucks and tractors; improving gear ratios lowers engine revolutions per minute and thus reduces fuel consumption. We installed idle shutdown timers on tractors used in fracturing operations to reduce fuel consumption and associated emissions at wellsites. We switched many of our hydraulic fracturing pumps to bi-fuel. Whenever possible, as we procure and produce new non-road engines, we are upgrading them to Tier 4 emissions compliance. Finally, we have taken a much more direct approach to lowering overall emissions for our current fracturing pump fleet; we now analyze the performance characteristics of each fracturing pump engine and create tools that actively guide operations to the lowest fuel consumption. To date, these efforts have reduced fuel consumption by 3% to 5%, and we expect to see similar results as we incorporate these measures across the entire fleet.

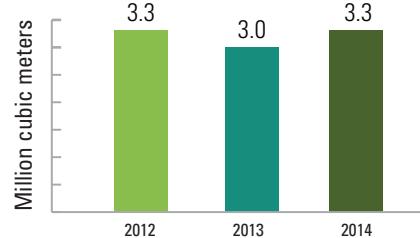
Water Use

Water is an integral component of oil and gas development. Recognizing the need for a balanced approach to water use, Schlumberger leverages our extensive oilfield experience and technologies with teams of water and geoscience experts to help increase water efficiencies. Schlumberger Water Services (SWS) provides consulting services for the exploration, development, management, and environmental protection of water resources. SWS provides private- and public-sector clients around the world with cost-effective solutions to address their water supply and disposal challenges.

Novel completion technologies such as the [Broadband Precision](#)* integrated completion service and the [Broadband Sequence](#)* fracturing service are helping our clients improve the effectiveness of stimulation treatments and optimize water usage in their operations. By increasing water efficiency, these innovative technologies are enabling our customers to operate in water-stressed and environmentally sensitive areas.



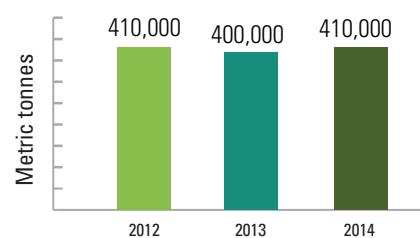
Water is used in our engineering centers and field operations facilities for equipment manufacturing and cleaning, as well as for camp and catering purposes. Data for water consumption in approximately 70% of our facilities, not including North America, is presented in the graph below.

Water Use by Year

Reported water consumption is limited to water used at our own facilities and does not include water used in the provision of services to customers in field operations or at wellsites and rigs.

Waste Management

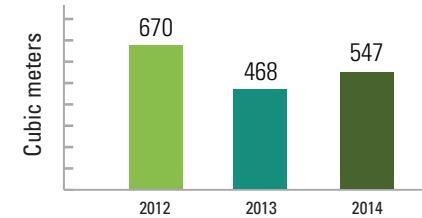
To better manage waste materials, Schlumberger is constantly improving processes and materials. We reuse materials when possible, recycle more for our own operations and for our customers, and use our novel technologies to find new recovery methods. We continue to seek opportunities to reduce both our direct consumption of resources and the wastes we generate. Waste management also includes procedures to control the minimization, recycling, and disposal of wastes associated with the Company's activities or, separately, where waste management and treatment services are provided to a customer.

Waste Generated by Year

More than 80% of the reported waste (above, by weight) comprises waste water discharges from equipment washing and manufacturing processes. About 2% of the waste is classified as hazardous.

Loss of Containment

Spill prevention and response includes procedures to prevent, respond to, and control environmental impacts 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.

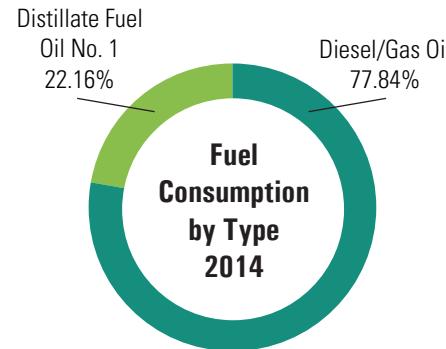
Oil and Chemical Spills by Year

Increased activity throughout Schlumberger for much of 2014 contributed to increased oil and chemical spill volumes.

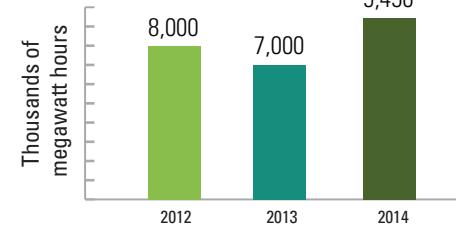
Energy Efficiency

Schlumberger is working to improve energy efficiency through product development while also addressing the energy challenges facing our customers in the oil and gas industry. In the United Kingdom and Norway, we have been conducting energy audits of our facilities and implementing energy-reduction measures based on those audits. When sourcing energy, our supply chain organization evaluates logistics, local resource scarcity, and potential impacts on the environment, particularly in North America and for WesternGeco. When possible, we purchase energy-efficient equipment and procure electricity from a sustainable source.

Energy Consumption by Type and Year



Total Electricity Consumption by Year



Increased activity throughout Schlumberger for much of 2014 contributed to increased energy consumption.

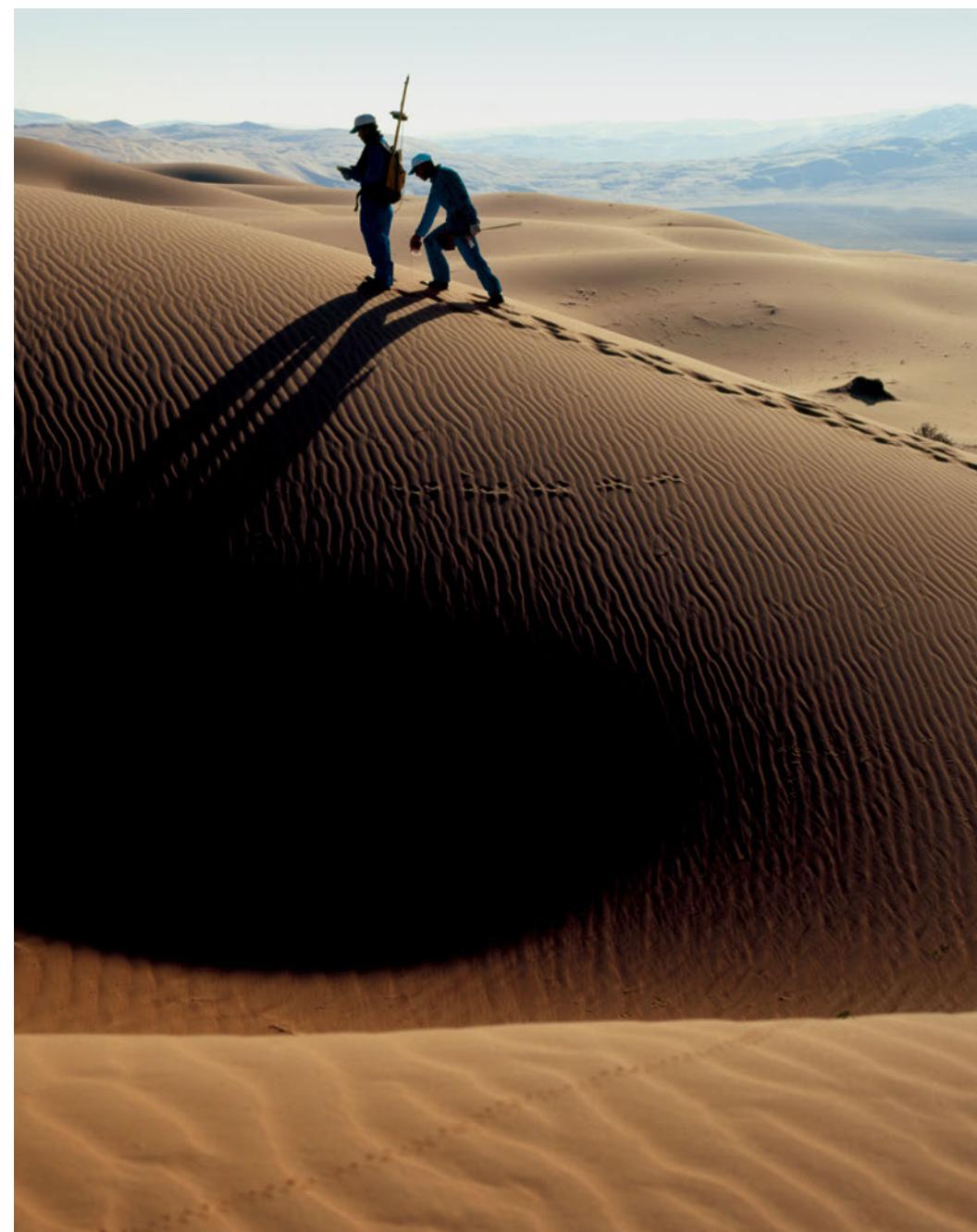


Biodiversity

Schlumberger has implemented a risk-based procedure that is 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.

Brush and Mulch Cutters Lessen Seismic Impact

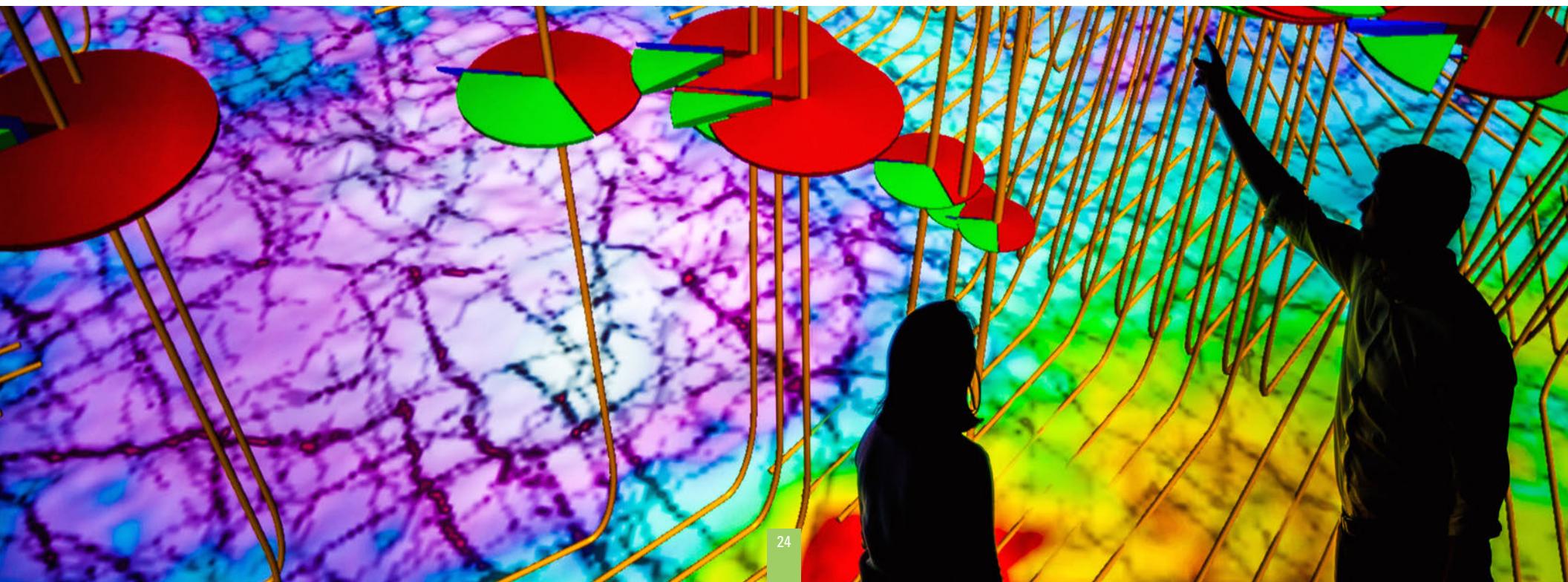
Vegetation often bears the brunt of seismic acquisition on land, but using brush cutters rather than bulldozers can alleviate this impact. Brush cutters leave roots undisturbed and foster a more rapid return of vegetation. They also can help protect fragile desert dunes, as well as Arctic permafrost. Similarly, mulch cutters reduce the environmental impact of seismic operations. The mulch layer prevents rutting of the surface as the seismic vehicles pass, which in turn helps prevent erosion and alteration of local drainage patterns. The mulch layer left behind effectively protects the rootstock and nourishes the topsoil, helping promote rapid regeneration of vegetation during the next season's growth.



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 own environmental impact. The examples that follow show how we are helping them achieve this objective 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.



In 2014, Schlumberger invested \$1.2 billion in the research and development of technologies. Our technologies and processes focus on sustainability issues to meet changing international regulatory requirements and address the growing expectations of society for cleaner services and products. Schlumberger's customers are also increasingly focused on reducing their own environmental impact, and we are striving to help them achieve their objectives.

Services and Products

From exploration to abandonment, our comprehensive range of technologies, services, and products includes

- extensive reservoir-characterization technologies and methodologies
- advanced drilling-fluid systems and technologies
- novel fracturing technologies
- innovative cementing technologies
- advanced monitoring and control systems
- innovative chemistries.



Technologies

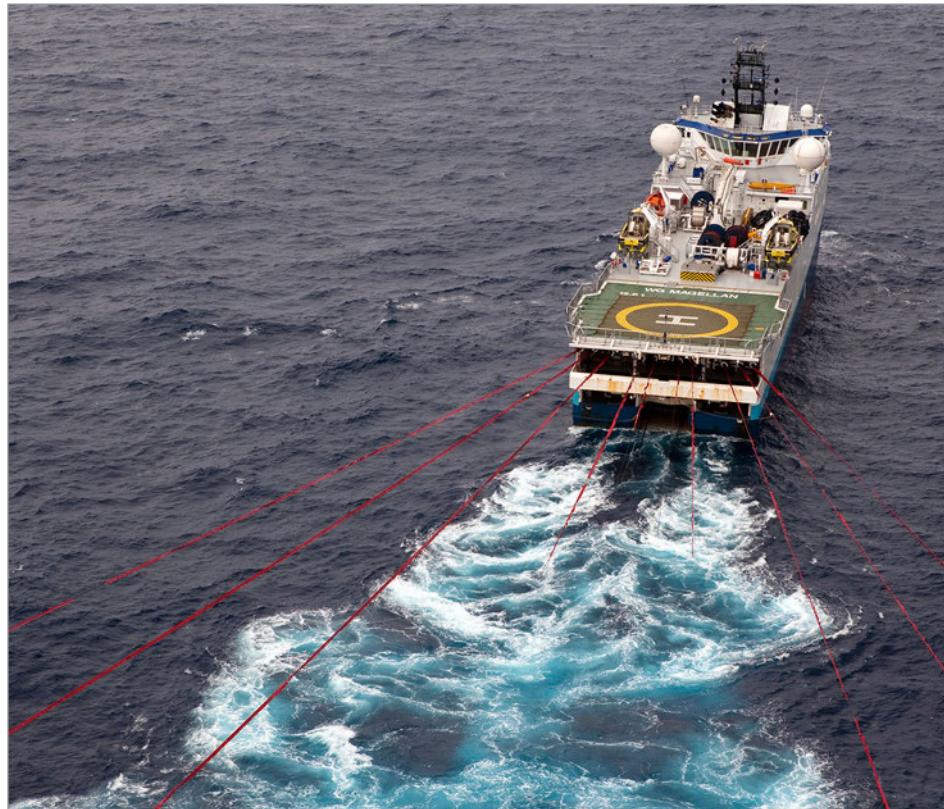
Below are some of our many services and products that reduce environmental impact through cleaner chemistries, reduced emissions and water use, lower risk levels, reduced transportation requirements, increased efficiency, higher production, and smaller footprint.

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 4,600 entries for oilfield-related activities and technologies.

	Cleaner chemistry	Reduce emissions	Minimize risk	Increase efficiency	Recycle/reduce	Reduce transportation	Reduce water	Reduce footprint	Increase well productivity
Q-Marine Solid* streamer with a nonfluid fill		■		■					
ENVIROUNIT [†] offshore mobile water treatment system					■	■	■		
Extended reach drilling			■	■					■
PARALAND [†] nonaqueous drilling fluid system	■		■	■	■				
ULTRADRIL [†] drilling fluid system	■			■			■		
HiWAY* flow-channel fracturing technique		■		■	■	■	■	■	■
OpenFRAC* fully disclosed hydraulic fracturing fluids	■								
Broadband Sequence* fracturing service		■		■	■	■	■	■	■
Broadband Precision* integrated completion service		■			■	■	■	■	■
Invizion Evaluation* well integrity service			■	■					
FUTUR* self-healing cement system								■	
CemCRETE* concrete-based oilwell cementing technology					■	■			
EverCRETE* CO ₂ -resistant cement system									
EverGreen* minimal environmental impact well effluent burner		■							

Q-Marine Solid Streamer

The [Q-Marine Solid](#) streamer is a surface marine cable used to collect data for 3D seismic acquisition vessels. These advanced streamers are designed with a special casing, or skin, that reduces drag and lowers the vessel's fuel consumption. If the skin of the Q-Marine Solid streamer is damaged, most of the damage can be refurbished once for original use, extending the streamer's life by an average of 3 years. The next time a skin needs refurbishing, it can usually be repurposed, which extends the material's life another 8 to 10 years. Recycling of these plastic streamer components saves \$130,000 a year and keeps at least 100 tonnes of useful materials from being wasted.



