

Our Responsibility

PART OF AKER SOLUTIONS' ANNUAL
REPORTING FOR 2015

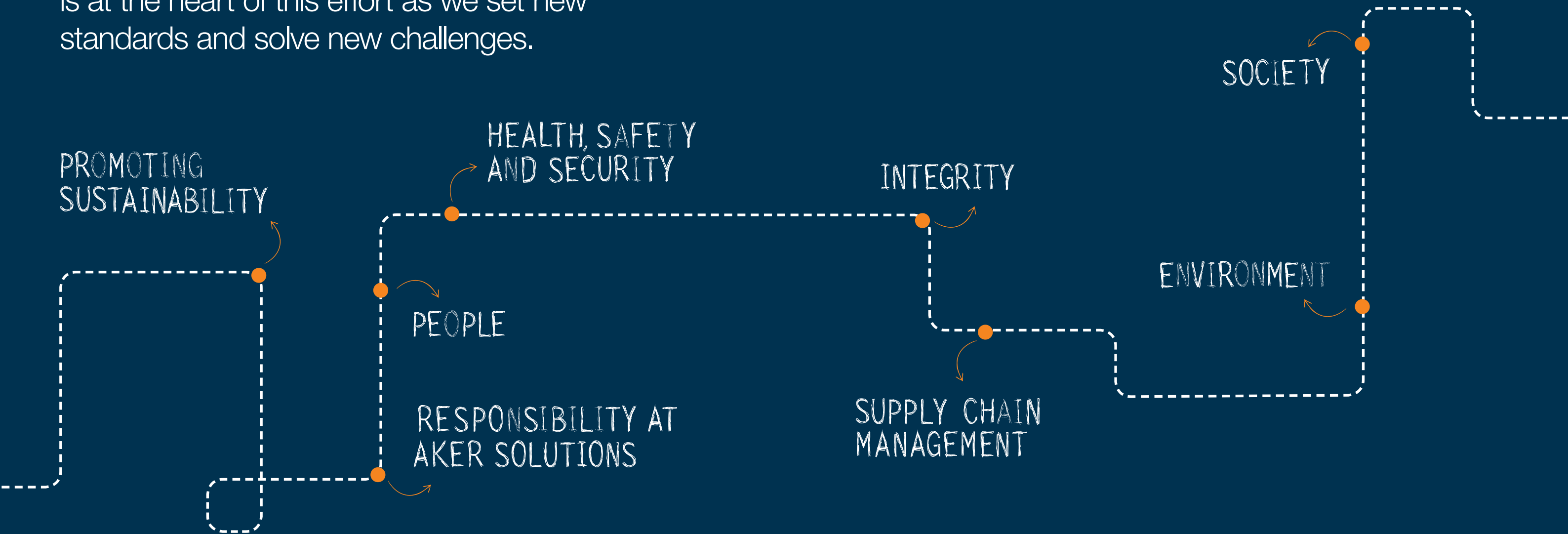
Aker Solutions has been a key part of Norway’s offshore industry since before oil was even found. We delivered the rig that discovered the giant Ekofisk deposit in the North Sea in 1969. That field is still going strong and so are we. Building on 175 years of technological and engineering excellence, we are now driving development to help solve the world’s energy needs safely and sustainably.

Content

PROMOTING SUSTAINABILITY	6
RESPONSIBILITY AT AKER SOLUTIONS	10
Our Approach	10
Strategy and Material Aspects	10
Stakeholders	10
Commitments and Memberships	10
PEOPLE	12
Safeguarding Diversity and Equal Opportunity	12
Respecting Human and Labor Rights	12
Leadership, Talent and Performance	12
Rewarding Hard Work	15
Protecting Personal Information	15
Turnover and Exit Process	15
Employee Representation	15
Targets and Initiatives for 2016	16
HEALTH, SAFETY AND SECURITY	18
Entrenching a Safety Culture	18
Zero Incident Mindset	18
Knowledge Sharing and Monitoring	18
Security	20
From Sick Leave to Wellness	20
Targets and Initiatives for 2016	20
INTEGRITY	22
Compliance Framework	22
Preventing Unethical Behavior	22
Targets and Initiatives for 2016	23
SUPPLY CHAIN MANAGEMENT	24
Responsible Supply Chain Management	24
Targets and Initiatives for 2016	24
ENVIRONMENT	26
Leadership in Environmental Technology	26
Managing Our Footprint	26
Reducing Energy Consumption and Emissions	26
Handling Waste and Spills	26
Targets and Initiatives for 2016	28
SOCIETY	30
Transparency	30
Local Content	30
Sponsorships and Donations	30
About This Report	34
Appendix 1: Global Reporting Initiative (GRI) Index	35



Vision. Building on 175 years of technological and engineering excellence, Aker Solutions is at the forefront in forging a sustainable future for the global energy industry and the world it serves. A spirit of collaboration and openness is at the heart of this effort as we set new standards and solve new challenges.





Promoting Sustainability

Aker Solutions last year introduced a new vision that will build on the strong foundation we have proactively created to tackle the challenges our industry faces.

Collaboration and innovation are central to the vision. Our ambition is to assume a leadership role in forging a sustainable model for the industry and the world it serves.

This is a reflection of the aspirations of our employees, carrying on from the 2014 split that transformed and streamlined how we operate. There are now two main reporting segments, Subsea and Field Design, down from nine business areas earlier. This will help us in our drive for operational excellence across the company.

But we are not resting there and we are examining the challenges on a micro level – project by project – questioning every decision. This is part of #thejourney, a global effort started last year to improve cost efficiency by at least 30 percent. Early feedback indicates that we can lower costs by 50 percent on some projects.

Last year was my second as CEO and we faced some very difficult decisions. The hardest, of course, was seeing valuable colleagues depart. I would like to be able to say that we are done

with this phase, but we all have to steel ourselves that things could still get tougher. We are in close dialogue with employee representatives and unions to ensure that all are treated fairly as we also safeguard key competencies to maintain our execution abilities.

Our top and bottom lines were impacted by lower oil prices and spending cuts at oil companies, particularly in Norway, our single-largest market. This was partially offset by an expansion in key markets in Africa, the UK and Asia Pacific. Two-thirds of our revenue was generated outside Norway in 2015, compared with below 50 percent in 2013.

We had consistently strong execution with milestone deliveries, including the world's first subsea gas compression system to Statoil in September. Our equipment also ensured first oil in December at Total's Moho field in Congo and we delivered record volumes of subsea equipment to Petrobras in Brazil. Construction of a new state-of-the-art subsea plant in Brazil and a Luanda base upgrade progressed.

Yet first and foremost is the safety of our employees. While we have seen steady health, safety and environment improvements in recent years, we tragically lost a colleague in December when a large wave hit the living quarters of a North Sea rig. We are together with the rig owner and operator investigating the incident to learn what, if anything, could have been done to prevent it.

As a member of the UN Global Compact, we are committed to its principles and to responsible and sustainable business practices. The company is continuing to strengthen its anti-corruption compliance program. There is a high priority in ensuring good corporate governance that safeguards sustainable operations and value creation.

Equal opportunities and a work environment free from discrimination are essential. We are establishing an inclusion and diversity council to promote these issues and we will continue to provide career development opportunities.