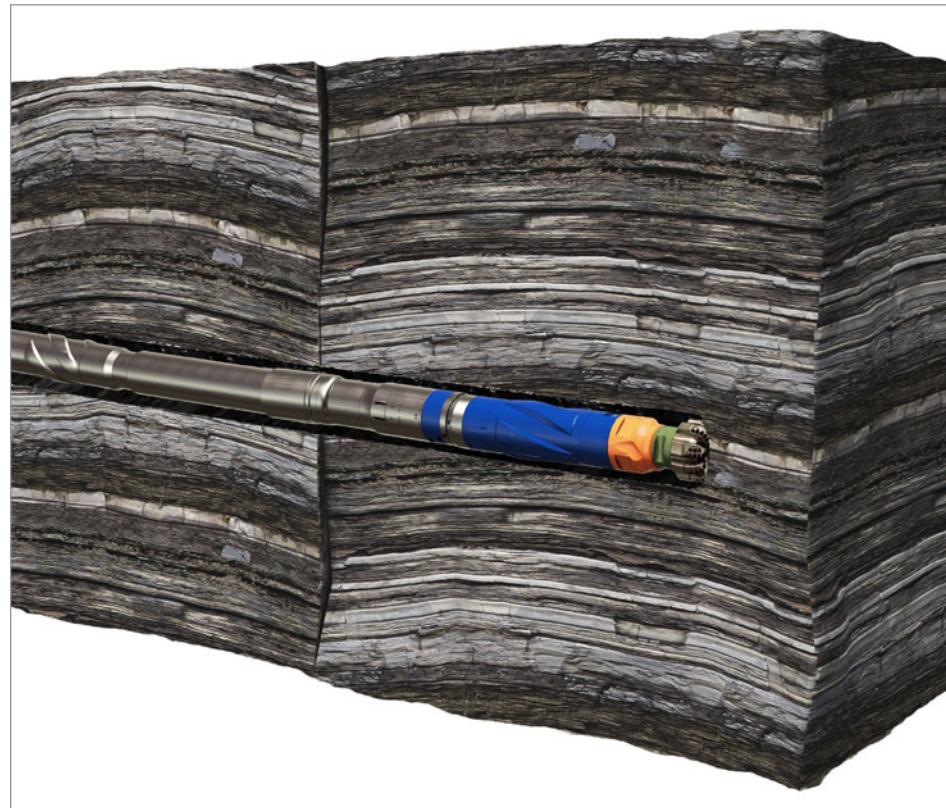
ENVIROUNIT Offshore Mobile Water Treatment System

The [ENVIROUNIT](#) offshore mobile water treatment system is a process that separates wash water from drilling fluids allowing recovery of the drilling fluid for reuse. The water recovered from the treatment process meets the discharge limits for offshore discharge and therefore reduces the emissions associated with shipment of the waste back to shore for treatment.



Extended Reach Drilling

Extended reach drilling (ERD) refers to the drilling of directional wells in which a well's horizontal reach is at least twice its vertical depth. ERD is a challenging strategy for directional drilling and well construction that requires specialized planning, but in coastal regions it enables operators to minimize the number of offshore platforms and instead use land-based drilling. Other environmental benefits include dramatically improved reservoir drainage (which also lowers costs) and a minimized surface footprint at the wellsite. In addition, operators can locate their wellsites farther away from local communities and from environmentally sensitive areas, with less disruption to both.



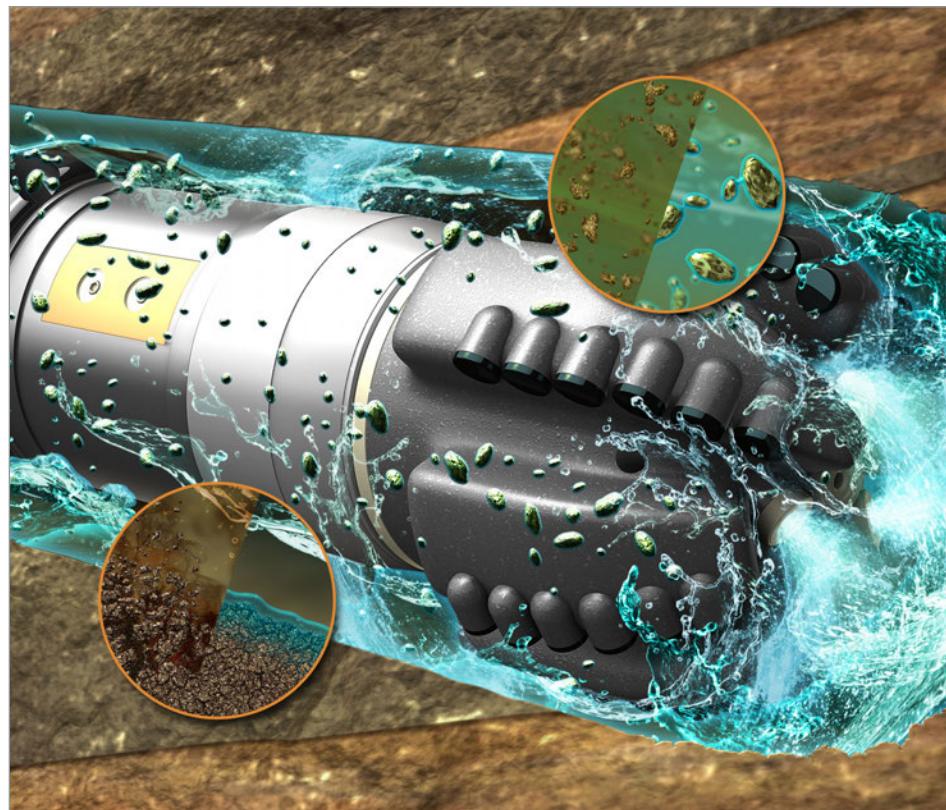
PARALAND Nonaqueous Drilling Fluid System

PARALAND nonaqueous drilling fluid system is designed to allow cuttings to be used as a soil or soil amendment. The base fluid was designed to biodegrade rapidly and features low terrestrial toxicity. The other drilling fluid components are designed to minimize conductivity and enhance plant growth. The drilling fluid has consistently exceeded expectations, with high penetration rates, low dilution rates, and high contamination tolerance. The design of the system targets beneficial reuse of cuttings and offers an attractive alternative to traditional treatment and disposal cuttings management practices.



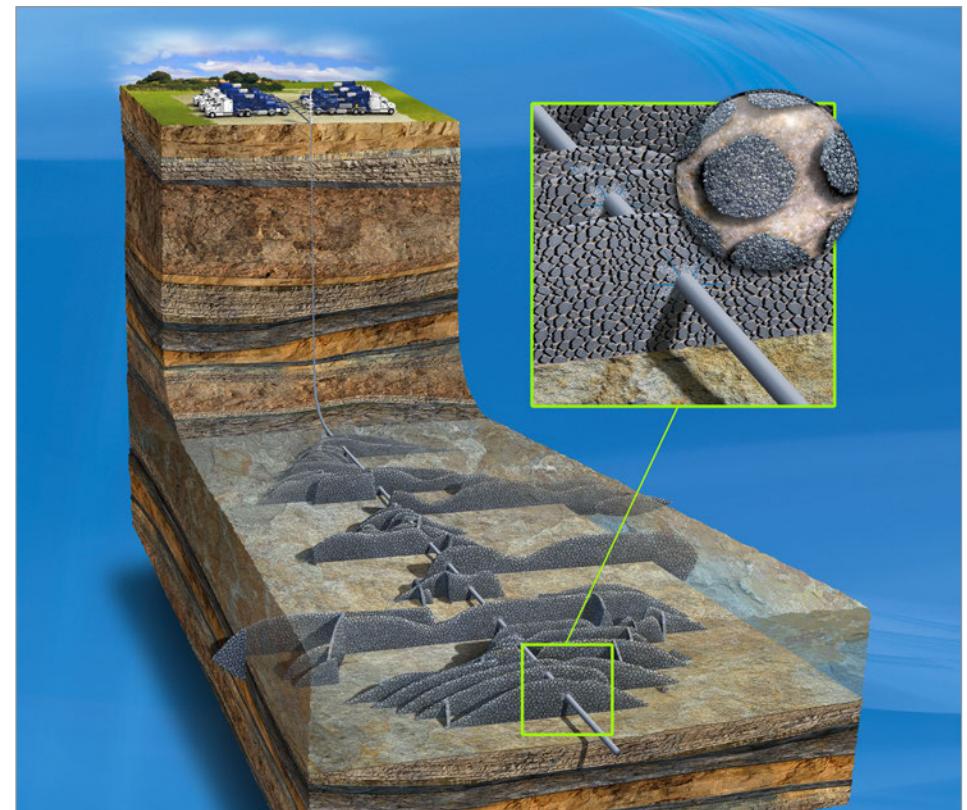
ULTRADRIL Drilling Fluid System

The [ULTRADRIL](#) drilling fluid system is a high-performance water-based drilling fluid system with an inhibitive capability closely matching that of nonaqueous based drilling fluid. A thin polymer coating encapsulates cuttings, minimizing shale dispersion, and reduces the need for fluid dilution and disposal. Environmental performance is better because the inhibitive chemistry results in reduced waste volumes. The drilling fluid can be recycled or discharged in compliance with local rules in many areas, making it an economical alternative to nonaqueous based systems, particularly in deepwater and ultradeepwater drilling projects.



HiWAY Flow-Channel Fracturing Technique

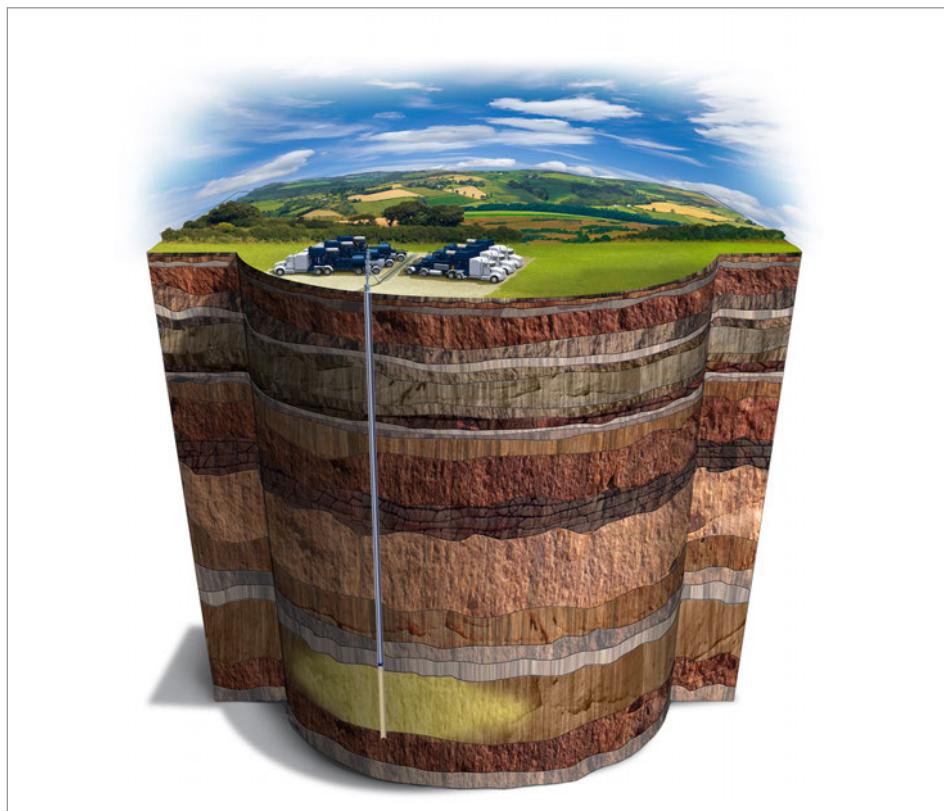
The [HiWAY](#) technique significantly increases fracture conductivity while reducing water and proppant consumption. This means simpler logistics and a smaller operational footprint. Since its introduction in 2010, the HiWAY flow-channel fracturing technique has conserved more than 1.2 billion pounds of proppant, eliminating more than 30,000 truck loads to and from the wellsite. In addition, the HiWAY technique has saved about 350 million gallons of water—equivalent to the capacity of more than 1,800 Olympic-sized swimming pools, or 70,000 truck loads. The total of 100,000 saved truck loads has helped our customers prevent more than 5,500 tonnes of CO₂ emissions.



OpenFRAC Fully Disclosed Hydraulic Fracturing Fluids

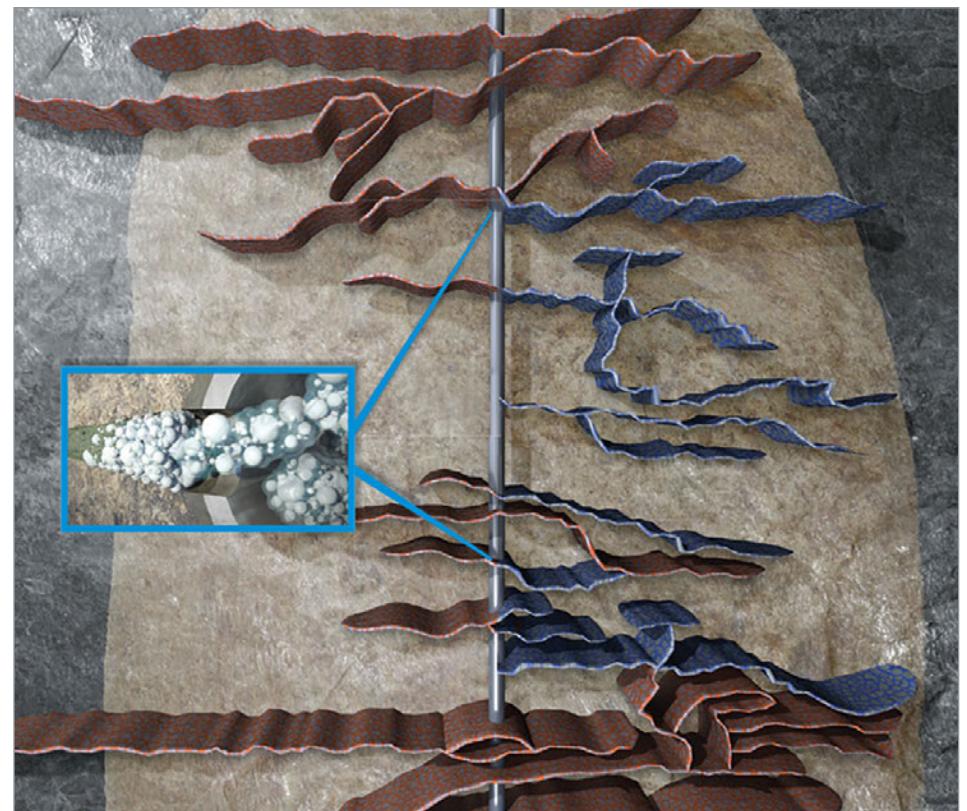
OpenFRAC fracturing fluids are composed of benign environmentally acceptable additive components that are fully disclosed to operators at a disclosure level similar to that used in the food industry. All are water-base fluids that function in a wide range of mix-water compositions, and because they reduce drag in slickwater fracturing, they improve efficiency and reduce costs. Numerous formulation options enable their use in multiple hydraulic fracturing applications, including shale and tight gas sands. All OpenFrac fluids are suitable for recycling and reuse.

OpenFrac fully disclosed formulations are designed with additives that do not use any EPA-classified pollutants or national primary drinking water contaminants. More than 90% of the chemicals used in our fracturing operations meet the OpenFrac criteria.



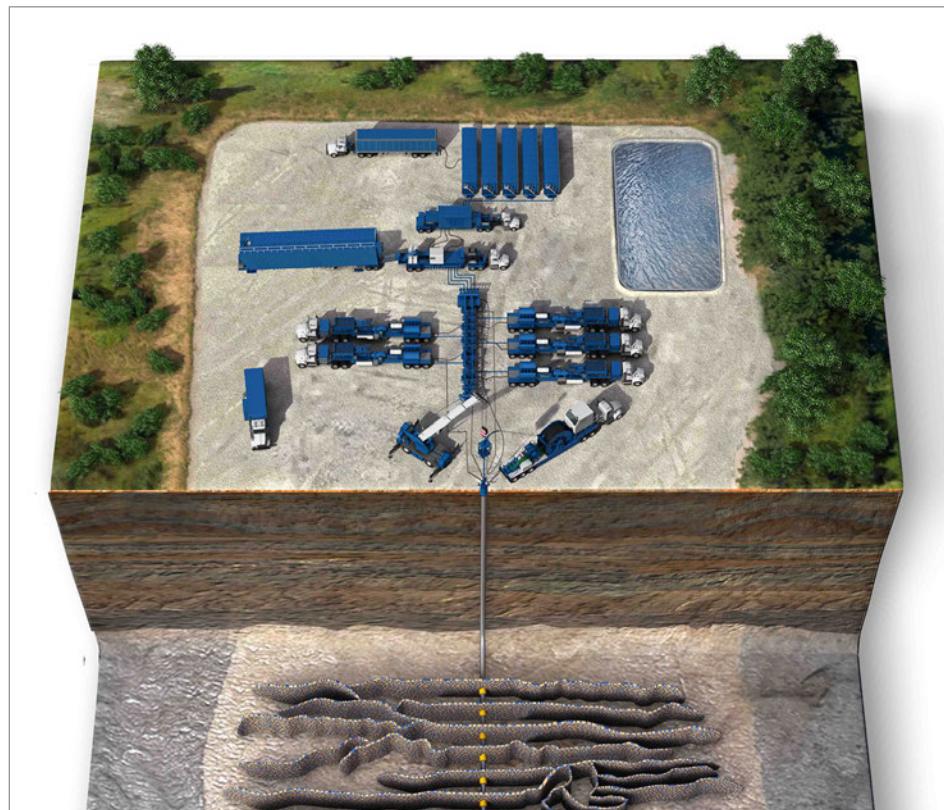
BroadBand Sequence Fracturing Service

The **BroadBand Sequence** fracturing service enables each zone to be sequentially isolated, fractured, and fully stimulated, resulting in greater reservoir volume and contact. The increased production and recovery have shifted the 40% of wells that are typically uneconomical toward 100% that are economical. For example, in North America, operators reduced total completion time in the Eagle Ford Shale by 46%, decreased stimulation time in the Burgos Basin by 65%, and increased the productivity index in a Bakken formation well by 600%. Most wells using the Broadband Sequence service require fewer trucks and less equipment on site, leading to reduced fuel consumption overall and fewer emissions per well.