Last year we conducted a materiality assessment and stakeholder dialogues to map expectations for how we should exercise and report on corporate responsibility. People, integrity, the environment and society were defined as key areas to focus on, which is in line with our CR strategy for 2013-2017. We see that our work in these areas has significant positive potential. As examples, our carbon capture

technology contributes to reducing CO2 emissions while our anti-corruption efforts promote sustainable business practices.

The results from the materiality assessment and input from the stakeholder dialogues have shaped the basis and scope of this report, which has been prepared in accordance with the Global Reporting Initiative's sustainability reporting guidelines. Information needs and expectations vary among different stakeholders.

This is a pivotal time for our industry. While we are prepared for oil prices to remain lower for longer, we also see that current investments are now insufficient to ensure production levels will remain high enough to satisfy global energy demands ahead. We are preparing for a market recovery by taking the necessary steps to emerge stronger when that time comes.

We are committed to doing our utmost to ensure a sustainable future. We will find the best solutions to bring down costs, boost efficiency and create value. We will develop technology to improve our customer's environmental performance and work to reduce our own energy use and carbon emissions. We will contribute to a positive development of the communities where we operate as we help meet global energy needs.

There is no quick fix. But as we celebrate our 175-year anniversary now in 2016, I predict

that we will be able to tap our considerable reserves of experience and our pioneering spirit to lead the way on this important journey.



LUIS ARAUJO
Chief Executive Officer

“People, integrity, the environment and society are key focus areas for our CR efforts

Responsibility at Aker Solutions

We recognize our responsibility to run sustainable and efficient operations with positive social, environmental and economic impacts. Our corporate responsibility efforts are focused on having a positive influence and are tailored to local conditions as part of our daily operations.

OUR APPROACH

To us, corporate responsibility (CR) is about proactive and precautionary business decisions that reflect responsibility, integrity and sustainability.

People, integrity, society and environment are the main focus of our CR efforts. Taking care of our people is sound business, because we need them to continuously develop, improve and innovate. Our code of conduct and business integrity policy are the foundations of our drive to uphold the highest levels of integrity and avoid becoming complicit in unethical or illegal behavior. We strive to minimize harm to the environment and societies around us by providing environmentally sound technology for our own and our customers' activities.

The governance and responsibility for the implementation of CR is regulated in the company's business integrity policy, with the overall direction and strategy set by the board of directors. The corporate business integrity and compliance department assesses, maintains and reports on CR, while each business area implements, monitors and reporting on CR activities. An internal CR network supports the business areas in setting and meeting their specific CR goals.

STRATEGY AND MATERIAL ASPECTS

Aker Solutions' global CR strategy for 2013-2017 sets our vision and goals and was developed based on an assessment of sustainability risks and communication with stakeholders. The strategy builds on four main areas: people, integrity, environment and society. It provides a detailed framework with clear objectives for the direction and ambition of our CR activities.

Aker Solutions in 2015 conducted a materiality assessment that included a dialogue with

internal and external stakeholders to identify key sustainability issues. Through an internal workshop, digital survey and interviews, key stakeholders defined people, integrity, environment and society as material topics that shall be central in the company's CR work going forward. These results are well aligned with the CR strategy.

The results from the materiality assessment have shaped the basis and scope of this report. The report's content has not been significantly changed from past editions, although some environmental indicators used earlier were excluded because they are no longer relevant. Following the demerger of Aker Solutions in 2014 the company has a limited number of operations that have a direct, negative impact on the environment, since 70 percent of our workforce is office based rather than engaged in production. The initiatives highlighted in this report include those that have an impact on our employees, customers, investors and societies where we are present. The full list of material aspects can be found in the Global Reporting Initiative (GRI) Index at the end of this report.

STAKEHOLDERS

Aker Solutions uses dialogue with stakeholders to ensure that our CR efforts are relevant to our context, market and strategy, and meet internal and external expectations and information needs.

Our stakeholders are or can be affected by Aker Solutions. We interact with investors, customers, suppliers, governments and national authorities, banks, NGOs and industry groups, owners, employees, collaborative partners and the like through a variety of channels. Such channels include our internal CR network, management meetings, seminars and

workshops, customer meetings, quarterly presentations and investor meetings, articles and interactive blogs on the company intranet, feedback from training courses and dialogue with customers, including structured feedback on our health, safety and environment (HSE) performance after project completion. We receive input from forums such as the UN Global Compact Nordic Network and various anti-corruption initiatives.

In 2015, we actively interviewed customer and supplier representatives, investors, government officials, and representatives from non-governmental and industry organizations. Within the company, representatives from our corporate office, business areas and global offices took part in an internal workshop and digital survey. Participants were selected based on ongoing dialogues, previous CR reports and a similar effort in 2011, and provided information that helped us better understand their information needs, interest in and influence on our business and CR work.

COMMITMENTS AND MEMBERSHIPS

Aker Solutions respects and recognizes the UN guiding principles on Business and Human Rights, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the fundamental principles defined in the Universal Declaration of Human Rights and the International Labor Organization (ILO) Convention on Fundamental Principles and Rights at Work. We adhere to the Voluntary Principles on Security and Human Rights.

As a member, Aker Solutions is committed to the UN Global Compact and its ten principles, and this report represents our Communication on Progress (COP). The company is also a member of Trace International, an international

organization promoting transparency and anti-corruption, and participates in informal compliance forums with other Norwegian companies.

Aker Solutions reports and communicates on corporate responsibility based on recommendations of the Global Reporting Initiative (GRI). The report has been prepared in accordance with the GRI core level guidelines.



GLOBAL FOCUS

People are at the core of our business

People

Attracting and retaining highly skilled and motivated employees globally is key to Aker Solutions' success. The company has a diverse workforce, which it seeks to maintain and motivate through strengthened management of recruitment, training, benefits, welfare rights in the workplace and dialogue between employees and management.

SAFEGUARDING DIVERSITY AND EQUAL OPPORTUNITY

Aker Solutions is committed to non-discrimination and equal opportunity, regardless of gender, nationality or other factors. Only about 20 percent our employees are women, due to historical reasons and industry tradition. We seek to reach the desired balance in our workforce through clear requirements for diversity in recruitment, development of individuals and programs supporting equal opportunity, as stated in our people policy.

With over 90 nationalities represented in our workforce we have a wide range of skills and insights to benefit our customers and business that make us stronger in an increasingly competitive global environment.

As a part of the 2014 demerger, a separate organizational development function was formed to promote gender and global diversity among current and future leaders. Measures include systemizing the annual processes for global talent management and assessment, regular leadership reviews with the executive management and building a robust talent pipeline within the organization. This will be done through deliberate moves into and out of roles, stretch assignments, deputizing opportunities, and by scouting for and attracting talent both internally and externally.

Aker Solutions in 2015 decided to establish an inclusion and diversity council chaired by the chief executive officer, mainly to promote, raise awareness and spread knowledge about those issues within the company.

Aker Solutions is strongly committed to equal opportunity and enabling local staff to move into management. This is mandatory in some places under rules for local content and partici-

pation that promotes job creation for nationals. Local management teams are responsible for including and building on local talent, ensuring legal compliance and securing the long-term operations. The company is also a partner of Global Future, an organization focused on increasing cross-cultural competence in companies and supporting highly-skilled staff with multicultural backgrounds.