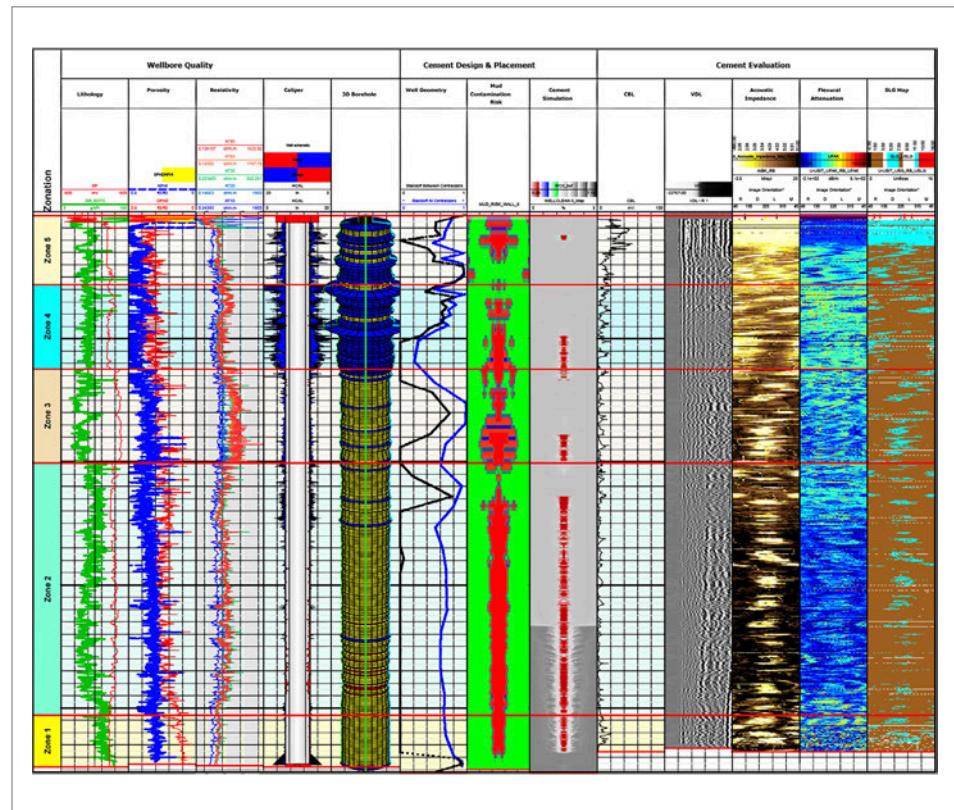
BroadBand Precision Integrated Completion Service

The [BroadBand Precision](#) integrated completion service enables maximum control of fracture placement, sizing, and conductivity. Every promising perforation cluster in each interval is propped open using an engineered composite fluid that promotes the formation of high-conductivity flow channels across all fractures to their total depth and height. In the Bone Spring Formation in New Mexico, the service enhanced well productivity for one customer by 33% while also decreasing water and proppant usage, lowering the amount of equipment required at the wellsite, and reducing the operational footprint on the surface.



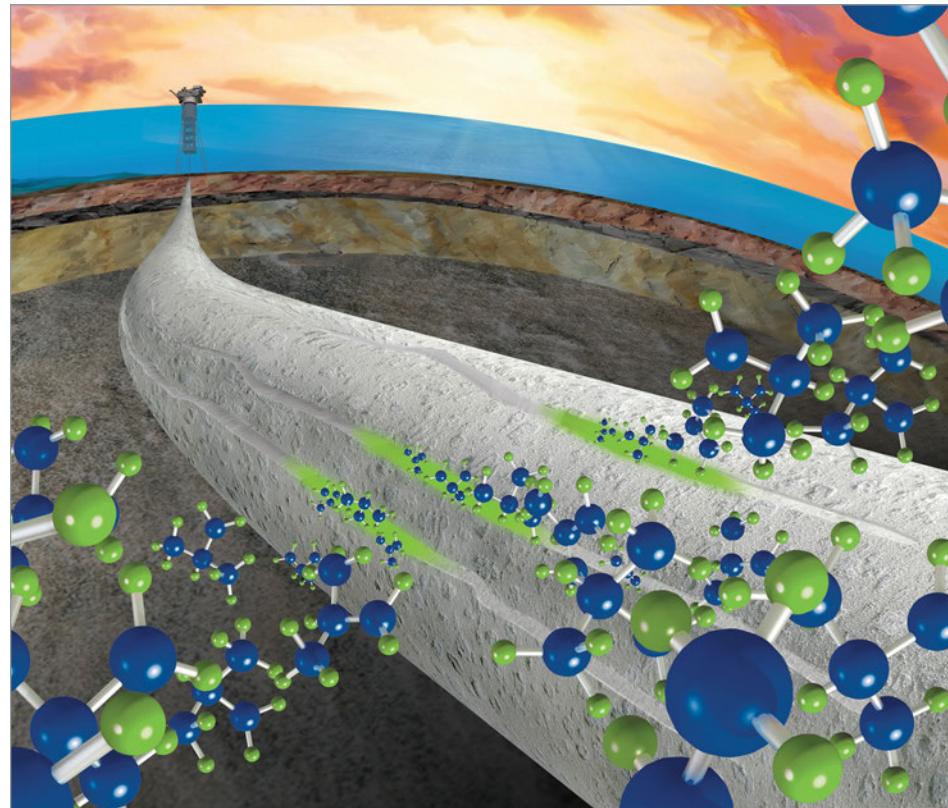
Invizion Evaluation Well Integrity Service

The [Invizion Evaluation](#) well integrity 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 for the protection of the water table. Because cement placement can be confirmed and zonal isolation issues identified, with evaluation of potential short- or long-term impacts, the process can optimize production and reduce the energy footprint of drilling and remedial operations over the life of the well.



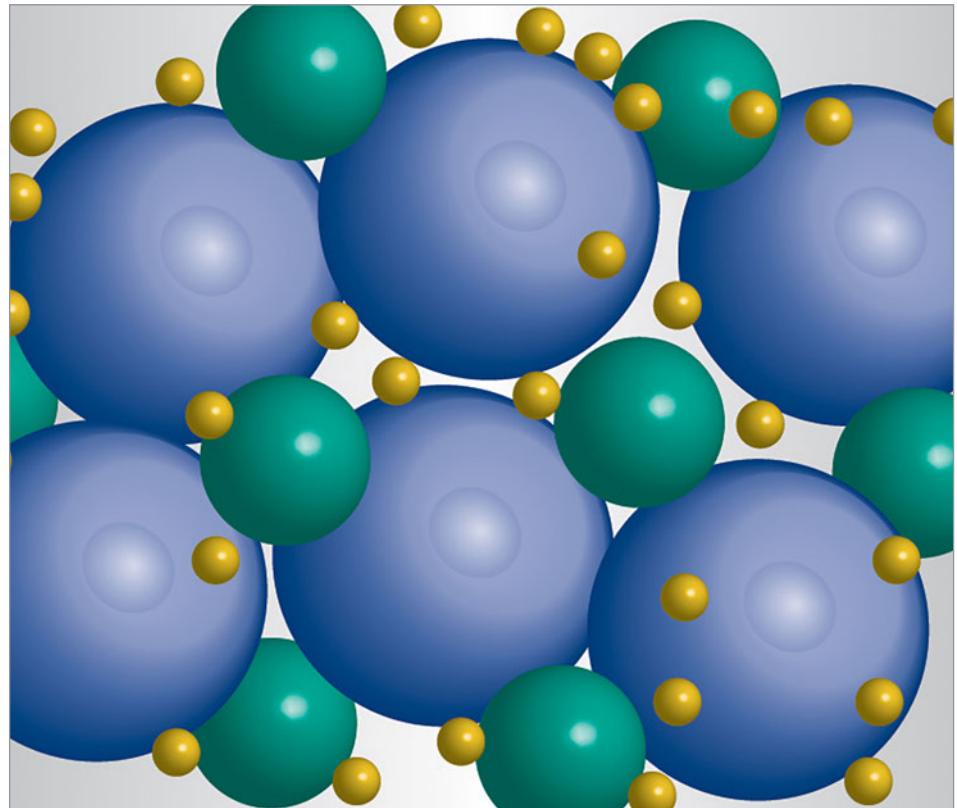
FUTUR Self-Healing Cement System

The **FUTUR** self-healing cement system works after the cement has already set to 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. This durable cement sheath prevents gas migration to the surface, surface casing vent flows, and sustained casing pressure. The self-healing continues even after the well's operational life ends, enhancing long-term zonal isolation and well integrity.



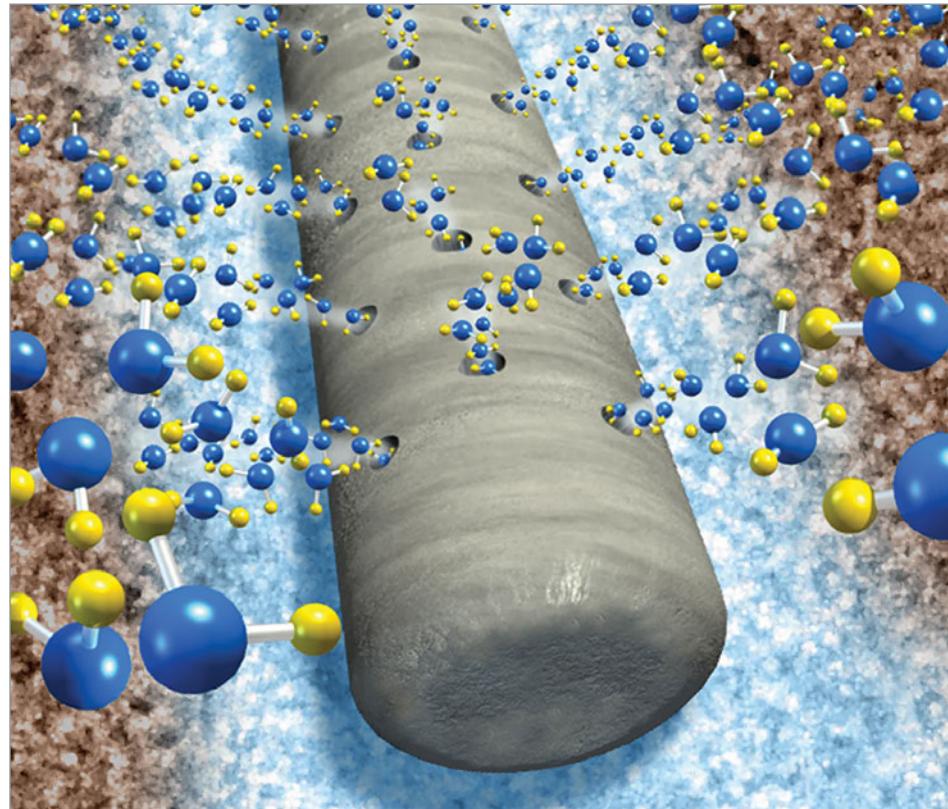
CemCRETE Concrete-Based Oilwell Cementing Technology

CemCRETE concrete-based oilwell cementing technology increases the solids content of cement slurry through particle-size distribution technology. Smaller particles fill the voids between larger particles, requiring less water. The resulting cement slurry has improved flow and set properties, including permeability, strength, and corrosion resistance. A lower water-to-cement ratio during mixing and pumping improves long-term performance. It reduces waiting-on-cement time because the cement system isolates the formation and develops compressive strength faster than conventional cement systems. Successful cementing reduces the risk of well failures and underground leaks.



EverCRETE CO₂-Resistant Cement System

The [EverCRETE](#) CO₂-resistant cement system is a zonal isolation technology for underground storage of CO₂, which can become highly corrosive to oilfields. The cement is resistant to CO₂ attack and reduces the CO₂-induced degradation of the cement sheath that can lead to emission leaks. It can be used with standard cementing operations for zonal isolation of new CO₂ injection wells, for plug and abandonment of existing wells drilled through the storage zone, for carbon capture and storage, and CO₂-enhanced oil recovery projects.



EverGreen Minimal Environmental Impact Well Effluent Burner

The [EverGreen](#) well effluent burner is an oil burner for well testing and cleanup. It burns liquid hydrocarbons produced during testing but is fallout free and smokeless. The burner has an automatic shutoff valve that prevents oil spillage. It operates effectively in water cuts up to 25%, making it ideal for cleanup operations. It eliminates liquid fallout, visible smoke emissions, and oil dumping at the end of a burn sequence, and thus is particularly suited for operations in environmentally sensitive areas.



Employee Engagement: Workplace Solutions

Driven by our stringent internal standards, our employees are applying their world-class technical abilities to reduce our resource consumption, build green facilities, and improve our workplace environment.

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 teams, particularly Engineering, Manufacturing, Sustaining, Supply Chain, HSE, Facilities, and Finance.

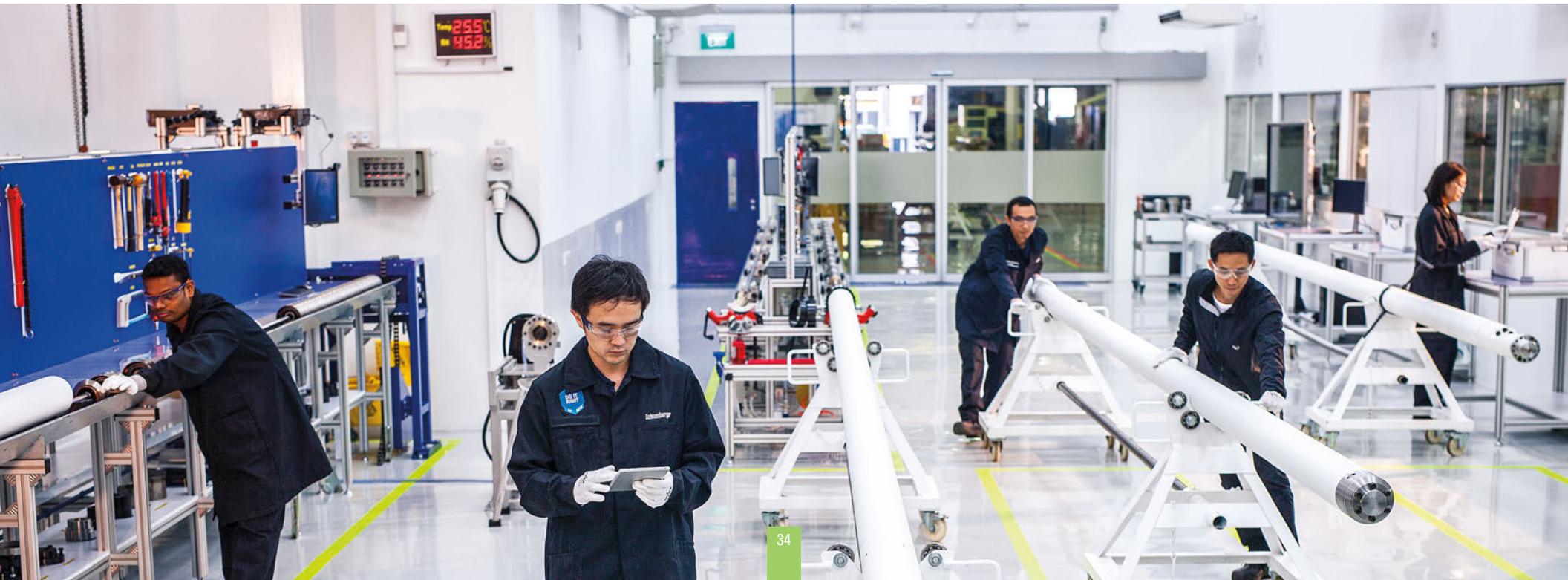
Facilities-related projects in the Lean and Green program include the installation of energy-efficient lighting, sensors and timers for heating and lighting control, air-handling systems, and closed-loop water systems.

The return on investment from these projects provided both financial and environmental advantages that are potentially repeatable.

The program brings proactive environmental awareness to the Schlumberger research and engineering organization that can be expanded to other parts of the Company.

Lean and Green Program Average Annual Savings

- 2,378 megawatts in electricity ■ 521 tonnes of waste
- 19,704 kiloliters of water



2014 Lean and Green Highlights

In 2014, the Schlumberger Lean and Green program included 40 projects that saved more than 1.09 million kilowatt hours of electricity, 15,000 kiloliters of water, 25,000 liters of hydrocarbon fuel, 2.8 tonnes of materials, and 210 tonnes of waste. With project costs amounting to \$340,000, the 2014 Lean and Green program saved over \$2.2 million—more than double the annual financial savings achieved in previous years.

Houston Formation Evaluation Center, Houston, Texas

The Center's Source Recycling Project cost less than \$6,000 to implement but generated net savings of \$1.6 million.

Schlumberger Riboud Well Integrity Center, Clamart, France

One project reduced water use in the Center by 95%. The closed-loop water treatment system cost less than \$38,000 to install and saved \$5,000 and 8,500 kiloliters of water.

Singapore Integration Center, Singapore

A new air conditioning and fresh air supply system required \$95,000 of investment, but saved 394,000 kilowatt hours of electricity and resulted in project savings of \$148,000.

Conveyance and Surface Equipment Center, Abbeville, France

A project to make design changes to a packer resulted in the elimination of the use of chlorinated solvent in manufacturing, without loss of product quality or performance.

Pressure Pumping and Chemistry Center, Sugar Land, Texas

Implementing a variable-pitch fan on an engine cooling system saved 25,000 liters of diesel fuel and had a financial savings of \$47,000.

Lawrence Technology Center, Lawrence, Kansas

After a process evaluation, removal of unnecessary heating tubes and ovens saved 500,000 kilowatt hours of electricity and \$45,000.

Completions Product Center, Houston, Texas

A project to recondition a coating cell required a full redesign of the working area, resulted in improvements in working conditions, automation, process flow, controlled air emissions, water use (3.3 million liters saved), and pit cleaning (26,819 liters of wastewater eliminated).



LEED-Certified Buildings

Our Shared Services Organization assembled a professional facility-management team to optimize our existing facilities' footprints and coordinate their safe, secure, and environmentally compliant operations. Several buildings were recognized with Leadership in Energy and Environmental Design (LEED) awards. LEED certification, the recognized standard for measuring building sustainability, is administered by the U.S. Green Building Council (USGBC), a nonprofit coalition of building industry leaders. The rating system promotes design and construction practices that reduce the negative environmental impact of buildings and improve occupant health and well-being. USGBC and its community are changing the way buildings and communities are designed, built, and operated. Internationally, LEED is a globally recognized symbol of excellence in green buildings. The following are examples of Schlumberger's LEED program successes.

Midland

The design of the M-I SWACO Campus in Midland, Texas, was built to LEED Silver standards. Current LEED projects at the campus include the promotion of bicycle and pedestrian traffic, use of sustainable building materials, reduction of waste, recycling, and the use of high-efficiency water systems and LED lighting.

Selangor

The Asia Center of Reliability and Efficiency in Selangor, Malaysia, is a LEED-certified building, with energy savings of more than 30%. The facility is also equipped with water-efficient fittings. Additionally, in 2015, the center is expected to save up to 46% in water usage.



Labuan

Schlumberger employees in Labuan, Malaysia, contributed many green ideas for a new base, ultimately achieving a Silver rating for the first LEED-certified building in Labuan. The following are highlights of the project.

- All eligible equipment is ENERGY STAR rated.
- All lamps are low in mercury content.
- 95% of construction waste is being diverted from a landfill.
- 75% reduction in annual potable water was achieved.
- 46% of all construction material has high recyclable content.
- 30% of air into the office building comes from outside.
- Annual energy savings are 29%.

Employee-Driven Initiatives

Nisku

In a world of disposable items, a team of Artificial Lift employees in Nisku, Alberta, determined that their shop's scrap metal might have a higher value than previously thought.

This facility uses a variety of metals in many applications. Over the years, the more valuable scrap metals have been separated from the waste stream. For example, shafts made of Monel® and Inconel® are separated for scrap value. As technologies have changed, the shop has captured more of the valuable scrap, such as tungsten carbide.

Houma

The calibration lab supervisor and engineering team in the Schlumberger Subsea Test Facility in Houma, Louisiana, created a substantial cost savings through equipment design. Their modification to wiring harnesses on hydraulic power units and master control equipment reduced costly man-hours and saved \$300,000.





Community

Schlumberger's strong focus on integrity and corporate responsibility enables us to take pride in our work and empowers us to enhance the well-being of the communities where we live and work.

Education

At Schlumberger, we focus much of our social investment on educational programs—particularly in the science, technology, engineering, and mathematics (STEM) disciplines, which 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 Faculty for the Future, which promotes higher education in STEM subjects for women leaders.

Schlumberger's STEM-Oriented Community Outreach Initiatives

- Faculty for the Future
- HSE for Youth
- SEED



Schlumberger Excellence in Education Development

Schlumberger Excellence in Education Development (SEED) is a worldwide educational outreach initiative that aims to improve opportunities for young people in disadvantaged schools within the communities where Schlumberger employees live and work. SEED is driven by the energy of employee volunteers and their families.

The initiative engages students and teachers in learning-while-doing projects about global issues such as water, energy, and earth science. It aims to inspire them to value the science and technology that affect their lives and communities.

SEED contributes resources for students around the world for exploring the world of science, such as collaborative Internet and web-based projects, and it contributes hardware and Internet connectivity for schools. Its goal is to build a learning community with a passion for science.

SEED-sponsored workshops around the world enable students to share their projects and ideas with Schlumberger specialists, as well as with other students.





Making a Difference Through Teacher Education

Workshops for a pilot Schlumberger STEM Teacher Academy in Mtwara, Tanzania, and Pemba, Mozambique, began in 2014 and will continue through 2015. The academy is enabling approximately 100 secondary school teachers of science, technology, and math to enhance their teaching skills and thereby improve their students' grades and test scores.

Teachers attend three workshops and collaborate with their assigned mentors throughout the 18-month course. Academy materials are based on local curricula to facilitate classroom integration. Results are measured through teacher progress, national student test scores, and career surveys.

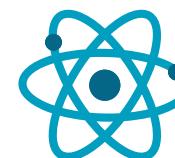
SEED Global Impact in 2014



STEM Teacher Training

203 Teachers involved

15,519 Students involved



STEM Workshops by the Numbers

38 STEM workshops

519 Teachers

2,679 Students

225 Volunteers

HSE for Youth

[HSE for Youth](#) reflects Schlumberger's ongoing commitment to health, safety, and the environment (HSE) for employees' families and the communities where we live and work. Each year, this program shares the Company's expertise with more than 4,000 young people ages 7 to 18 to help them make responsible HSE-related decisions. The program's 2-hour 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 2.5 days. Schlumberger employees and spouses who volunteer for the program receive training prior to organizing and facilitating the workshops.

Workshop Topics



Climate Change



Injury Prevention



Personal Security



Ebola



Internet Safety



Road Safety



HIV/AIDS



Malaria



Water



Faculty for the Future: Empowering Women Scientists Around the World

The Schlumberger Foundation's [Faculty for the Future](#) program enables women from developing economies to pursue advanced graduate studies in science and engineering subjects at top-tier universities around the world. Faculty for the Future builds on the link between science, technology, and socioeconomic development, as well as the key role education plays in realizing individual potential. By supporting higher education in this way, Schlumberger is contributing to bridging the gender gap in science and building an international community of women leaders in science who are prepared to make a difference in their home countries.

Since its launch in 2004, the Schlumberger Foundation's Faculty for the Future program has awarded fellowships to more than 400 women from 69 countries. During the 2014–2015 academic year, Faculty for the Future fellows pursued postdoctoral studies

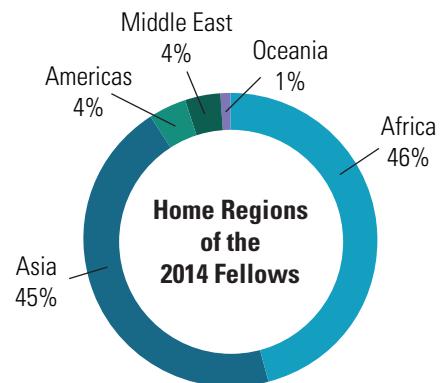
in STEM disciplines—ranging from physics and mathematics to chemical engineering—at 64 of the world's top universities in 12 countries. After completing their studies, Faculty for the Future fellows return to their home countries, where they contribute to economic, social, and technological advancement by strengthening the teaching and research faculties of their home institutions, and by taking positions in governments or 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 an annual forum for program fellows to share their experiences and fosters cooperation while debating topics of interest. The 12th forum took place in Cambridge, Massachusetts, in November 2014. Sixty women scientists met to share their research and experiences



during the 3-day event. They debated topics that included examining the barriers for women who want to study science, technology, engineering, and mathematics (STEM) subjects, the encouragement needed for the next generation of women scientists to succeed, and the way STEM programs can help alleviate major world health and educational challenges. Previous forums have taken place in New York, Houston, London, Paris, and Abu Dhabi.

2014 Faculty for the Future Statistics



2014 Faculty for the Future Grants

64 Universities

12 Countries

36 STEM disciplines

84 New fellowships

+91 Renewal fellowships



Health and Safety

Schlumberger works diligently to safeguard the health, well-being, and security of our employees, their dependents, and the contractors with whom we work.

Our initiatives include more than basic education on health and safety. In essence, they are awareness programs that address Schlumberger's standards and incorporate regular training, guidance, and monitoring. In addition, these initiatives are intended to have a ripple effect throughout the communities in which our employees live.



Health

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 satisfaction, 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, healthy lifestyle, and preventive medicine to reduce work-related and location-specific health risks.

In-country Doctors and Health Professionals

Schlumberger's network of 70 in-country doctors around the world evaluates local medical facilities, assesses the health risks at operating locations, oversees physical examinations for local employees, manages emergencies and evacuations, follows up on employee hospitalizations and return to work, and promotes Company health training programs.

In addition, more than 100 health professionals (e.g., medics, nurses, doctors) provide medical support on Company-managed rigs and seismic crews, on land, at sea, and in remote and hostile environments.

Preventive Care

Good health management begins with regular prevention measures. The Company promotes medical checks (Med-Track and Med-Check programs) for pre-employment candidates and regularly for employees. These checks help ensure that employees are medically fit to travel, live, and work in their assigned country—and they detect and treat pre-existing health issues before employees require hospitalization or urgent international evacuation.

Health Training

Schlumberger provides health training concerning travel risks, work-related exposures, and issues in these categories:

first aid	substance abuse
hearing-loss prevention	smoking
fatigue management	vaccinations
food and waterborne diseases	risks related to working in extreme climates
insect-borne diseases, in particular, malaria prevention	lifting and handling to prevent low-back injuries
HIV/AIDS	ergonomics
cardiovascular illnesses	stress

The extreme health risks of major epidemics, such as SARS, H1N1, and Ebola—with their potential for rapid global expansion—require practical training in effective emergency response.

Employees at all of our operating locations undergo health-risk assessments (HRAs) before new operations begin and regularly thereafter. Performed by Company-approved health professionals, HRAs address management of all health issues. The review covers medical exams, health training of employees and contractors, catering facility conditions, malaria programs, fitness initiatives, and vaccinations. It also covers Company-managed medical facilities on rigs, camps, and vessels—including the assessment of equipment, medications, and health professionals, along with local health facilities such as hospitals and clinics. In addition, it covers local health issues such as epidemics, malaria, clean drinking water, ergonomics, and stress, along with local and international emergency response plans.

Occupational Health

Each of our operating locations has a specific preventive-training program with a major focus on occupational health. These are some of the work-related hazards included in the program:

ergonomics	noise
vibration	pressure
ionizing and nonionizing radiation	thermal work environment
manual handling and prevention of repetitive stress injury	confined-space entry
working at heights	chemicals, including carcinogens, mutagens, and heavy metals

Managing the Threat of Malaria

Malaria—found mainly in sub-Saharan Africa and the Amazon River basin—is a major occupational illness risk for the oil and gas industry, including Schlumberger. Between 2000 and 2002, four Schlumberger employees originating from non-malaria countries died of malaria. In response to these deaths, Schlumberger developed a world-recognized malaria prevention program with four components:

- awareness and training campaigns
- a curative malaria kit developed by Schlumberger for rapid diagnosis and curative treatment—also used today by more than 20 other oil and gas companies worldwide
- a 24/7 malaria emergency hotline
- a specific malaria emergency response plan.

The positive impact of this program is clear: We have decreased our malaria deaths from four between 2000 and 2002 (2-year period) to three between 2003 and 2015 (12-year period).



Safety

Schlumberger's commitment to safety is included in our [Code of Conduct](#), which also details the Company expectations and regulatory compliance requirements for all Schlumberger employees. Our corporate [HSE Policy](#) is publically available.

Shared Responsibility for Safety

Schlumberger strives to safeguard health and security, to operate our business safely, and to protect the environment. We maintain a safe and productive work environment that is free of alcohol, controlled substances, and illegal drugs. Schlumberger operations are supported by a robust safety management system. We design our equipment and workplaces to enable safe operations. We require reporting of hazardous situations and conditions to identify opportunities for improvement. We provide comprehensive training in injury prevention, hazard identification, and 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

In 2014, Schlumberger continued with initiatives to improve its HSE training programs for operational personnel, line management, and HSE professionals.

A specific focus in 2014 was crisis leadership management and communication training, which involved seven specific training courses for 182 delegates. This training incorporates best practices in crisis management techniques and practices using global academic experts and expertise from within the Company. In addition, we conducted a corporate-level crisis management exercise and one realistic crisis management exercise for each geographic operational area.

Contractor and Supplier Management

In 2014, Schlumberger strengthened contractor management initiatives and revised the global-contract HSE and workplace condition requirements within our global supply chain. These contractual conditions specify the minimum HSE requirements for contractors when on sites managed by Schlumberger. The 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 use of safety systems), PPE, intervening to stop the job if unsafe acts or



conditions are observed, reporting events and incidents, and complying with applicable regulatory requirements.

Schlumberger has established requirements for the suppliers and contractors we engage, with a view to establishing a relationship that promotes responsible, collaborative, social, environmental, and economic practices. Contractors and suppliers must comply with the defined labor-workplace health, safety, and security 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 management communicates the HSE philosophy to all employees, customers, contractors, and third parties associated with our business, and each Schlumberger organization must provide evidence of conformance to the system.

The HSE Management System comprises eight interrelated elements:

commitment, leadership, and accountability	risk management
policies and objectives	business processes
organization and resources	performance monitoring and improvement
contractor and supplier management	audits and reviews

The Company gives employees 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 Management System comprises corporate health, safety, and environmental standards, all of which must be implemented in all Schlumberger operations. Our employees are empowered and obligated to stop the job and intervene when they consider a situation to be unsafe, and this practice is fully supported by the Company's management.

In 2014, Schlumberger released three HSE standards, each revised with a risk-based approach to the subject matter: Health Standard, Environment Standard, and Personal

Protective Equipment Standard. We are revising other existing HSE standards to follow the risk-based approach, as well as developing and pilot testing a new HSE standard fully aligned with industry best practices to address dropped objects and work at height.

HSE Reporting and Performance Data

Schlumberger captures HSE performance data through an online, enterprise-level business system, which 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. It is also used 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.

2014 HSE Reporting System Statistics

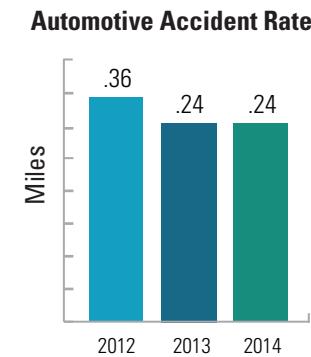
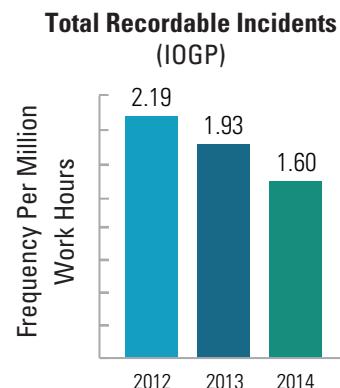
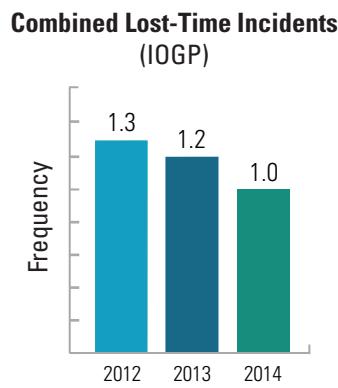
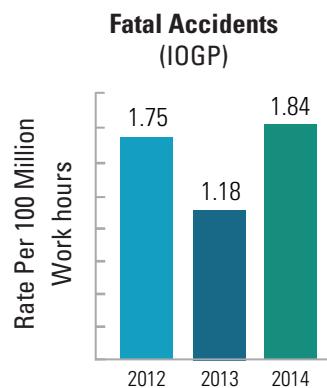


Performance Snapshot

The International Association of Oil and Gas Producers (IOGP) annually reports upstream oil and gas work-related safety performance statistics. The data include incidents related to both Company employees and associated contractors engaged in work-related activities. The IOGP definitions and reporting criteria are used to determine these safety data for Schlumberger:

- FAR (Fatal Accident Rate)
- CLTIF (Combined Lost-Time Incident Frequency)
- TRIF (Total Recordable Incident Frequency)
- AARm (Automotive Accident Rate in Miles).

Schlumberger Health and Safety Statistics



Schlumberger Fatalities by Year

	2012	2013	2014
Contractor fatalities	4	2	4
Employee fatalities	3	3	4

In 2014, Schlumberger suffered eight fatalities; four were employees, and four were contractors. Two of the fatalities involved a commercial aircraft, which to date has not been recovered, so no investigation was possible. The other six fatalities were the result of four incidents, which were thoroughly investigated and reviewed by Schlumberger senior management. Two fatalities resulted from a helicopter crash, three from two separate land-transportation incidents, and one—a contractor fatality—from a fall from height.

Associated lessons learned were communicated companywide—to both employees and contractors—designed to prevent recurrence and ensure continuous improvement in HSE management.

In 2014, Schlumberger continued Live and Learn, our multiannual awareness campaign to communicate the lessons learned from fatal incidents and high risks in eight categories: pressure, contractor management, driving, mechanical lifting, security, malaria, work at height, and dropped objects.



Driving Safety

Despite significant efforts to improve safety, driving continues to be the work-related activity with the highest associated risk in the upstream oil and gas industry and within Schlumberger.

Many emerging and developing countries have experienced a rapid increase in the number and diversity of road users, which has outpaced corresponding improvements in infrastructure, regulation, and enforcement of driving laws. This upsurge has resulted in a corresponding increased risk of road incidents, presenting growing challenges for organizations in the management of their global driving activities. Variations in the levels and types of risks in different countries and regions add to the complexity of effectively managing driver safety.