RESPECTING HUMAN AND LABOR RIGHTS

Aker Solutions respects and supports internationally accepted human and labor rights principles. The company also understands that as a global organization we risk being drawn into human or labor rights violations. We consider the risk of direct involvement in human and labor violations to be low; however, indirect involvement in human and labor rights violations could constitute a risk considering the size of our supply chain.

Our code of conduct, business integrity policy and UN Global Compact membership clearly show our respect and support for such human and labor rights standards as the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Our commitment to human and labor rights is also covered by the Global Framework Agreement between Aker ASA and the Norwegian and international trade unions Fellesforbundet, IndustriALL Global Union, NITO and Tekna dating from 2008. This agreement was renewed in 2013, and focuses specifically on standards for general employment terms, employee relations, non-discrimination, health and safety practices, the prohibition of child and forced labor, and the right to freedom of association and collective bargaining.

Like our supplier declaration and other internal measures, this agreement demands similar standards in our supply chain.

No human rights grievances were reported through formal channels in 2015.

LEADERSHIP, TALENT AND PERFORMANCE

Revised leadership principles were introduced in November 2015 to set the standards for current and future leadership and consistency for every manager in the Aker Solutions system. This is a prerequisite for driving change and achieving our vision of leading the way to a sustainable future for our industry and the world it serves.

Building a strong, rewarding and diverse career at Aker Solutions is what attracts talented employees to our company. We have over 90 nationalities working together in more than 48 locations across the globe. We are an international organization with a strong Norwegian heritage. We actively welcome diversity of thought and perspective and encourage innovative and creative thinking. Our employees are highly motivated supporting a strong culture of exceptional performance. We take pride in identifying and developing talent across the organization, providing challenging projects and opportunities for our people to excel. Talent management through calibrated talent review sessions is a key component of ensuring transparency and fairness in the development of our talent.

Annual performance dialogues between managers and employees ensure that we all strive for common goals, accelerate performance and help people grow and develop. The dialogue process is mandatory for all employees and was simplified in November 2015 to make it more efficient and future oriented. ►



Hindering Harassment

Under the Indian Sexual Harassment of Women at Workplace Act of 2013, the company established an internal complaints committee led by one of our senior female managers and including an external lawyer. The effort includes ongoing training and awareness sessions about sexual harassment across the company. In September 2015, Aker Solutions' chief HR officer joined a gender diversity meeting of about 30 key female employees in India to focus on female leadership and harassment.

Employee Representation in the UK and Malaysia

In 2015, the UK Employee Representative Forum of elected employee representatives was established to improve communications between employees and local management. It is also an avenue for employee feedback on ideas, comments and suggestions to management, which can in turn use it for business and organizational updates and

information requests. The company has a similar setup at our facilities in Port Klang, Malaysia called Just Voice Committee, which is made up of elected representatives from various departments who meet regularly with management to discuss, recommend or resolve issues raised by employees.



► REWARDING HARD WORK

Aker Solutions offers professional development, worldwide career opportunities, competitive pay and benefits, and a healthy work-life balance.

Talent is our greatest asset; we want everyone on our team to feel challenged and fulfilled. The company seeks to build 'win-win' relationships by nurturing the skills and careers of our employees so they can strengthen us as a company. We also want our employees to reap professional and economic benefits for meeting business targets and performance goals, as reflected in our total rewards system.

In 2015, the company reviewed and strengthened the reward governance and process. This helped to embed a commercial and compliant approach to managing reward and to maximize the return in our people whilst mitigating associated risks. The outcome of this process demonstrated positive impacts on both individual lifestyle and organizational culture.

We also strengthened our global reward team to make sure remuneration for employees was consistent, fair and based on regional and global standards.

PROTECTING PERSONAL INFORMATION

Aker Solutions is vigilant about protecting personal data. We care about protecting employees' personal interests such as the right to access data and to have data corrected and our collective interest such as prohibiting abuse of power and protecting the individual's human right to privacy.

We are therefore proud to announce that Aker Solutions is the first company in Norway to receive approval for its binding corporate rules (BCR). The BCR were established to adduce adequate safeguards for the protection of the privacy and fundamental rights and freedoms

of individuals within the meaning of European law. These rules are further described in our data protection standard which defines the company's global policy on protecting personal data and the international transfers of personal data within the same corporate group.

To that extent, the BCR ensure that all personal data transfers that are made within a group benefit from an adequate level of protection. This is an alternative to the company having to sign standard contractual clauses each time it needs to transfer personal data to a member of its group.

TURNOVER AND EXIT PROCESS

In 2015, a challenging and unpredictable market forced us to reduce our global workforce by 15 percent, much of that in Norway. We worked with employee representatives and unions in a process conducted in accordance with local laws and regulations. We also offered our own redundant employees outplacement help in finding opportunities outside Aker Solutions.

When employees choose to leave the company, Aker Solutions' structured exit process aims to ensure that departing employees leave with dignity and a positive view of the company. The notice period ranges from one to 24 weeks depending on location and length of service. Structured exit interviews are conducted, compiled and analyzed to help understand why people choose to leave. This serves to help reduce employee turnover globally. The global voluntary workforce turnover averaged 5.2 percent in 2015 compared to 6.2 percent in 2014, with an especially big decrease in India due to an improved company culture and a good project pipeline last year.

EMPLOYEE REPRESENTATION

Good industrial relations are an important part of Aker Solutions' history and culture.

Work Place Accolades

In 2015, the company's Brazilian office participated in the Great Place to Work® Institute's (GPTW) annual survey. The survey measures corporate culture and employee satisfaction against the global standard of a great workplace. For the first time, Aker Solutions was named one of the best companies to work for in the Brazilian state of Rio de Janeiro, where Aker Solutions is present both in Rio de Janeiro and Rio das Ostras.



► We encourage employee representation in our business units worldwide. This is also part of our commitment to human and labor rights. Employees have the right to be heard, represented and to form and join trade unions of their own choice. Employee representatives provide employees with influence and lines of communication through participation in working committees, on the board of directors, and in operational improvement and organizational change projects. During 2015, the union representatives in Norway had regular meetings with management both on a regional and local level, in addition to more regulatory discussions in accordance with union agreements entered into by the company. An annual conference with a formal election process is held once a year for all union representatives in Norway.

TARGETS AND INITIATIVES FOR 2016

The below targets are the same as for 2015, but will be revised during 2016. During 2015, the HR function had regular meetings with the global process owner network to strengthen and standardize our global HR processes, and the interfaces between these. The last three targets are ongoing initiatives and will continue also in 2016.

- Be the preferred employer for top performers in the oil and gas industry globally through integrated talent management process that crosses borders and business areas
- Continue to focus on robust governance, leading practices and infrastructure to improve HR operations across business areas globally
- Increase local representation in the skilled workforce across all locations
- Achieve globally connected workforce that is effectively sourced, developed and managed across regions and business areas
- Deliver operational excellence through high-quality execution, synergy realization, cost effectiveness, cost savings and standardization

KEY STAFF FIGURES*

	2015	2014	2013 ¹
Total staff	17,673	20,974	19,851
Own employees office ²	10,898	12,218	12,067
Own employees non office ²	4,497	4,476	3,901
Contract staff	2,278	4,280	3,883
% own employees	87.1 %	79.6 %	80.4 %
% external contracts	12.9 %	20.4 %	19.6 %
Own office employees %	70.8 %	73.2 %	75.6 %
Own employees non office %	29.2 %	26.8 %	
% Norway of total own employees	48.8 %	49.1 %	
Own employees	15,395	16,694	15,968
North America	868	923	868
Brazil	1,378	1,485	1,259
Africa	187	157	139
Asia Pacific	2,994	3,595	3,425
Europe (excl. Norway and UK)	112	127	104
UK	2,348	2,216	1,816
Norway	7,508	8,191	8,357
Age Groups Own Employees			
<30	19.5%	22.6 %	23.3 %
30-50	59.6%	57.8 %	57.3 %
>50	20.9%	19.6 %	19.4 %
Part Time Own Employees			
Part time own employees Norway	0.8%	0.9 %	1.0 %
Part time own employees UK	1.8%	1.4 %	1.9 %
Recruited			
Own employees office ³	689	1464	2261
Own employees non office ³	847	517	646
Age Groups Recruited³			
<30	37.6%	41.5 %	39.2 %
30-50	49.7%	52.4 %	53.0 %
>50	12.8%	6.1 %	7.5 %

KEY STAFF FIGURES CONT.*

	2015	2014	2013 ¹
Turnover	5.2%	6.2 %	
Gender Distribution % female			
Own employees office ²	26.5 %	26.6 %	27.0 %
Own employees non office ²	3.6 %	3.2 %	3.4 %
Total own female employees	19.9 %	20.9 %	
Own female leaders % ²	22.3 %	21.8 %	
Total female leaders	21.8 %		

**Included in the numbers are 385 own employees who had their last workday on December 31, 2015.*
1) The 2013 and 2014 figures in this table are estimated to reflect Aker Solutions and exclude numbers from Akastor
2) Regular and temporary employed on our payroll (judicially employed)
3) Regular employed

Parental Leave Own Regular Employees*	Employees taking parental leave in 2014			Employees taking parental leave in 2013		
	Female	Male	Total	Female	Male	Total
Norway						
Employees taking parental leave	144	233	377	123	226	349
% still employed in Aker Solutions 12 months after parental leave ended	88.2%	89.3%	88.9%	89.4%	86.3%	87.4%
UK						
Employees taking parental leave	25	52	77	32	30	62
% still employed in Aker Solutions 12 months after parental leave ended	84.0%	94.2%	90.9%	81.3%	90.0%	85.5%
Malaysia						
Employees taking parental leave	46	138	184	37	96	133
% still employed in Aker Solutions 12 months after parental leave ended	76.1%	83.3%	81.5%	91.9%	83.3%	85.7%
India						
Employees taking parental leave	21	75	96			
% still employed in Aker Solutions 12 months after parental leave ended	90.5%	86.7%	87.5%			

** Included in the numbers are 385 own employees who had their last workday on December 31, 2015.*

Health, Safety and Security

Safe operations are at the core of our values and what we offer customers. We believe all accidents are preventable. We work hard to make sure our employees and others working on our behalf make it home safely. Our work is often challenging, so the safety of employees and customers, subcontractors, consultants and others is imperative. Goals for protecting health, safety and human rights of our workforce are clearly defined in our corporate responsibility strategy.

ENTRENCHING A SAFETY CULTURE

Aker Solutions’ health, safety and environment (HSE) standards set a clear and simple goal: zero incidents. We have an HSE management system, based on our HSE operating system, to ensure that executive management remains focused on HSE performance and that all business areas set HSE initiatives and goals for the coming year.

The global Just Care™ program launched in 2005 promotes a simple message to our employees: health, safety and security are your personal responsibility. Some jobs account for many of the serious incidents in our industry. To target those incidents, the company in 2008 introduced Just Rules, company-wide safety measures to prevent injuries and save lives. Since then, our operations have become increasingly workshop based, with less shipyard- and construction work. In 2014, Just Rules were revised to reflect this change and two new rules for pressure testing and use of tools and equipment were added. Following this update, the Just Rules scheme was revitalized company-wide last year through new training sessions and awareness campaigns, and followed up by inspections and compliance checks.

ZERO INCIDENT MINDSET

Aker Solutions has a zero incident mindset. Health and safety assessments are integrated in all aspects of our operations from technology development to project execution to ensure that the health and safety of our employees, customers and subcontractors is safeguarded.

Sadly, the company suffered one fatality in 2015. A veteran employee was killed on December 30 when a large wave hit the living quarters of the COSL Innovator drilling rig. The incident is under investigation.

In addition, an employee suffered a permanent arm injury when trying to tighten a tube straightener nut with a crescent wrench. Results of our investigation were shared for learning purposes.

For 2015, the lost time injury frequency (LTIF) was 0.5, while the total recordable injury frequency (TRIF) score was 1.3. Apart from the two serious incidents above, most incidents were minor cuts and fractures caused by manual handling, operation of equipment and hand tools, as well as slips, trips and falls (to same level). In 2016, we will continue to focus on personal HSE behavior and awareness, aiming at reducing the number of incidents. In addition, the safety focus for 2016 is on serious incidents based on experience with near misses, such as pressure testing, dropped objects, lifting operations and equipment failure.

A key element of the zero incident mindset is the HSE leadership program in which senior managers discuss the link between HSE performance and business results. The program includes two half days of interactive team learning supported by advance and follow-up work. The aim is to ensure that management pays enough attention to and integrates the Just Care mindset and HSE initiatives into business decisions. We reached our goal of training all top leaders in 2013, but continue to train new leaders, external project partners and new hires as needed.

KNOWLEDGE SHARING AND MONITORING

All employees have access to HSE information and documents through online libraries, HSE eLearning courses, and to all incident registrations in the Synergi database. In addition, the HSE community enables professional discussions, information, and document sharing, internal networking and resource sharing.

We continuously improved our internal HSE web pages in 2015. The HSE community of practice was among the 10 most visited sites on our internal webpages in 2015, with inspiring dialogue, discussion, shared tips and experience, and improvements on the corporate level.

A new database for HSE lessons learned was launched 1 October. The new tool will ensure that high quality lessons learned are easily accessible for all employees, and the main learning points will be included in audits, reviews and the annual HSE self-assessment.

From 2016, an annual self-assessment review, which is mandatory for all units and larger projects, will be linked with this new database to ensure that key points and potential improvements are implemented across the organization.

	2015	2014	2013
Lost time incident frequency (LTIF), including subcontractors	0.5	0.3	0.3
Total recordable incident frequency (TRIF), including subcontractors	1.3	1.2	1.3
Fatalities, including subcontractors	1	0	0
Sick leave rate (%)	2.8	2.6	2.5

As seen in the table above, our lost time incident frequency (LTIF) and total recordable incident frequency (TRIF) increased in 2015 from 2014 and we did not meet our KPI goals for the year.

HSE Just Care Week

In October 2015, the company conducted a global HSE awareness campaign called “Just Care Week”. A broad range of presentations, stands, activities and new HSE initiatives were available to all employees, including lectures on improving quality of life, healthy lifestyle and diet, courses in first aid, group workouts, competitions and HSE drills. Employees could also test their health, be vaccinated and donate blood. The Just Care Week was well received and a similar event is planned for 2016.