Our risk-based driving and journey management approach has enabled Schlumberger to more effectively manage driving activities in more than 85 countries—including more than 50,000 drivers, 25,000 vehicles, and more than 550 million miles driven per year.

Every Schlumberger employee, from field to office, is required to take regular driver training. We provide fit-for-purpose training, including the use of driving simulators and driver-improvement monitors to provide real-time, in-vehicle driving performance feedback. We also have begun sharing our experience and expertise with our customers and community members 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 eliminate accidents systematically through training, journey and trip management, safe driving behavior, and compliance ([Code of Conduct](#), p. 8).

Employees whose jobs involve driving must comply with journey management and specific safe driving requirements. For example:

- All vehicle occupants must wear seat belts.
- Drivers are not allowed to use mobile phones or electronic devices while driving, even if the device is hands-free.
- Drivers must bring their vehicle to a complete stop before using any such device.

Our driving safety practices are respected throughout the industry. In 2005, the International Association of Oil and Gas Producers (IOGP) adopted our driving standard as the foundation of its recommended land-transportation practices.



Our performance continued to improve in 2014, with a strong focus on driving and journey management. We also made good progress toward our overall goal of reducing our accident injury rate, which decreased by 16% compared with the previous year.

Despite this focus on safety, we suffered three fatalities directly related to driving in 2014, and we will continue to make this a safety priority. To guard against the risks that land transportation presents, we continue to deploy journey management centers around the world to reinforce safe driving practices. These centers serve more than 40 countries with real-time journey tracking in 12 languages, 24 hours a day, 7 days a week.

Experience has shown that driver behavior and lack of compliance with driving standards are the most common factors contributing to automotive incidents in the oil and gas industry—factors that the new Schlumberger global journey management centers are effectively addressing.

The approach delivers increased support for drivers throughout a journey and reinforces safe driving behaviors. The centers ensure that every trip is verified for compliance with journey management procedures—with higher-risk driving environments 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.

With these journey management centers, we can monitor and control 94% of all trips made in countries we consider to exhibit medium-high driving risk. The surveillance and support of this program will further improve driver performance during the next few years.

Injury Prevention

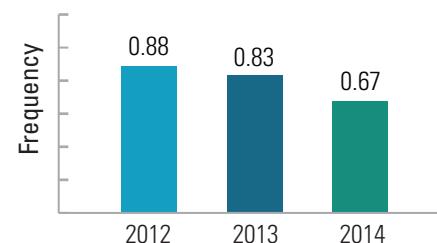
Schlumberger is committed to injury prevention for all employees and applicable contractors, all the time and everywhere, through the effective implementation of industry and our Company best practices to prevent and mitigate injury and risk.

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 are now in place to mitigate this risk.

One of the most critical steps in mitigating risks associated with a particular job is to ensure that employees have the correct tools and the proper personal protective equipment (PPE) to perform a task. Using PPE is essential to mitigating injury consequences, even after engineering controls, work practices, and administrative controls have reduced risks as far as reasonably practicable. Engineering controls involve physically changing a machine or work environment. Work practices involve training workers to perform tasks in ways that reduce their exposure to workplace hazards. Administrative controls involve changing how and when workers do their jobs, such as scheduling work and rotating workers to reduce exposures.

The Schlumberger contractor and employee lost-time injury frequency (LTIF) numbers have decreased since 2012.

Employee Lost-Time Injury Frequency
(Per Million Work Hours)



Contractor Lost-Time Injury Frequency
(Per Million Work Hours)



Social and Economic Impact

Acting ethically requires more than simply complying with laws and regulations. It also recognizes that our decisions affect others. By keeping this idea foremost in our minds, we earn the respect, trust, and confidence of our customers, colleagues, shareholders, and others affected by our operations worldwide.

We contribute to the social development of the communities where we live and work by supporting initiatives that improve youth education and living conditions. We foster the economic development of these communities by recruiting, hiring, training, promoting from within, and complying with local laws.



Investing Locally

Philanthropic Activities

Schlumberger's philanthropic activities are chosen strategically to reflect the Company's values and long-term interests and to enhance our communities. We focus on a limited range of social issues that call for strategic involvement and partnerships with community organizations.

Most of our donations are categorized as community investments. Our largest are through the Schlumberger Excellence in Education Development (SEED) and the Schlumberger Foundation's signature Faculty for the Future programs. Both are strategically aligned to science, technology, engineering, and mathematics (STEM) education. We also pursue long-term partnerships with community organizations to address social issues and align with our corporate objectives.

Care Grants

Schlumberger Cares, which is currently being piloted in North America, allows employees to request a grant for any organization at which they volunteer. Grant requests must apply to the educational, health and wellness, and community organizations that are strategically aligned with our business and sustainability objectives.

Commercial Initiatives

Our business-related activities in the community are usually undertaken by our marketing communication departments in partnership with charities and community-based organizations to promote our corporate and brand identities and other policies and guidelines. Our largest commercial investments are donations made to academia for basic and applied research that we conduct in partnership with top universities. We also contribute millions of dollars annually in reservoir software, training, and support to these universities.

Charitable Donations

We offer support to specific causes in response to the needs and appeals of charitable and community organizations, requests from employees, and reactions to events such as emergencies. These donations occur regularly but are directed and recorded by local Schlumberger management and employees regionally. Two examples are the Orphan Day Program in Egypt and our employment program in Ecuador for people with special needs.

Support of the Arts

Our long-standing interest in the arts and art education began in the days of Dominique de Menil, Conrad Schlumberger's daughter, whose passion for the arts led to the founding of the Menil Collection in Houston. We have continued a partnership with the Menil Collection and have assisted with its educational programming through the years.

Schlumberger also supports Theater Under the Stars, Houston Grand Opera, Alley Theatre, and the Ensemble Theatre—all in Houston, as well as the Metropolitan Museum of Art in New York City. These connections and partnerships help introduce first-class art venues and performances to children of all socioeconomic levels. The annual SEED program hosts art contests for children around the world.

We plan to partner with the American Geosciences Institute to launch a global art contest focused on the geosciences that will feature both visual and electronic arts, including art developed through computer coding. As a generous contributor to STEM education, we value the role of the arts in developing the next generation of scientists and engineers.





In-kind Giving

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.

2014 Contributions

\$10.7 M Commercial initiatives

\$18 M Community investments

STEM Education

We measure our engagement in the community most thoroughly through our signature education programs in science, technology, engineering, and mathematics (STEM). These STEM programs offer opportunities and training for teachers and students from their primary school years through the doctoral level, with Schlumberger support available at all levels.

In 2014, we collaborated with a researcher at the Massachusetts Institute of Technology (MIT) in Boston and partnered with Rice University in Houston for K through 12 STEM workshops in coding and energy education. We also provided STEM teacher training to more than 200 teachers in Mozambique, Tanzania, Ecuador, and the United States.

The Schlumberger Foundation's Faculty for the Future program sponsored more than 400 young women from developing countries for attendance at top-tier universities around the world. Their full scholarships, through the doctoral level, benefit not only the individual women but also their communities.

Human Rights

Schlumberger has committed itself publicly 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."

In 2009, we established our social responsibility process and began conducting risk assessments of projects with large footprints in countries where we have new operations, in frontier countries, and in countries with emerging issues. These include Australia, Chad, China, Colombia, Ecuador, Ethiopia, Guatemala, India, Iraq, Kenya,

Mexico, Mozambique, Papua New Guinea, Paraguay, Romania, Tanzania, Thailand, Uganda, and the United States.

In 2010, Schlumberger reviewed 400 statements of Company policy, standards, and guidelines against the Business and Human Rights Matrix developed by the Business Leaders Initiative on Human Rights, creating a comprehensive map of the relevant human rights issues and gaps to be addressed by Schlumberger.

In 2011, we completed a review of customer and peer human rights statements and policies to further our understanding of the United Nations' "Protect, Respect and Remedy" Framework, a declaration clarifying the responsibilities of business in relation to human rights.



Supply Chain

Schlumberger constantly reviews supply chain processes to ensure quality in our services and products. A single weak link in a local supply chain can reverse years of environmental, economic, and social progress. Therefore, we closely monitor this side of our business, ensuring that every supplier we select adheres to and complies with Schlumberger's strict standards.

Schlumberger Supply Chain Services provides our field and manufacturing locations with supplier management, strategic sourcing, and logistics and inventory management. In today's competitive global economy, we know that strong relationships with our suppliers are more important than ever in our efforts to meet our own needs and those of our customers.

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. We believe that this type of supplier relationship encourages the use of supply chain best practices and adds value for all involved.

In evaluating potential suppliers, Schlumberger considers delivery price, reliability, operational costs, and after-sales support. We procure goods and services only from financially stable, technically qualified, and reliable sources.

Guiding Principles: Our Corporate Values

Schlumberger is committed to, and expects from its employees and suppliers, the highest ethical standards of [business conduct](#) and compliance with laws and regulations in the countries where we operate. These standards are incorporated into our Code of Conduct and our daily supply chain activities.

Health, Safety, and the Environment

Prevention of accidental risk and loss from process failure is an integral part of our continuous improvement culture. Suppliers must provide all products and services to specified [HSE standards](#) and should monitor these standards using a quality assurance program. Supplier staff and delivery partners must comply with local HSE requirements and laws.



Local Hires

Schlumberger hires workers in-country whenever possible. By doing so, we are able to expand our global footprint in a competitive marketplace and establish a hospitable and receptive environment for our businesses in foreign markets. Moreover, foreign nationals in their home environments better understand the challenges of doing business locally. Hiring locally also helps ensure that our dollars are invested in the local economy through local employment and vendor opportunities. More importantly for Schlumberger, the practice not only helps local economies expand their business opportunities but also fosters our involvement with the community.

Local Suppliers

We use only world-class local vendors and contractors of goods and services. For these suppliers, we willingly invest our time and resources to develop their business processes to meet our HSE and quality standards. Our investment builds the competitiveness of local vendors in the domestic oilfield services market and potentially in export markets. For example, we share our well-respected HSE practices and expect our local vendors to embrace them. These practices include our safety training, driver training, installation of in-vehicle monitors, and vehicle maintenance standards. Through this training, we share in-house best practices and indirectly promote increased competitiveness in the industry and marketplace.

Our vision for our interconnected communities is that they will welcome our presence and respect our business practices for the long term. We promote their confidence through our social investments, our ethical conduct, and the opportunities we offer for participation in business and community activities. In 2014, Schlumberger entered a new phase of community outreach. All of our social investments are now underpinned by these two 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.

Information for Potential Schlumberger Suppliers

Schlumberger [Supply Chain Services](#) distributes detailed information about procurement policies and guidelines, processes, and the procedure for becoming an approved supplier. We share this information with potential suppliers to ensure mutually supportive relationships.

Supply Chain Management

Schlumberger maintains a Spend & Supplier Management Dashboard that analyzes spend by supplier, commodity, geography, business segment, legacy company, and trend 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. Total procurement spend (100%) is presented in the spend analysis conducted within the last 3 years.

Audits of Tier 1 Suppliers

As part of due diligence, Schlumberger audits various tier 1 and high-risk suppliers around the world. Supplier managers are responsible for evaluating suppliers against Schlumberger's established metrics to be selected as critical suppliers in the approved supplier list.

	Absolute Number of Tier 1 Suppliers	Share of Total Procurement Spent
Critical suppliers	2,144	62%
Total suppliers	61,760	100%

Raising the Bar Together

At Schlumberger, we require that our suppliers support relationships promoting responsible, collaborative, social, environmental, and economic practices. We seek suppliers who can demonstrate these commitments:

- implementing risk-based due diligence processes to gauge actual or potential adverse impacts associated with labor and working conditions
- establishing similar guidelines for their own suppliers concerning labor and working conditions
- complying with the laws, rules, and regulations of the countries where they operate
- adhering to existing industry guidelines, in particular, those that are more stringent than local laws.

2014 Sustainability Enhancements in the Supply Chain

Project	Benefits
Right sourcing of products near their consumption	Reduced lead-time and reduced costs
Procurement centralization using preferred suppliers	Improved quality of purchased goods and services by using preferred suppliers
Capacity-building efforts in Angola, Brazil, Indonesia, Kazakhstan, and Mexico	Added local suppliers, reducing transportation costs
Expanding of developed capabilities in Argentina, Oman, India, and Brazil	Diversified sources of supply for improved competitiveness



Sustainability Initiatives in the Supply Chain

Identifying New Local Capacity

Schlumberger is investigating the feasibility of supplier capacity-building programs in several countries. In Mexico, for example, we have worked extensively with local suppliers to bring their HSE and quality standards to a level that permits them to compete in the U.S. oilfield services sector. In 2014, we conducted supply chain capacity-building feasibility studies in Kazakhstan, Angola, Indonesia, and Brazil, and identified commodities, goods, and services that qualify for additional support to suppliers and to organizations supporting suppliers.

Schlumberger Talent Assessment and Recognition Program Fosters Supply Chain Candidates

The Schlumberger Talent Assessment and Recognition (STAR) Supply Chain Program in Africa focuses on identifying and recognizing African talent, from students to professionals, with industry supply chain experience. Selected students receive sponsorships and internships. Recent graduates join a structured learning and development program for as long as 12 months and then gain access to supply chain job postings around the world. For experienced supply chain professionals, we offer individual training programs and career plans.

Expanded Supplier Network

Schlumberger has examined the quality of suppliers over the past to qualify critical new suppliers in countries such as Argentina, Oman, Egypt, India, and Brazil. As a result, our deeper understanding has revealed previously unforeseen opportunities in local and international markets for projects ranging from the sourcing of raw materials such as sand, guar, and cement to the manufacture and machining of equipment and parts, including cabins, tanks, pressure vessels, and casing accessories.

Battery Recycling Programs—Designed for Supply Chain

Liquid cathode lithium metal batteries are commonly used in the oil and gas industry to power sensors in remote downhole applications.

Schlumberger manufactures custom battery packs made with different liquid cathode lithium chemistries and unique cell electrode constructions, and we recycle almost 100% of the lithium metal batteries we manufacture, which minimizes the environmental impact of our lithium metal battery usage. This high standard is consistently achieved and documented through an ongoing program to routinely audit our waste battery collection points and contracted recycling facility.

Waste Electrical Electronic Equipment Directive

In accordance with the European Union (EU) Waste Electrical Electronic Equipment (WEEE) Directive 2002/96/EC and Schlumberger environmental procedures and guidelines, Schlumberger provides information to organizations within the European Economic Area (EEA) regarding the presence and location of dangerous materials and preparations, if any, in Schlumberger electrical equipment, as well as information about repairing, maintaining, and processing equipment at the end of its life.

Registration, Evaluation, Authorisation and Restriction of Chemicals

Registration Evaluation, Authorisation, and Restriction of Chemicals (REACH) is an EU regulation [(EC) No. 1907/2006] on chemical substances that covers manufacturing, importing, placing, and use in the EEA. This regulation 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.

For many decades, we controlled and rigorously managed the purchase, storage, and use of chemicals. With the release of the REACH regulation, we launched a proactive program with our suppliers to precisely identify the source and composition of purchased chemicals and to improve compliance.

Our REACH programs have generated an overall cost savings of approximately \$10.1 million in 2013 and the first quarter of 2014. The robustness of our system was demonstrated after two successful audits performed by Italian and Hungarian authorities in 2014.



Conflict-free Mineral Supply Chain

Schlumberger recognizes that there are serious human rights abuses associated with the extraction, transportation, and trade in minerals in the covered countries. We have always supported responsible sourcing of materials from suppliers that share our values, and we commit to avoiding contributing to the conflict through our sourcing activity.

As expressed in our Code of Conduct (our Blue Print in Action), Schlumberger does not tolerate any corruption of any kind in dealings with our suppliers, and we expect our suppliers to adhere to the same standard. We work with our suppliers in a socially responsible and ethical manner. A potential supplier is selected and retained only after it has evidenced in writing its adherence to our Code of Conduct and other internal compliance requirements, including health, safety, and environmental. In addition, we audit our top suppliers every 2 years to ensure adherence to our Code of Conduct. We have developed a [Conflict Minerals Policy](#) to supplement our Code of Conduct.

We periodically review our [Conflict Minerals Policy](#), which supplements our suppliers' basic obligations to comply with Schlumberger standards, to ensure the policy's ongoing suitability. We have taken a variety of actions to comply with this policy.

- We have identified the conflict minerals necessary for the production and functionality of covered products that we sell.
- We perform supply chain due diligence in general accordance with the Organization for Economic Cooperation and Development's internationally recognized and established due diligence framework.
- We expect our direct suppliers to perform similar due diligence on the sources of conflict minerals in their supply chains, and we expect them to require their own suppliers to do the same.
- When a validated conflict-free supply chain or a robust mineral-tracing program is established, we 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 a conflict, we recommend that the supplier seek an alternative means of sourcing to prevent our possible termination of the supplier relationship.

Stakeholder Engagement

Our business has a great number of stakeholders, including our own employees, our customers and suppliers, our stockholders, our communities, and the participants of our collaborations and outreach programs.

Their expectations of us vary and—depending on needs and circumstances—change over time. Our job is to stay connected with all of these groups and many more, to listen to their concerns, and to respond promptly with respect and clarity. To do this, we communicate continuously with employees, customers, and suppliers, meet regularly with investors, join industry initiatives and partnerships, participate in academic affiliations and discussions, and engage fully in community meetings.



Stakeholder engagement is a critical, ongoing process that enables Schlumberger to adapt to the changing expectations and needs of important stakeholder groups.