EMPLOYEE ENGAGEMENT
HSE Just Care Week sparked Zumba fever in Malaysia.

► SECURITY

In a changing and more volatile global security environment, identifying and analyzing security threats to better protect employees, clients and assets is a top priority for Aker Solutions. We see a continuous increase in the formal security requirements from key clients. Steps taken include establishing a corporate security function with global responsibility.

Cultural awareness is the basis of any security operation. As such, the international Voluntary Principles on Security and Human Rights have been one of the focus areas when conducting security risk assessments in 2015. Corporate security also serves as an enabler in new markets and projects.

During 2015, some of our employees experienced armed robbery, burglaries, theft, fraud and threats. None of these incidents caused physical injury or impact on productivity or materials. Several international crises also triggered response and preventive measures by our corporate security unit.

Emergency Preparedness and Response

Emergency preparedness has improved significantly in recent years, with a high level of training and exercises in 2015. On the corporate level, we refreshed our strategic crisis management methodology for emergencies by adding many new members to the corporate emergency response team. We had several mobilizations of local emergency response teams in 2015, and learned from all incidents and exercises, including crisis management. Our emergency response team was proved to be robust during the severe weather conditions in the North Sea in December where regretably one of our colleagues lost his life.

FROM SICK LEAVE TO WELLNESS

Sick leave in Aker Solutions increased from 2.6 percent to 2.8 percent in 2015, possibly due in part to uncertain times and layoffs. The Maintenance, Modification and Operation (MMO) business unit had the highest sick leave rate, after also being hardest hit by workforce reductions over the past two years.

The company's commitment to the health and wellbeing of its employees goes beyond simply preventing illness and injury. We also focus on preventive action by nurturing wellness and by providing the right environment for a healthy lifestyle. The company has rolled out several initiatives globally and locally, including the Aker Active fitness program, and better systems to follow up with employees on long-term sick leave.

Aker Care

The company's healthcare service, Aker Care, was active throughout Norway in 2015.

Aker Care helps reduce sick leave through preventative measures and follow up. Our healthcare personnel also assisted management and staff during workforce capacity reduction processes in 2015. The service seeks to discover and mitigate health risks linked to unhealthy work or lifestyle habits and conducted more than 1,000 health screening tests followed by professional advice as needed. Aker Care has also offered lectures and courses on healthy nutrition and exercise, as well as Just Care HSE week, health promotion services on akeractive.com and stress management courses at our offices in London, Mumbai, Gothenburg, Aberdeen and Paris.

Travel Health

Traveling to or staying in locations with poor sanitation and foreign microorganisms clearly increases risk of contagious disease. It can

also worsen an existing personal health problem. To diminish these risks and avoid unnecessary health incidents while abroad, the travel risk assessment form now includes preliminary health questions defined by International SOS. This "fit for travel" certification is mandatory for those visiting high and extreme risk countries.

TARGETS AND INITIATIVES FOR 2016

Our top target for 2016 is to have our best health and safety performance ever, with no fatalities, a lost time incident frequency (LTIF) of under 0.3, a total recordable incident frequency (TRIF) of under 1.2 and a sick leave rate of below 2.5 percent.

These targets are approached in our HSE plan, where we have set long-term goals for health, safety, security and emergency response, and environment, and a strategy for 2015-2017 on how to reach these goals. In the third quarter of 2015 we also initiated a process of analyzing potential HSE risks and challenges for 2016 and made a set of internal projects to lessen the risks, and improve on the areas where we have the most important challenges. These activities range from improving internal procedures, processes and tools, and enforcing proper HSE performance by our subcontractors, to focus on behavior based safety and establish a stronger security culture.

Plans for 2016 are in line with the overall health and safety goals outlined in our CR strategy.



OFFSHORE AND ONSHORE

HSE is a key priority wherever we operate.

Emergency Preparedness in the Republic of the Congo

During a security risk assessment in the Republic of the Congo in late 2014, we learned about a possible and hotly contested move by the ruling president, to change the constitution to allow him a third presidential term. Aker Solutions was at the time establishing operations in the country. Evaluation of potential risk situations were consequently included in the planning, and local management, supported by corporate security, established plans for security, emergency response and evacuations. As the tension built toward an October 2015 referendum on the amendment, with unrest and riots, evacuation trigger points had been set in advance in case the situation deteriorated, allowing safe, secure and uninterrupted operations.

Integrity

Aker Solutions’ footprint spans the world and our steadily growing global portfolio brings new integrity, political and reputational risks that we recognize and seek to reduce. Integrity defines who we are and how we do business, as highlighted in our corporate responsibility work and our anti-corruption compliance program.

COMPLIANCE FRAMEWORK

We are determined to conduct our business in an ethical and lawful manner, everywhere and always. Our code of conduct, business integrity policy and anti-corruption compliance program set the standard for our business practices and personal conduct. The code builds trust and sets expectations, while the business integrity policy that our board approved last year defines the principles for the company’s business integrity work focusing on anti-corruption, country risk and CR. We last year further strengthened focus on increasing resources dedicated to compliance, including a compliance manager for each business area and a full time compliance manager in Africa.

We have implemented an anti-corruption compliance program to increase awareness of real and potential challenges that our employees may encounter, particularly in countries where corruption is commonplace. The approach is risk based in order to apply additional efforts and attention when and where needed.

All business units last year assessed their own anti-corruption compliance standards and level of risk, forming the basis for our 2016 efforts. This year, we will step up efforts with quarterly reviews and increased monitoring activities by introducing quarterly compliance reviews and audits to verify implementation and compliance with the business integrity policy and anti-corruption compliance program.

We also developed new procedures to help clarify and further strengthen our compliance framework. During 2015, a new whistleblowing procedure was set up to explain how to report concerns and how they would be handled. We also clarified rules for giving or receiving gifts and hospitality in a new procedure. New procedures for integrity due diligence, handling

of potential partners and projects and business ethics training are under development and are expected to be finalized in early 2016.

In 2015, neither Aker Solutions nor any employee faced legal action related to corruption, nor were contracts with partners terminated or allowed to lapse due to violations related to corruption. There were also no legal actions against us for anti-competitive, anti-trust behavior or monopoly violations or fine or sanctions for other violations in 2015.

PREVENTING UNETHICAL BEHAVIOR
Awareness Training

Managing, preventing and reducing integrity risks are central to the company’s compliance work. Our main focus is to reduce the risk of becoming involved in corruption and unethical or illegal behavior. Aker Solutions has zero tolerance for corruption and our efforts are continuously directed at preventing such behavior from happening in or on behalf of the company.

Our mandatory business ethics awareness training includes a classroom course and eLearning. In 2015, we launched a new mandatory training that consists of four 15-minute eLearning courses covering topics such as human and labor rights, corruption and bribery, conflict of interest, gifts and hospitality, and how to maintain focus on these issues by our staff. The courses also provide information about the company’s whistleblowing channel. The course is a refresher of our business ethics classroom course, and is designed to strengthen awareness among our employees. We also launched a mandatory eLearning module in January 2016 to teach new employees about our code of conduct and business integrity policy. More than 11,000 of our employees including contract staff have

also completed separate training in Aker ASA’s zero tolerance approach to corruption.