We use the information that we determine to be the most relevant to our stakeholders in communicating through our sustainability report and 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

Customer Stakeholders

We consider customers extremely important stakeholders, and we must live up to their trust in us, particularly with sensitive and confidential information. Maintaining our reputation for integrity and fair dealing is vitally important in winning and retaining this trust.

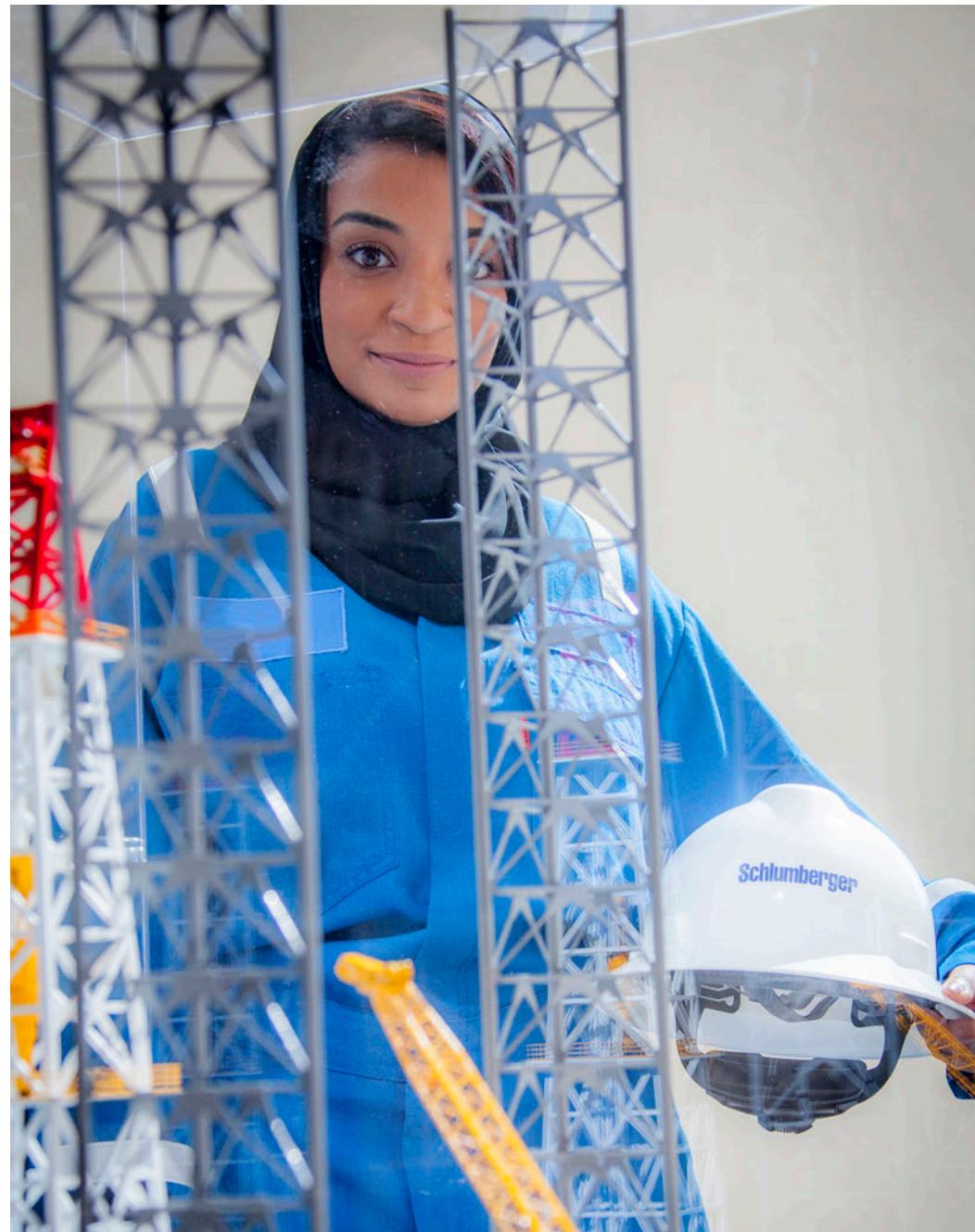
By engaging with our customers on sustainability issues, we better understand their needs and concerns. This clarity enables us to invest in technology and solutions that more directly suit our customers and others in the marketplace. The interactions help us align our strategic planning with theirs—and bring value to our customers.

We also strive to present customers with a clear vision of our ethical approach to business. To do this effectively, we must ensure that all of our employees share this vision and are prepared to communicate our message coherently and consistently.

Employee Stakeholders

Our continued success depends on recruiting, training, and retaining employees whose expectations and ambitions best fit our diverse business environment and distinct culture and brand. Employees who stay motivated, feel inspired by their work and role in the workplace, and are connected and committed to the Schlumberger brand and message are our most credible ambassadors. They become the face of Schlumberger for our customers, potential employees, the public, and other stakeholders—even our competitors.

Continuing education is an integral part of employee development at Schlumberger. All employees prepare annual training and development plans with their managers and agree on specific training actions for the year. Training is delivered through teacher-led, classroom-based instruction; live simulations; self-paced e-learning from in-house and external sources; and virtual environments.



A global network of learning centers offers year-round courses. Schlumberger has technical communities and special-interest groups around the world where employees share their knowledge and ideas. We also develop employees for career mobility by exposing them to other roles that cross geographical borders, business segments, and functions.

Schlumberger maintains a Company-level grievance-reporting mechanism, described in our [Code of Conduct](#), that enables employees to report their concerns anonymously. Through this process, we enable employees to take an active role in protecting the Company's reputation and corporate interests.

Shareholder and Investor Stakeholders

Schlumberger maintains a dialogue with investors as a primary principle of its corporate culture. The Company goes far beyond regulatory requirements in communicating information that facilitates intelligent investor decisions on the part of major institutions and individual members of the public.

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 specific 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

Community Stakeholders

Our social responsibility process is included in our large-footprint projects to assess and help manage the impact of our field operations on communities. The process guiding our long-term commercial agreements to develop and comanage customer oilfield assets considers both our plan and the minimum technical requirements for managing social issues, which align with the World Bank Group's International Finance Corporation Performance Standards on Environmental and Social Sustainability.

Project and operational management considerations include the following:

- schedule delays
- statistics for nonproductive time (NPT) due to community disturbances (e.g., work stoppages, threats, demonstrations, road blockages)
- the number of legitimate complaints received from community stakeholders
- the percentage of complaints resolved within a prescribed time frame.

We present a range of social and environmental performance indicators at quarterly review meetings to give our top-level managers a realistic picture of the operating environment.

Underlying all of our operations, the Schlumberger Environment Standard provides specific stakeholder engagement guidelines that set out our requirements for preparing environmental impact assessments and community impact management plans.

Since our social responsibility process was enacted in 2009, we have completed more than 25 social risk assessments in more than 15 countries across 5 continents.

Our social responsibility tool kit, designed for projects with a high potential for significant social and environmental impact, focuses on three integrated phases: planning, implementation, and monitoring and evaluation. We use the information we collect during the planning phase to analyze potential social problems and identify possible prevention and mitigation measures.

Supplier Stakeholders

An organization with a global presence, [Schlumberger Supply Chain Services](#) pursues supplier business relationships based on cooperation, trust, reliability, and communication. We procure products and services through manufacturers and suppliers that demonstrate high standards for quality, exceptional levels of service, competitive pricing, solid delivery performance, effective after-sales support, and efficient supply chain management.

Industry Stakeholders

Schlumberger manages and coordinates active relationships with numerous industry organizations. Most notably, we are members of 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 philosophy. As a result, these groups frequently call on us for technical advice and guidance.

University Stakeholders

Schlumberger is a technology company with a large proportion of engineers, scientists, and employees with advanced degrees. Our success depends on continuous innovation and excellence in execution by highly specialized and trained employees—and through technological breakthroughs that we can incorporate into our own services and our research and engineering programs. Our relationships with more than 500 universities and other academic institutions around the world offer us a rich source of potential employees.

We have engaged formally with universities since 1954. We established a [University Relations program](#) in 2011 whose goal has been both to help develop future petrotechnical leaders and to positively influence novel sciences and energy technology worldwide.

Government Stakeholders

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 understand the technologies and processes that can reduce emissions and carbon footprint.

We engage with policy makers in a wide variety of capacities:

- We committed \$25 million in sponsorship funding to the Global Climate and Energy Project (GCEP).
- 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 have served as an industrial sponsor and member of the Executive Committee of the International Energy Agency's Clean Coal Centre (IEA CCC).
- We were a founding member of the Global CCS Institute (GCCSI) and have participated in numerous international meetings.
- We have served as an Advisory Committee member of the European Technology Platform for Zero Emission Fossil Fuel Power Plants (ZEP) and have participated in numerous working groups.
- We have participated as a member of the North America Carbon Capture and Storage Association (NACCSA).
- We were 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 a member of the stakeholder group of the Carbon Sequestration Leadership Forum.
- We have served as project manager, technology supplier, and member of a research consortium of Australia's CO₂CRC Otway Project, a large research and geosequestration demonstration project.

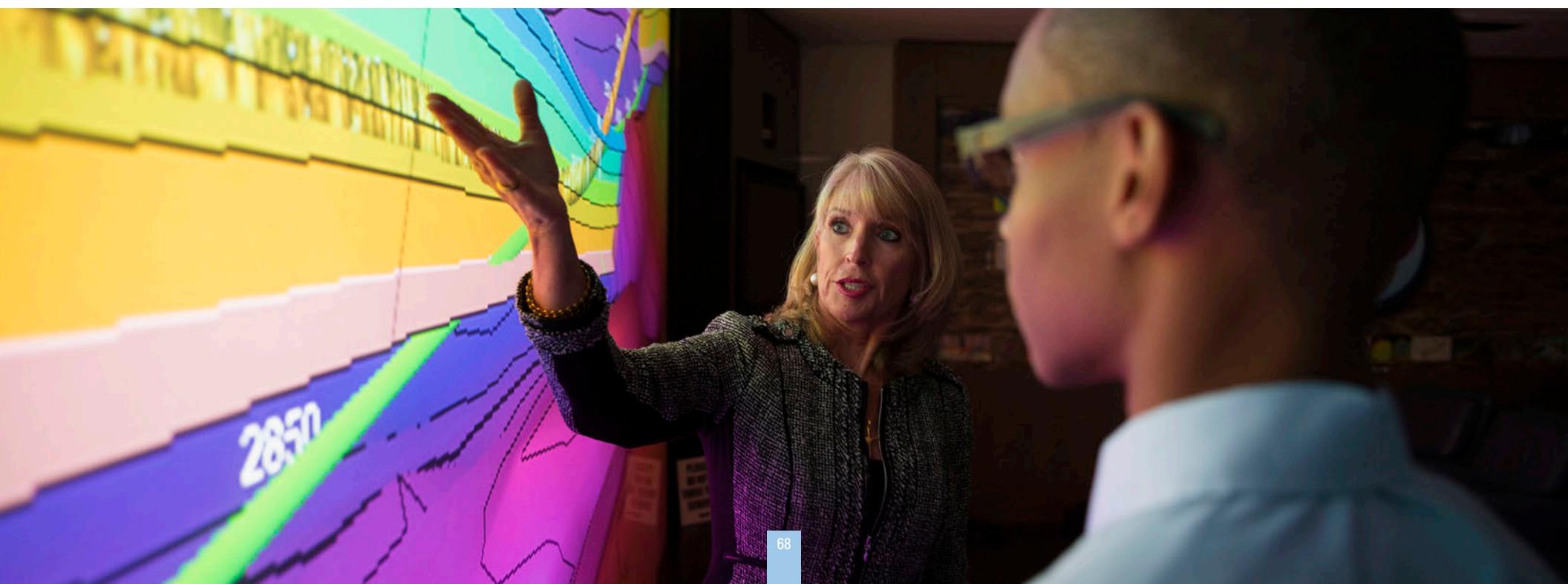
Regulatory Agency-Sponsored Research Projects

Schlumberger engages in many research projects that demonstrate how carbon capture and storage (CCS) can be carried out safely and effectively. For example, in the United States, the U.S. Environmental Protection Agency's Underground Injection and Control (UIC) Program's Class VI category of wells, which are designed to regulate all carbon dioxide injection and storage, is a significant departure from previous UIC classes of wells. The new regulations require technical knowledge in areas such as financial assurance, monitoring, and modeling, including the modeling of plume behavior.

Employment and Human Capital

At Schlumberger, we believe that the creativity, energy, and expertise of our people establish the foundation upon which we build our sustainable success. Therefore, our ability to attract, develop, motivate, and retain outstanding employees is essential to the long-term future of our business.

We have established diversity as the cornerstone of our recruitment efforts and adhere to the principles of recruiting employees wherever we work. Today Schlumberger employs people in more than 85 countries representing more than 140 nationalities. We offer competitive packages, inspire through effective leadership, and manage on the basis of clear objectives and respect for individuals. We encourage employees to learn continuously, and we promote from within. Because our philosophy is that 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 2 to 3 years.

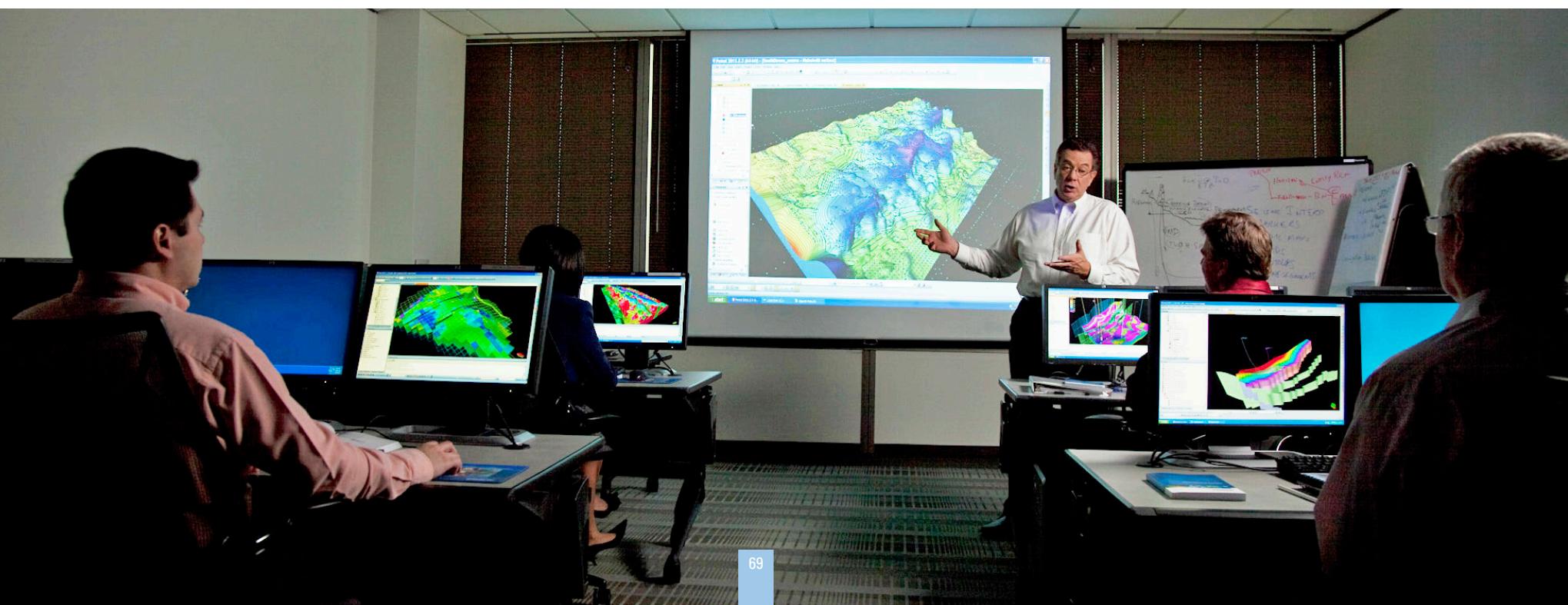


University Relations

Schlumberger's [University Relations program](#), established in 2011, helps develop future petrotechnical leaders and seeks to positively influence novel sciences and energy technology worldwide. The Schlumberger University Relations goals include

- attracting top-quality, talented university graduates across multiple fields of study
- advancing sciences, engineering, manufacturing, and technology by engaging with leading academic institutions in education and research
- promoting entrepreneurship among talented students and faculty members
- directly supporting technology transfer from leading universities
- promoting corporate, social, and environmental responsibility through effective partnerships with universities
- becoming change agents in communities by directly supporting STEM education programs.

This system uses a bench-top system and methods developed through multiyear collaborative projects that make it possible to acquire images in only 20 minutes from rock core-plug samples flooded with brine. Through this collaboration, we found that techniques developed for the oilfield also can enhance medical scan interpretation in hospitals.



Key University Programs

In 2014, Schlumberger participated in more than 200 collaborations with more than 100 universities around the world. These projects, many of which are ongoing, are directly relevant to the top technical challenges facing the oil and gas sector:

- technologies for deepwater operations, including 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
- high-performance computing and big-data analytics.

Education Program

Schlumberger's education program aims to build a pipeline of STEM talent. The program includes many diverse components.

We offer corporate grants directly to several leading institutions. For example, in 2014, we gave \$1 million to the Norwegian University of Science and Technology to help develop programs in computational geosciences, subsea engineering, and integrated operations.

Through Schlumberger software donations to 580 universities, colleges, and high schools in 70 countries, we 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 to software donations, Schlumberger has donated computer equipment to institutions in underprivileged communities to help foster creativity and innovation among students.

We donated to a bioassay lab to support basic environmental education among students in target countries with emerging energy economies. The first pilot of such a lab is being developed in sub-Saharan Africa.