In 2016, training tailored for our employees working with suppliers and subcontractors will be developed to ensure greater awareness of potential integrity risks in our supply chain.

Course Type	Number of employees (incl. contract staff)
Classroom course in business ethics (total)	10,720
Classroom course in business ethics (2015 only)	2,093
Business ethics instructors trained in 2015	42
eLearning: Corruption and Bribery	9,546
eLearning: Human and Labor Rights	9,831
eLearning: Conflict of Interest	9,909
eLearning: Gifts and Hospitality	9,848

** The table shows only current employees who have completed business ethics training, and does not account for previous employees who have left the company.*

Project Screening

In 2015, broader tender activities brought increased political, security and corruption risks, which we seek to minimize through background checks and pre-screening of projects, including services, materials delivered and sourced, delivery model and partners involved. We also conduct general non-financial risk assessments for each market or country, and assess the direct or indirect risk of becoming complicit in human rights violations. In 2015 we conducted 57 such assessments, up from 30 in 2014, in addition to an increased number of integrity due diligence studies of projects and partners. A separate corporate committee evaluates any project seen as having an extraordinary risk.

This process is regulated in the company’s country risk standard, an internal procedure that aims to prevent Aker Solutions from becoming directly or indirectly involved in illegal or unethical activities. The standard is accompanied by a markets watch list of areas with potentially high non-financial risks. The list is updated twice a year to reflect changes in the global geo-political environment.

Reporting Breaches

Whistleblowing is an important and positive contribution to the company and society because it helps correct negative conditions. Aker Solutions established its own whistleblowing channel in 2010 for all those who openly or anonymously want to report real or suspected breaches of our internal policies, laws and regulations. The corporate business integrity and compliance function (BIC) owns and follows up on whistleblowing channel. For general questions about ethics and integrity, the company has its own ethics helpline at ethics@akersolutions.com

There has been a steady increase of cases reported to the whistleblowing channel since 2010. There were 116 reports in 2015, up from 112 in 2014 and 40 in 2013. About half the reports concern employee relations and human resources issues. When a report is substantiated it may result in actions ranging from internal communication and policy updates to warnings and dismissals. The company has a lessons learned database to share experience within the organization.

TARGETS AND INITIATIVES FOR 2016

We reached our 2015 targets for the integrity and compliance work as set out in last year’s annual report and we are determined to reach the goals outlined below for 2016.

- Further drive and ensure full implementation of the business integrity policy
- Implement a gifts and hospitality register and procedure
- Continuous strong focus on awareness training
- Monitor the progress of the 2016 business integrity plans covering key focus areas and processes both for the business areas and business units
- Perform an employee survey to measure compliance implementation
- Ensure cross-Business Area cooperation and knowledge sharing
- Increase the use of audits to verify compliance

Supply Chain Management

Aker Solutions’ suppliers help us deliver the highest quality at the right cost and at the agreed time. We aim to be open and transparent in our dealings with these partners, and expect them to adhere to our standards and terms set out in our code of conduct.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Supply chain management in Aker Solutions is the management of supply chain on a strategic and an operational level. Our supply chain organization consists of around 1,000 employees, most in Norway, Brazil, India, but also at all our locations. With between 50 to 70 percent of revenue spent in procurement, our supply chain organization can have a significant impact on the business as a whole. Our suppliers serve us globally mainly with products, materials and technology such as tubes, valves, actuators, forgings, and steel. We also source a variety of different services such as IT support, verifications and people-related services.

Aker Solutions expects suppliers to operate in accordance with our values, national laws and regulations, and our standards of health and safety, quality management, environment, ethics, anti-corruption and social responsibility, including human rights and labor standards. We strive to create shared value with communities by focusing on local sourcing, knowledge transfer and close dialogue with suppliers from from countries such as Europe, Brazil, Asia Pacific, the United States, Angola and the Republic of Congo.

Aker Solutions has a supplier qualification and information system (SQiS) to make sure suppliers meet our standards. The system measures and predicts supplier performance through a rigorous qualification, monitoring and performance evaluation process, providing a fact-based approach to supplier selection. As part of the registration process, all suppliers must sign our supplier declaration committing to our ethical standards.

In 2015, 545 new suppliers were added to the company’s qualified supplier list. The qualifi-

cation process includes screening based on criteria that include health and safety, environmental management, CR practices and human resources.

We also conduct audits to verify information provided in the qualification process and to confirm a supplier’s ability to meet Aker Solutions’ standards. The SQiS also includes risk screenings for political, corruption and HSE risks on a country level and makes this information accessible to all of our purchasing departments. That information, combined with the supplier performance evaluation that rates suppliers on performance measurements, gives us a solid understanding of the risk picture for our suppliers. Each year, we identify potential risks amongst our suppliers, and only approve them after investigation and review.

The company did not identify significant actual or potential negative impacts on society, human rights, labor practices or the environment in 2015. However, the company did identify poor health and safety management at two suppliers, which caused the death of two of the suppliers’ employees. The deaths were not related to Aker Solutions projects or deliveries. Nevertheless, Aker Solutions has investigated the cases to improve the suppliers’ internal health and safety procedures and prevent similar incidents.

TARGETS AND INITIATIVES FOR 2016

We reached our 2015 supply chain targets as set out in last year’s annual report and we are determined to reach the goals outlined below for 2016.

- Roll-out mandatory supply chain related business ethics and compliance training
- Cooperative engagement with our suppliers on the importance of business integrity, CR and our code of conduct

- Launch new HSE procedure for supply chain
- Revise supplier self-assessment for the qualification process to enable a risk-based approach to CR performance evaluation
- Establish more CR criteria in the supplier management and development processes to ensure an adequate control of high risk suppliers



Supply Chain Newsletter

Two-way communication between Aker Solutions and key suppliers is vital to our mutual success. During 2015, the company’s subsea organization in the UK sent several newsletters to its supply chain to give suppliers the best possible chance to succeed by:

- Providing information that allows them to align with Aker Solutions’ priorities
- Providing a vehicle to request and receive supplier input on certain key topics
- Broadening the discussion with suppliers to include strategic priorities and initiatives, as well as crystallizing new and existing lines of communication

This new platform contributes not only to ensuring the required standard from our suppliers but also supports our effort in providing the best quality results for our customers.

Environment

The oil and gas industry – particularly in deepwater drilling – carries significant environmental risks, including oil spills and CO2 emissions. Managing risks is critical to Aker Solutions, our customers and the future of our industry.

The company strives to minimize the environmental impact of its own and customers' activities by providing leading technologically and environmentally sound products and services. We continuously challenge ourselves to reduce the environmental footprint of our own operations.

LEADERSHIP IN ENVIRONMENTAL TECHNOLOGY

We see many opportunities to address environmental impacts by being at the forefront of technological developments and predicting the future needs of customers. We must increasingly contribute to our clients' own performance.

MANAGING OUR FOOTPRINT

Aker Solutions' commitment to reducing its environmental impact is expressed in our health, safety and environment (HSE) policy. Our products and services are designed to be safe, minimize environmental impact and be efficient in using energy and natural resources. We want to recycle or safely discard products whenever possible.