We support universities by supplying visiting professors and lecturers. Schlumberger has several endowed chairs (at least 10 in 2014 in the United States, United Kingdom, Egypt, and Russia), as well as visiting professors in Malaysia, the Netherlands, and the United States.

In 2014, Schlumberger sponsored multiple student organizations around the world through either direct financial aid or tools and training. We hosted competitions such as the Schlumberger Ocean Academic Competition to develop software competencies among select top university and high school students. We also supported competitions organized by professional societies such as the American Association of Petroleum Geologists (AAPG) Imperial Barrel Award and Society of Exploration Geologists (SEG) Geosciences Without Borders grants.

In 2014, we hosted approximately 900 interns from more than 100 universities in more than 80 countries in field operations, applied research, engineering, manufacturing, business, sales, finance, legal, and human resources.

Research and Innovation

Schlumberger's research and innovation program works with principal investigators at universities where science and technology studies are transformative, such as projects that directly contribute to lessening the impact of oil and gas operations on the environment.

In 2014, Schlumberger sponsored research in approximately 50 universities in the United States, Canada, Brazil, United Kingdom, France, Norway, Germany, Italy, Czech Republic, Russia, Saudi Arabia, and Australia.

We invested in sustainable solutions such as nanocrystalline cellulose and WiTricity® technology, which provides wireless power in operational environments.

Technology Watch, a component of Schlumberger's University Relations Program since 2013, identifies opportunities for commercializing game-changing technology and connects the most promising university teams with Schlumberger Corporate Ventures and our Early Stage Technology investment group. Technologies 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 battery technology, and data analytics.

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. GCEP seeks ways to supply energy to meet the changing needs of the growing world population in ways that protect the environment. The project develops and 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.

Furthermore, we are a member of the Advanced Energy Consortium, which is a collaboration of more than 25 institutions that is led by the Bureau of Economic Geology at The University of Texas at Austin. The consortium's primary goal is to develop intelligent subsurface micro- and nanosensors that can be injected into oil and gas reservoirs to help characterize the space in three dimensions and improve the recovery of existing and new hydrocarbon resources.

We belong to the Gulf Coast Carbon Center consortium at The University of Texas at Austin. The center hosts a website about CO₂ sequestration. Maintained by scientists and engineers, the website provides information on all aspects of carbon capture and sequestration.

We donate commercial software to many universities funded by various governmental and other agencies to conduct CO₂ sequestration research.

We are members of the NorTex Alliance of Petroleum Universities, which includes leading universities in Texas and Norway that are conducting applied research on carbon storage and reuse in operations to improve hydrocarbon recovery.

Recruiting

Schlumberger's commitment to a quality workforce begins with the way we [recruit](#), train, and develop the best college and university graduates. We recruit year-round from a global pool of universities and technical institutes. The Company's success depends on recruiting those whose expectations and ambitions best fit our diverse business environment and culture.

Competitive Employment

Offering competitive employment packages is one of the guiding principles for Schlumberger Human Resources. We continually re-evaluate and adjust compensation so that it is competitive with local and global markets.

2014 Recruiting Statistics



500
Universities



500,000
Job applicants



80+
Countries

Training and Development

Schlumberger's investment in employee training and development is among the largest in oilfield services companies. High-quality training and development are fundamental to our employees' success and to the success of our business. Our ability to adapt to new business challenges is strongly linked to the ability of employees to develop their competencies. At Schlumberger, training and development are continuous processes and occur throughout a person's career. They provide valuable lessons to support employees' continued employability and help them manage the end of their career and their retirement. Even those employees who start their careers at Schlumberger and eventually find careers outside of the Company will rely on the basic education that they received at Schlumberger.

Our training, which has won many awards over the years, is carried out worldwide and across all sectors. We view our training of people who leave Schlumberger as a key contribution to developing local competencies.

Annual Investment in Training and Development

Operations Engineers, Petrotechnical Experts, and Specialists

165 hours Average time

\$10,945 Average amount spent

Training for these positions is performed in 18 dedicated training centers around the world. In 2014, these centers hosted 475,000 training days.



Schlumberger provides training and development programs and systems that help build and manage employees' competencies and support career development. Training is delivered through instructor-led, classroom-based instruction, live simulations at learning centers, self-paced learning using the latest interactive technologies, and on-the-job training. 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 Schlumberger 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 and ensure that our interns receive valuable training.

Global Network of Learning Centers

A key aspect of our training is our global network of learning centers. Year-round courses offered in these centers range from classes of several days to 12-week sessions and multiyear courses. For example, new oilfield trainees follow a fixed-step training program that lasts 3 years. The program blends technical, safety, personal development, business, and managerial courses, as well as on-the-job validated training.

HSE Training

An online application used at Schlumberger collects quality, health, safety, and environmental (HSE) information. All employees have access to the system and use it for functions such as managing and recording HSE training. Employees are assigned online quizzes throughout their careers, based on their roles and responsibilities. Training is adapted to local conditions and individual job assignments and can be certified.

NExT Oil and Gas Training and Competency Development

[NExT](#) instructs more than 10,000 technical experts across the energy sector each year in 11 core disciplines, from reservoir characterization and exploration through development and production, as well as in industry-leading, proprietary software applications, including the Petrel* E&P software platform.

Designed for working professionals seeking practical technical expertise and career development, NExT offers more than 420 courses in industry-spanning domains that include petrophysics, geomechanics, geology and geophysics, unconventional reservoirs, surface facilities, reservoir engineering, management and economics, and production and drilling technologies.

Development

Our promote-from-within philosophy, based on merit, means that 100% of our employees have access to "borderless careers." Experience has shown that approximately 70% of employee development comes through new job experiences, 20% through training, and 10% through internal and professional coaching. 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.

Knowledge Management

Knowledge has been a cornerstone of the success of Schlumberger since its founding, and we have developed a strong culture of knowledge sharing, evident in how much our employees request and provide help to each other on a daily basis. We have seen that a workforce supported by knowledge management is essential to our results. Our strategy connects and motivates people to collaborate, learn, and share expertise, best practices, and insights. Each of our employees has a curriculum vitae, allowing each to meet others virtually to find knowledge and expertise. These curriculum vitae are accessed over 11 million times annually. Employees have viewed 1.5 million pieces of vetted information in the corporate knowledge base, and they have accessed more than 26,000 entries in our internal encyclopedia—including 2,800 abbreviations—more than 20 million times since its inception.

Knowledge Sharing at Schlumberger

3,000+
videos uploaded
to our internal
video system with
more than 11,000,000 views

250,000+
downloads of
technical articles
from our online
library service

29,000+
employees
involved in
online discussion forums,
newsletters and workshops

500+
webinars
every year

Diversity

Schlumberger is committed to attracting top performers worldwide from the full depth of the global talent pool. By creating a company with a broad range of perspectives—experience, education, geography, nationality, culture, gender, and age—we promote fresh outlooks and stimulate 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 increasingly global and diverse stakeholders, including customers, suppliers, and shareholders.

National and Cultural Diversity

Schlumberger recruits and develops people from the countries in which we work, proportionally to the business perspectives and revenue. This diversity now runs through every layer of the Company, including top 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 broad melting pot of talent and a unique corporate culture that is global in outlook yet local in practice. We work in more than 85 countries—many of these for more than 70 years—and employ people from more than 140 nationalities.

Management Diversity

We have been extremely successful in attracting and developing employees from non-Western nationalities and emerging countries who 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 one each is a citizen of Canada, France, Russia, and Saudi Arabia.

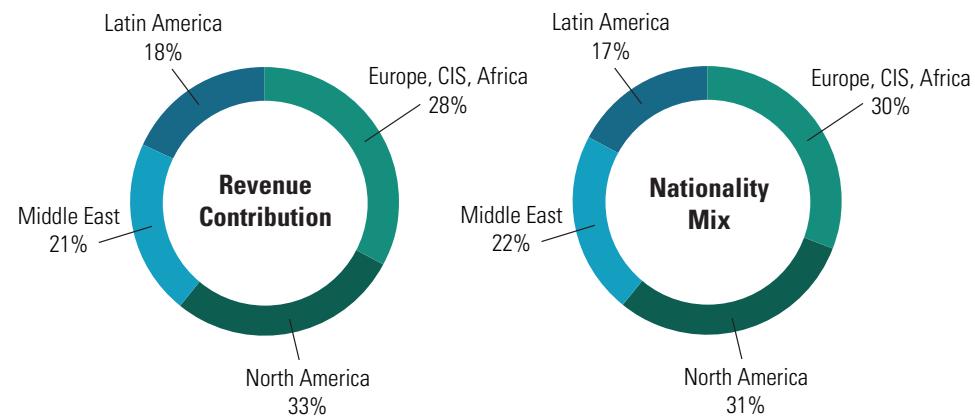
Age Diversity

As oil and gas companies lose the experience and expertise of senior professionals leaving the industry through retirement—"the great crew change"—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 also benefit from the fresh perspectives of these younger employees and from their newer educational experiences and worldview paradigms.

Locally Hired Workers

We hire workers in-country whenever possible. By doing so, we are able to expand our global footprint in a competitive marketplace and establish a hospitable and receptive environment for our businesses in foreign markets. Foreign nationals in their home environments better understand the challenges of doing business locally and often are better able to manage local practices for import and export, regulatory control, environmental challenges, and business needs. This hiring practice gives Schlumberger credibility that would not be accorded an expatriate; it fosters our acceptance by local communities; and it helps those economies expand their business opportunities. The cultural affinity that diversity has achieved with our customers is a major competitive advantage.

Around the World—2014



Gender Diversity

Hiring the best technical talent means that our policies and management style must welcome gender diversity. Our goal is to continually increase the percentage of women we recruit worldwide, ensure proper career development, and increase our organizational flexibility to accommodate a wider range of personal situations, including dual-career families. Companies that adapt their management and policies to some of the specific needs of women not only gain a competitive edge but also become role models for local and international employers.

According to the *Hays Oil and Gas Global Salary Guide*, in 2012 only 7.8% of the workforce was female. At Schlumberger we continue to improve our statistics on female

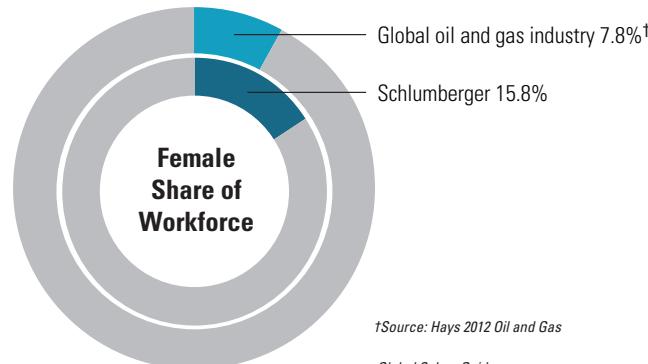
employees, due in large part to our many STEM initiatives involving women. We are proud that women make up 15.8% of the Schlumberger workforce—double that of the industry worldwide—and we are working to increase this percentage.

Schlumberger promotes leadership among our women employees. For example, we carry out satisfaction surveys within specific product lines and geographical entities on specific issues. One example is career satisfaction, measured through surveys for the women who have attended Schlumberger's Women's Leadership Workshops presented in Houston, Rio de Janeiro, Paris, Moscow, Kuala Lumpur, and Dubai. Results showed that 90% of the women stated that their careers were on track or better than expected.



2014 Gender Diversity in Schlumberger

Females in junior management positions (% of total junior management positions)	19.4%
Females in management positions (% of total management workforce)	17.5%
Females in top management positions, i.e., a maximum of two levels away from CEO or comparable position (% of total top management positions)	10.9%



WISE Women Networking with Colleagues

Women in Schlumberger Everywhere (WISE) consists 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. The organization provides a monthly forum for face-to-face networking and is meant to spur continuous personal and professional development for excellence and workforce retention.

Stilettos to Steel Toes

Schlumberger's Stilettos to Steel Toes initiative, established in 2009 in partnership with the Society of Women Engineers, challenges women engineering majors to set aside any preconceived notions they have about the oil and gas industry and instead consider a nontraditional career. Schlumberger women engineers visit college campuses and tell their career stories to students who, in turn, are invited to submit essays about their career plans. The winners are offered student internships at Schlumberger campuses.

Stilettos to Steel Toes 2014 Accomplishments

36 Schools

2,114 Essays submitted

\$151,000+ Total prize money and scholarship

4.5% Submitters hired as interns or full time

Local Initiatives and Global Impact

We believe that all sustainability is local. Our activities in more than 85 countries exemplify the best of local initiatives with global impact.

Our involvement in a variety of programs worldwide addresses important issues at the local level. Many were suggested and are coordinated by employees who volunteer their time and expertise to assist others. As a corporation, we support these employees wholeheartedly in their stewardship efforts.



Supporting Communities Through Geophysical Resources

In 2004, when an earthquake struck off the coast of Sumatra, triggering a devastating tsunami, Schlumberger partnered with the Society of Exploration Geophysicists (SEG) Foundation to establish Geoscientists Without Borders (GWB). This program provides geophysical resources and expertise to communities in need.

The SEG Foundation launched the program in early 2008 with a \$1 million founding grant from Schlumberger. Since then, individuals and corporations around the world have contributed to the expansion of the program. GWB supports projects worldwide to help geoscientists apply their specialized knowledge and technical skills to help mitigate natural disasters in some of the world's neediest communities.

Each project pairs geoscience students with experienced geoscientists, demonstrating to the students how geoscience and its technologies can aid humanitarian effort, even as it offers real-world experience to the future geophysical workforce. To date, the GWB program has awarded more than 21 projects in 17 countries. The initiative was honored in 2014 by *World Oil* as Best Outreach Program.



Supporting the Angolan Workforce

Schlumberger Angola is working to accelerate the nationalization of the Angolan workforce and to recruit and retain more local talent. Schlumberger Angola is keeping track of its progress in recruiting, motivating, training, and retaining local employees through its Angolan High Exposure and Accelerated Development (AHEAD) program.



The goals of the AHEAD program are to increase and manage the Angolan pool of talent; to implement local mentoring, coaching, and training; and to enable the Angolans involved to learn new skills. Within the AHEAD program, Schlumberger developed the first Angola Pumping School in Portuguese, providing hands-on training to equipment operators, field specialists, and young supervisors. Recent courses have emphasized practice, high-quality work, and process-oriented services. The development of a strong pipeline of skilled Angolans promises to be very beneficial to Schlumberger as well.

Houston Astros Program Supplies Ball Fields for Children

Schlumberger is a member of the Houston Astros Community Leaders Program, which supplies newly renovated baseball and softball fields to Houston-area children over a 5-year period. The program has renovated 18 fields in 7 parks with additional refurbishments underway. The program also includes year-round field maintenance and currently serves more than 1,200 Houston-area children.

Fostering the Entrepreneurial Spirit in Students

During the past 2 decades, Schlumberger has contributed both time and volunteers to help Junior Achievement of Southeast Texas reach its goal of assisting 300,000 local students in grades K through 12. With volunteers participating in approximately 750 classes and events such as golf tournaments, sporting-clays events, and bowl-a-thons, our efforts touched all aspects of Junior Achievement's operations and training programs. We are proud to support this valuable effort that focuses on developing the entrepreneurial spirit and financial responsibility of today's youth.



Fundraising to Support Medical Research

Schlumberger employees, retirees, and family members participate in numerous health walks each year to help educate and inspire employees about fitness and health awareness. While participating in these walks, we raise funds for numerous health organizations, including the American Heart Association, Heart and Stroke Walk, Susan G. Komen Race for the Cure, Breast Cancer Walkathon, Run For A Cure Africa, the American Cancer Society: Relay For Life, and the March of Dimes.

For example, each year we participate in Houston's Heart and Stroke Walk to honor the memory of more than 150 Schlumberger employees who have died from cardiovascular-related events in the past 10 years.

In 2014, we surpassed our employee participation goal of 400, with 498 team members. Moreover, because of the generosity of employees, their families, and their friends, we exceeded our fundraising goal of \$300,000 and raised \$307,211. The money helps fund research and other programs to further the understanding of heart disease and stroke. This year Schlumberger was the top fundraiser for the event and was named Top Corporate Sponsor.



Cycling to Support Multiple Sclerosis (MS) Research

Through the Schlumberger Cycling Club, employees and their family members and friends can participate in year-round cycling events. With nearly 250 active members ranging in age from 10 to 70, the group's focus is riding in the annual BP MS 150 event from Houston to Austin and raising money to fight multiple sclerosis. Organized by the

National Multiple Sclerosis Society, the BP MS 150 is a 2-day fundraising bike ride and the largest fundraising bike event in the world. In 2014, cyclists from the Schlumberger Cycling Club participated in the Houston-to-Austin ride and raised almost \$200,000 to fight MS.





Track Record

Schlumberger's successes in governance, ethics, environmentally responsible technologies, and social and community engagement are evaluated against internationally recognized standards and guidelines.

2014 Awards and Recognition

Schlumberger is regularly recognized by a variety of organizations for our sustainability initiatives.

Many of our awards are for our educational programs, which concentrate on STEM. These subjects underpin not only our business but also economic growth in every country around the globe. We focus mostly 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 technological advances 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 conserving natural resources and minimizing our customers' environmental footprint.

CFI.co Best Sustainability Award 2014

Schlumberger Excellence in Education Development (SEED), Nigeria

Our SEED initiative in Nigeria was recognized for the second consecutive year for its sustained commitment to STEM education. SEED has collaborated with more than 34 schools and the Nigerian Academy of Science to promote science education.

CFI.co is an online resource and print journal that provides news, analysis, and commentary on the global markets and addresses economic, political, and business factors affecting these markets.

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

Schlumberger

For the exclusive 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.