Management systems, eLearning and leadership development initiatives are all part of our environmental program. We actively seek to monitor and improve energy use and to reduce CO2 emissions and waste, and to manage potential environmental risks in every project and location. The company also conducts life cycle analyses and best available technology analyses in its product and technology development projects to increase our own and our customers' environmental performance.

In 2015, Aker Solutions did not receive significant fines, sanctions or other grievances for non-compliance with environmental laws and regulations. We monitor and adjust to

all governmental guidelines, directives and regulations on the environment.

REDUCING ENERGY CONSUMPTION AND EMISSIONS

As a global provider of products, systems and services to the oil and gas industry, Aker Solutions' activities and related impacts depend almost entirely on customers' needs and activities. We recognize and accept our own responsibility within the framework of the fluctuations that are a natural part of our project-based endeavors.

Our main corporate environmental goals are part of the annual HSE plan. For 2016, we will focus on personal involvement and local action in environmental goals, in part through our global operational excellence program, #thejourney, which focuses on efficiency and the reduced use of energy and materials.

The company has decided not to set a corporate target for CO2 emissions due to the nature of our customer-based business.

At the end of 2013 a new travel policy was launched to reduce costs and environmental impact by replacing travel with video conferencing when possible. In 2015, data from our travel agencies in Norway and UK showed a decline in travel. Emissions from air travel were incorporated in our 2015 CO2 balance, but travel accounts for just 2 percent of our total CO2 emissions. The other 98 percent comes from electricity consumption, and use of fuel for our mobile equipment and industrial machinery. Some 44 percent of our total CO2 emissions come from electricity consumption at our Asia Pacific sites, despite them only representing 17 percent of our total electricity consumption. That is because Asian energy sources generally emit more than European ones.

HANDLING WASTE AND SPILLS

The company continues to focus on waste reduction. Total waste varies from year to year, depending on the project portfolio. For example, a decommissioning project will naturally produce more waste than other kinds of projects.

In recent years, Aker Solutions' corporate goal has been the "best year ever approach" in combination with a minimum goal of recycling at least 80 percent of total waste in each business area. The recycling factor dropped from an all-time high of 94 percent in 2014 to 86 percent in 2015. The goal for 2016 is a recycling factor of more than 90 percent.

Hazardous waste includes components that require special handling before disposal. The company collected 592 tons of hazardous waste in 2015, an increase from the two previous years that reflects differences in our project loads. However, we always seek replacement products and better solutions to reduce hazardous waste quantities in our own production and products.

Environmental Safety Through Design

Aker Solutions' engineers have worked with flare systems and process safety for many years to limit emissions to the atmosphere. The use of best available technology (BAT) in our engineering projects is an important tool in combination with system design. We designed a closed-flare system for the Ormen Lange phase 1 project off Norway for Shell, and

continued this philosophy during phase 2 of the Nyhamna onshore gas processing plant. The overall idea of a closed flare system has been maintained both for the low pressure and high pressure flares. In a closed flare system, maintenance flaring is limited, and flare gas is recovered, which significantly reduces potential CO2 emissions.



SOLVING CHALLENGES

Aker Solutions' Advanced Carbon Capture Technology has been successfully tested at Mongstad, Norway

► TARGETS AND INITIATIVES FOR 2016

The targets and initiatives for 2016 are in line with the environmental goals set in our CR strategy for 2013-2017. We aim to have zero spills and to reach a recycling factor of over 90 percent. As a part of our long-term HSE plan, we are working on performing lifecycle assessments on key products to assess the environmental impact associated with all stages of a product's lifecycle. In the engineering and design phases of our projects, we will continue to apply best available technology analyses to make sure we choose the solutions with the least environmental impact.

After the company split in 2014, we used 2015 to collect detailed energy consumption data from all remaining locations. As a part of the internal mapping project in 2016, we will conduct a comparative study of our offices and workshops and check for improvement opportunities and solutions that can be applied at other sites.

ENVIRONMENTAL DATA

	2015	2014	2013
Energy consumption (MWh) ¹	126,750	116,339	134,404
Energy intensity (MWh per million worked hours)	3,257	2,627	3,405
Energy intensity (GJ)	456,300	418,820	483,854
Energy intensity (GJ per million worked hours)	11,725	9,458	12,259
CO2 emissions (tons) ²	27,193	21,188	29,050
CO2 emissions (tons per million worked hours) ²	699	478	736
Recycled waste (tons)	29,891	25,126	13,482
Total waste (tons)	34,875	26,636	15,482
Recycling factor (%) ³	86	94	86
Hazardous waste (tons)	592	420	431
Accidental oil spills (number)	0	0	0

1) Travel activity is not incorporated into energy consumption
2) For 2015, CO2 emissions from travels in Region Norway and Region UK are incorporated. However, emissions from travelling are insignificant compared to CO2 from energy consumption
3) Water recycling is not incorporated into the recycling factor, even though recycling is performed at sites where water is regarded as a scarce resource

ELECTRICITY

Energy source	Consumption in MWh (2015)
Electricity - electricity Asia/Australia ex China (MWH)	15,965
Electricity - electricity Europe (MWH)	633
Electricity - electricity Scandinavia/Brazil (MWH)	64,324
Electricity - electricity UK (MWH)	10,587
Electricity - electricity US (MWH)	3,078

NON-RENEWABLE FUELS

Fuel Source	Consumption (2015)
Diesel (liter)	1,631,275
Heavy fuel oil (liter)	51,585
Natural gas (m3)	338,989
Petrol/gasoline (liter)	992,209

When calculating from energy to CO2 emission, we use GHG protocol conversion factors.

TECHNOLOGY INNOVATION

Aker Solutions in Houston delivered subsea components to help limit environmental risks from oil and gas production in the U.S. Gulf of Mexico.



Society

Our global presence and large workforce clearly affects our surroundings. We recognize our responsibility to the local communities where we operate, and seek to contribute through local hiring, sourcing, and transferring knowledge and technology. We seek to be transparent in how we conduct business so that our impact can be easily measured.

TRANSPARENCY

Transparency is essential in an industry that can have a significant impact on local communities. Openly sharing information is necessary to build trust wherever we do business. Aker Solutions operates globally, including in places that depend heavily on oil and gas revenue, suffer from poverty or struggle with potential corruption. Open and direct dialogue with internal and external stakeholders is one of the company’s core values.

The table to the right reflects the 2015 revenues, employees, investments and paid taxes as reported by the various Aker Solutions companies in each country.

LOCAL CONTENT

Aker Solutions is subject to local content requirements in many places. Although formal requirements exist, the company believes that using local staff, products and services is important. We depend on local knowledge to succeed while striving to contribute to improving local social and economic conditions.

SPONSORSHIPS AND DONATIONS

Aker Solutions uses sponsorships to promote the company and its business. Our sponsorships are strategic and aligned with the company’s values. As part of building relations with local communities and stakeholders, we contribute to a variety of good causes and projects. Our local offices lead these initiatives, often employee driven, so they can be tailored to local contexts and needs. The company does not sponsor political or religious groups.