Getenergy 2014 Award: Education and Training Provider of the Year

NExT Oil and Gas Training, Schlumberger

For the second year in a row, the NExT Oil and Gas Training and Competency Development program was recognized for consistently developing and delivering industry-leading programs. NExT offers more than 420 courses each year to more than 10,000 working professionals seeking practical technical expertise and career development.

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.

PwC, AGR, and AGCAS | The National Undergraduate Employability Awards: Best Short-term Insight Scheme

Women and Technology Insight Programme, Schlumberger

This program aims to increase the number of women in STEM careers. In 2014, first- and second-year female scientists and engineers were invited to spend 2 days at Schlumberger's Stonehouse Technology Centre in the United Kingdom and participate in job shadowing, a technical team challenge, and mentoring beyond the event. Of the attendees, 67% were offered a summer internship or placement, reflecting our commitment to STEM programs.

This award is sponsored by PwC, along with AGR, a global upstream engineering service company, and the Association of Graduate Careers Advisory Services (AGCAS).

Teleos and The KNOW Network | 2014 Global Most Admired Knowledge Enterprises (MAKE) Award

Schlumberger

For the ninth time, the 2014 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 and stakeholder 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.

ONS 2014 Innovation Award

GeoSphere* reservoir mapping-while-drilling service

The GeoSphere service uses deep, directional electromagnetic measurements to reveal subsurface bedding and fluid-contact details. It was recognized for lowering the risks of horizontal drilling, enabling more accurate placement of producers, reducing the number of wells needed to drain the reservoir, lowering the environmental footprint, and removing the pilot holes from the rig program, saving time and costs.

The ONS Foundation, established by Stavanger City Council, Statoil, Stavanger Forum, and the Norwegian Petroleum Society, is an international forum for energy professionals to discuss technology issues, including innovation, energy efficiency, and technology development.

Oil Council 2014 Awards | Oilfield Services Company of the Year

Schlumberger

Schlumberger was selected from among the three companies nominated as the 2014 Oilfield Services Company of the Year.

The Oil and Gas Council is a network of oil and gas executives who connect energy executives and their companies to each other and to their partners in the finance and investment worlds.

ADIPEC 2014 Excellence in Energy Awards | Best Oil and Gas HSE Project or Initiative

Regional Journey Management

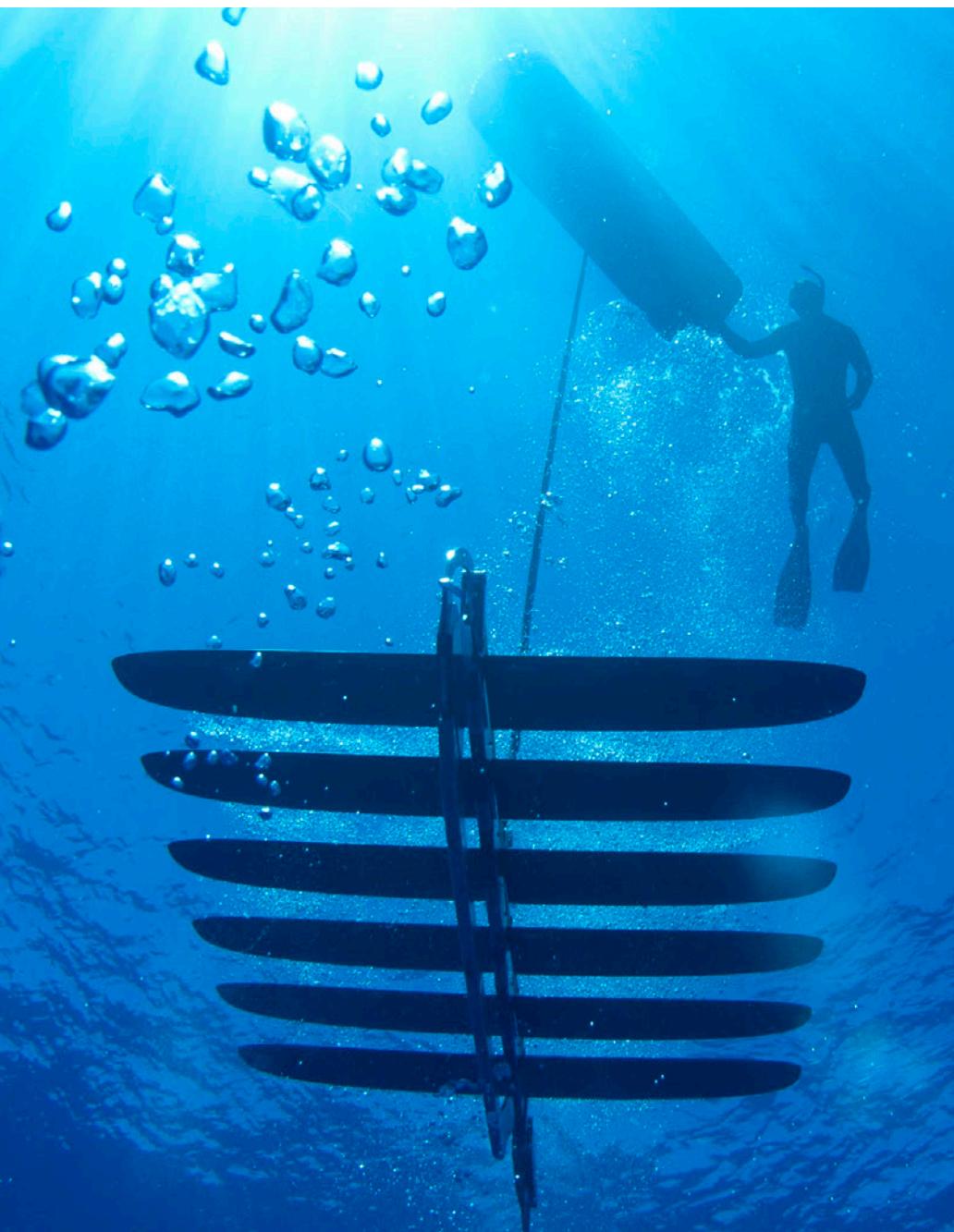
Schlumberger's journey management program was recognized for its contribution to the overall improvement of the Middle East and North Africa energy industry through a transformation in HSE standards that foster an open safety culture.

ADIPEC 2014 Excellence in Energy Awards | Best Oil and Gas Innovation and Technology

GeoSphere reservoir mapping-while-drilling service

The GeoSphere service was recognized as "an offshore or onshore project, product, or service that offers a new concept in terms of cost and economics, HSE, schedule, or quality in the Middle East and North Africa." It uses deep, directional electromagnetic measurements to reveal subsurface-bedding and fluid-contact details more than 100 feet from the wellbore, enabling operators to optimize landing, maximize reservoir exposure, and refine field development plans.

The Abu Dhabi International Petroleum Exhibition & Conference (ADIPEC) is an annual 4-day conference that attracts 85,000 attendees, creating a platform for petroleum professionals worldwide to support innovation within the industry.



2014 World Oil Awards

Best Drilling Technology

ONYX 360 rolling PDC cutter, Smith Bits, a Schlumberger company

The ONYX 360* rolling PDC cutter increases polycrystalline diamond compact bit durability by revolving 360°. Positioned in the highest wear areas of the cutting structure, the ONYX 360 rolling PDC cutter's entire diamond edge is used to drill the formation. The cutter's rotating action allows the cutter's diamond edge to stay sharper longer.

Best Exploration Technology

CoreFlow digital rock and fluid analytics services, Schlumberger

CoreFlow* digital rock and fluid analytics services integrate physical and digital rock and fluid analyses, creating a 3D reservoir model that rapidly simulates flow performance under multiple production scenarios.

New Horizons Idea

METOC Wave Glider autonomous marine vehicle, Liquid Robotics Oil and Gas, a joint venture with Schlumberger

The remotely controlled ocean-going METOC Wave Glider[†] vehicle is equipped with sensors that gather data necessary to conduct detailed meteorological and oceanographic surveys across the ocean. It can capture and transmit real-time data remotely from a fixed position or while circling a rig at a preset distance to provide early warning of security and environmental threats. (Photo at left.)

World Oil, a monthly publication of Gulf Publishing Company, provides global coverage of the latest information and technological advances in oil and gas exploration, drilling, completions, and production.

Offshore Technology Conference 2014 Spotlight on New Technology Awards

FLAG fluid loss and gain detection service, Geoservices, a Schlumberger company

The FLAG* service is an early warning system that is highly sensitive to fluctuations in deep water drilling yet intelligent enough to help prevent false alarms.

Seismic Guided Drilling Service, Schlumberger

Seismic Guided Drilling* Service predicts formation pressures hundreds of meters ahead of the bit while drilling. The service uses both surface seismic and logging-while-drilling data to provide a 3D look-ahead velocity model with reduced uncertainty.

IsoMetrix marine isometric seismic technology, WesternGeco, a Schlumberger company

IsoMetrix* marine isometric seismic technology enables the first truly 3D measurement of seismic wavefields using towed streamers.

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.



Hart Energy's E&P 2014 Special Meritorious Awards for Engineering Innovation

Hart Energy's E&P 2014 Meritorious Awards recognized technologies and new products that demonstrate outstanding innovation and technological advancement in concept, design, and application. Schlumberger was awarded for eight technologies in six categories.

MicroScope HD high-definition imaging-while-drilling service (Drilling Operations)

The MicroScope HD* service provides 360° electrical images and laterolog resistivity measurements in conductive mud environments.

ONYX 360 rolling PDC cutter (Drilling Operations), Smith Bits, a Schlumberger company

The cutter increases PDC bit durability by revolving 360°. Positioned in the highest wear areas of the cutting structure, the cutter's entire diamond edge is used to drill the formation. (Photo below.)

Moment tensor inversion services (Completions)

These services provide new information about the mechanism of the fracture plane failure to aid in understanding the fracturing process, bringing critical insight to geologic and reservoir modeling, and production simulation.



ELEMENTAL degradable technology (Completions)

ELEMENTAL* degradable technology—used with multistage stimulation system frac balls—provides material that degrades completely within hours or days, eliminating the risk of stuck frac balls and the need to mill them. (Photo at right.)

PIPESIM steady-state multiphase flow simulator (Production Operations)

The PIPESIM* simulator is a steady-state, multiphase flow simulator for the design and diagnostic analysis of oil and gas production systems.

InSitu Viscosity sensor (Field Development)

The InSitu Viscosity* reservoir fluid viscosity sensor, integrated in the InSitu Fluid Analyzer* real-time downhole fluid analysis system, measures downhole fluid viscosity under flowing conditions by measuring the decrement (oscillation decay) of a mass-spring oscillation system in a magnetic field.

METOC Wave Glider (Systems Integration), Liquid Robotics Oil and Gas, a joint venture with Schlumberger

The METOC Wave Glider is an autonomous marine vehicle integrated with sensors that gather meteorological and oceanographic data across vast expanses of the ocean.

CoilScan engineered pipe management service (HSE)

The CoilScan* service is a CT pipe inspection system that uses magnetic flux leakage sensors, eddy current probes, and depth encoders to provide early detection of pipe defects such as corrosion, pitting, and excess internal metal.

Hart Energy is an energy industry publisher and a leader in providing original and timely data through its numerous products and services.



Global Reporting Initiative G4 Disclosures

Schlumberger's 2014 Global Stewardship Report was developed according to the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines as a reference for our report. These guidelines help businesses, governments, and other organizations measure and report their sustainability performance in the areas of economic, environmental, and social impacts.

Schlumberger also reports in accordance with the IPIECA/API/IOGP Guidance, sector-specific reporting guidelines for the oil and gas industry. These organizations include indicators and reporting elements to help companies report on priority issues. The table that follows identifies and maps specific GRI and IPIECA reporting indicators covered in this report by providing page locations for information that is specific to Schlumberger.

The Global Reporting Initiative is an international organization that provides sector guidance for all reporting organizations including the oil and gas industry. IPIECA was formerly known as the International Petroleum Industry Environmental Conservation Association. IOGP, formerly OGP, is the International Association of Oil & Gas Producers. API is the American Petroleum Institute.

Category: General Standard Disclosures			
Standard Disclosure	Standard Disclosure Title	IPIECA Indicator	Information Location
Strategy and Analysis			
G4-1	Statement from the most senior decision-maker of the organization		2-3
Organizational Profile			
G4-3	Name of the organization		1
G4-4	Primary brands, products, and services		Annual Report
G4-5	Location of the organization headquarters		Back Cover
G4-6	Number of countries where the organization operates		7
G4-7	Nature of ownership and legal form		Background
G4-8	Markets served		10-K
G4-9	Scale of the organization		5
G4-10	Breakdown of employee type		74, 75
G4-12	Describe the organization's supply chain		58-63
G4-13	Significant changes during the reporting period		Annual Report
G4-16	List memberships of associations and national or international advocacy organizations		67
Stakeholder Engagement			
G4-24	List of stakeholder groups engaged by the organization		64-67
G4-25	Basis for identification and selection of stakeholders with whom to engage		64-67
G4-26	Organization's approach to stakeholder engagement		64-67
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns		64-67

Category: General Standard Disclosures				Category: Environmental			
Standard Disclosure	Standard Disclosure Title	IPIECA Indicator	Information Location	Standard Disclosure	Standard Disclosure Title	IPIECA Indicator	Information Location
Governance							
G4-34	Governance structure of the organization		5	G4-EN2	Percentage of materials used that are recycled input materials	E10	21, 34
G4-38	Composition of the highest governance body and its committees		5, 6	G4-EN3	Energy consumption within the organization	E2	22
G4-39	Report whether the Chair of the highest governance body is also an executive officer		5	G4-EN4	Energy consumption outside the organization		19, 58-61
G4-40	Nomination and selection processes for the highest governance body and its committees		4, 6	Aspect: Materials			
G4-41	Processes for the highest governance body to avoid and manage conflicts of interest		4	G4-EN6	Reduction of energy consumption	E2	19, 20, 22
G4-45	Highest governance body's role in the identification and management		4	G4-EN7	Reductions in energy requirements of products and services	E3	19, 20, 22
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes		4	Aspect: Energy			
G4-51	Remuneration policies for the highest governance body and senior executives		7	G4-EN8	Total water withdrawal by source	E6	20, 21
Ethics and Integrity				G4-EN10	Percentage and total volume of water recycled and reused	E6	20, 21
G4-56	Organization's values, principles, standards and norms of behavior		8-12	Aspect: Water			
G4-57	Internal and external mechanisms for seeking advice		8-12	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas	E5	23
G4-58	Internal and external mechanisms for reporting concerns		8-12	G4-EN13	Habitats protected or restored	E5	23
Category: Economic							
Standard Disclosure	Standard Disclosure Title	IPIECA Indicator	Information Location	Aspect: Emissions			
G4-EC1	Direct economic value generated and distributed	SE4, SE13	7, 56	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	E1	18
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change		17	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	E1	18
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	SE6	59, 74	G4-EN19	Reduction of greenhouse gas (GHG) emissions	E1	17, 18
Aspect: Economic Performance							
G4-EC7	Development and impact of infrastructure investments and services supported	SE4	55, 56	Aspect: Effluents and Waste			
G4-EC8	Significant indirect economic impacts	SE4, SE6	55, 56	G4-EN23	Total weight of waste by type and disposal method	E10	21
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	SE5, SE7	59, 75	G4-EN24	Total number and volume of significant spills	E9	21
Aspect: Market Presence				G4-EN25	Weight of hazardous waste transported, imported, exported, treated, and shipped internationally	E10	21
Aspect: Indirect Economic Impacts				Aspect: Products and Services			
G4-EC7	Development and impact of infrastructure investments and services supported	SE4	55, 56	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	HS4	24-33
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations			Aspect: Compliance			
G4-EN31	Total environmental protection expenditures and investments by type			G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		Annual Report
Aspect: Procurement Practices				Aspect: Overall			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria			G4-EN31	Total environmental protection expenditures and investments by type		34, 35
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain			Aspect: Supplier Environmental Assessment			
				G4-EN32	Percentage of new suppliers that were screened using environmental criteria		8-9, 58-59
				G4-EN33	Significant actual and potential negative environmental impacts in the supply chain		58-63

Category: Social			
Standard Disclosure	Standard Disclosure Title	IPIECA Indicator	Information Location
Sub-Category: Labor Practices and Decent Work			
Aspect: Occupational Health and Safety			
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	HS3	50 , 51
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	HS2	48
Aspect: Training and Education			
G4-LA9	Average hours of training per year per employee	SE17	72
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees by assisting them in managing career endings	SE17	72 , 73
G4-LA11	Percentage of employees receiving regular performance and career development reviews	SE17	72 , 73
Aspect: Diversity and Equal Opportunity			
G4-LA12	Composition of governance bodies	SE15	74 , 75
Aspect: Supplier Assessment for Labor Practices			
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria		8
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain		58-63
Sub-Category: Human Rights			
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	57
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 , 57
Aspect: Supplier Human Rights Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	SE9	11 , 58 , 59
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain		57-60

Sub-Category: Society			
Aspect: Local Communities			
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	SE1	65 , 66 , 79-81
G4-S02	Operations with significant actual and potential negative impacts on local communities	SE1	65 , 66
Aspect: Anti-Corruption			
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	SE11, SE12	8 , 9
G4-S04	Communication and training on anti-corruption policies and procedures	SE11	8 , 9
Aspect: Public Policy			
G4-S06	Total value of political contributions	SE13, SE14	4
Aspect: Anti-Competitive Behavior			
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		8 , 9
Aspect: Supplier Assessment for Impacts on Society			
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	SE12	8
G4-S10	Significant actual and potential negative impacts on society in the supply chain	SE12	58-63
Product Responsibility			
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	24 , 25
Aspect: Marketing Communications			
G4-PR6	Sale of banned or disputed products	HS4	9



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.

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