Country	Employees ¹	Revenues (NOK million) ²	Investments in assets (NOK million) ³	Paid taxes (NOK million) ⁴
Norway	7,508	16,786	440	6
UK	2,348	7,904	273	23
India	1,493	791	10	56
Brazil	1,378	2,281	461	49
Malaysia	1,086	1,825	-	28
USA	719	2,945	84	6
Brunei	362	1,009	-	13
Canada	149	251	2	-8
Angola	143	740	13	436
Sweden	110	122	-	2
Australia	50	99	-	-5
Congo	25	535	3	130
Nigeria	15	160	-	-
China	3	-	-	-
Cyprus	2	281	41	4
Other	4	61	2	2
Sum of countries	15,395	35,789	1,330	742
Eliminations ²	-	-3,893	-	-
Total Aker Solutions	15,395	31,896	1,330	742

1) The locations of employees are based on the location of the company where they are employed. Branches are therefore included in the figures for the legal entity.

2) Revenue figures per country include internal and external revenues and are based on location of the Aker Solutions company that has recognized the revenue. Intercompany sales are subtracted in the line “eliminations” to present external Aker Solutions revenues as in the income statement.

3) Investments in assets includes additions to property, plant and equipment as well as technology development and other intangible assets during the year

4) Paid taxes include income taxes, withholding taxes and other corporate taxes, but does not include value added taxes (VAT) and other indirect taxes.



PROUD SPONSOR
Aker Solutions is supporting the Karanba soccer movement for disadvantaged youth.

Educational Program With University in Pune

Training and developing future engineers for the oil and gas industry is an important part of the Aker Solutions’ way of thinking. In 2013, Aker Solutions signed a partnership agreement with the Maharashtra Institute of Technology (MIT) in Pune, India. Senior engineers from APGS and professors from MIT jointly developed the syllabus for a course in subsea engineering. The course was approved by Pune University, and has been offered to final year of master level students of civil and petroleum engineering and final year bachelor level of civil structures students. In 2015, the first 25 students completed the subsea engineering courses. Aker Solutions is also developing a subsea laboratory jointly with the institute, as a part of an initiative to build competencies for the petroleum sector. This will be the first subsea lab in Pune with a complete subsea production system. In phase I, tie-in and manifold models will be developed. The aim is to enhance the subsea engineering skills of young graduates by allowing them hands-on experimental work.

Renovation and Expansion of Schools in Brazil's Underprivileged Areas

Aker Solutions in 2015 initiated a social project related to the renovation and expansion of two community schools, the State School Eunice Borges and the Municipal School Luiz Singer, for 1,351 children. The project includes the resizing and relocating of the sewage tanks system, filters and consumers to provide better conditions to these schools that are located in an underprivileged area in the city of São José dos Pinhais. The opening of the schools is expected in 2016.



United Way Year 'Round at Aker Solutions

Employees in locations across North America participated in our annual United Way campaign.

United Way is a global organization with local chapters that invest in non-profit agencies and programs by working to transform individual lives and bring long-lasting, systemic change to tough

issues, like family financial stability, education and quality of life for returning veterans. Through opportunities to participate in fundraising events, service projects and education-related activities, we partner with United Way to make a difference in the communities where we live, work and play.



During the course of the year employees raised funds and volunteered over 100 hours of service to our local communities, for United Way in North America.

About This Report

This report presents Aker Solutions ASA's corporate responsibility performance and activities in 2015. It complies with the legal requirements for company reporting as specified in the Norwegian Accounting Act ("Regnskapsloven") for reporting on corporate social responsibility.

The report is also our Communication on Progress in 2015 to the UN Global Compact and presents our continued commitment to implementing the principles of the UN Global Compact. Aker Solutions has published CR reports since 2006, with annual releases since 2010.

Our 2015 CR report has been prepared on the basis of the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. The report has been prepared to be in accordance

with the "core" reporting level. Our overview of disclosure according to GRI, including references to sections of the report where GRI indicators are disclosed, can be found at the end of the report

The content of this report has been shaped by our analysis of material impacts and our stakeholders' expectations obtained through monitoring and dialogue. The report's content has not been significantly changed from past editions, although some environmental indicators used earlier were excluded because they are no longer relevant.

Report Boundaries

We have prepared the report on the basis of the GRI reporting principles and guidance on boundaries.

The report boundary is, in general, companies under operational control of Aker Solutions ASA. However, for some aspects, we also provide information on aspects where we have the potential to influence but not have direct control. Aker Solutions demerged from Akastor and was listed on the Oslo Stock Exchange on September 29, 2014. The historical operational and financial figures for the group are presented as if the demerger occurred at the start of the earliest period presented in this report.

Data Quality

We continue to work to improve our data quality to enhance the reporting processes and transparency, and continuously strive to improve our internal data reporting procedures.

Appendix 1: Global Reporting Initiative (GRI) Index

This report has been prepared in accordance with the GRI G4 'core' level. We have sought to report fully on all possible dimensions of the indicators, but where this is not possible, we have reported as comprehensively as possible, based on the data systems we have. The table refers to where information about each aspect / indicator is presented in our corporate responsibility report, Annual report or company website. For a complete description of the individual indicators, please see GRI's website (www.globalreporting.org).

GRI Standard Disclosure

STRATEGY AND ANALYSIS		Section in Report
G4-1	Statement from the most senior decision-maker of the organization	CEO introduction
ORGANIZATIONAL PROFILE		Section in Report
G4-3	Name of the organization	Aker Solutions ASA
G4-4	Primary brands, products and services	Board of Director's report in the Annual report
G4-5	Location of the organization's headquarters	Snarøyveien 36, Fornebu, Norway
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Subchapter: Transparency Main chapter: Society Note 26 in the Consolidated Financial Statement in the Annual report
G4-7	Nature of ownership and legal form	Note 1 and 28 in the Consolidated Financial Statement in the Annual report Note 12 in the Financial Statement of the Parent Company in the Annual report
G4-8	Markets served	Subchapter: Transparency Main chapter: Society Note 3 and 4 in the Consolidated Financial Statement in the Annual report
G4-9	Scale of the reporting organization (employees, operations, net sales, capitalization, products and services)	Subchapter: Key Staff Figures Main chapter: People Income Statement, Balance Sheet, Note 3, 4, 16, 17 and 26 in the Consolidated Financial Statement in the Annual report
G4-10	Scale of the reporting organization (employees by contract and gender, region etc.)	Subchapter: Key Staff Figures Main chapter: People
G4-11	Scale of the reporting organization (employees covered by collective bargaining agreements)	About 65 percent of employees in Norway and about 33 percent of employees in Brazil are covered by collective bargaining agreements.
G4-12	Description of the organization's supply chain	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	No significant changes in the reporting period
G4-14	How the precautionary approach or principle is addressed by the organization	Subchapter: Our Approach Main chapter: Responsibility at Aker Solutions
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Subchapter: Commitments and Memberships Main chapter: Responsibility at Aker Solutions Subchapter: Human and Labor Rights Main chapter: People

Appendix 1: Global Reporting Initiative (GRI) Index cont.

G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations	Subchapter: Commitments and Memberships Main chapter: Responsibility at Aker Solutions Subchapter: Human and Labor Rights Main chapter: People
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		Section in Report
G4-17	Operational structure of the organization	Note 26 in the Consolidated Financial Statement in the Annual report
G4-18	Process for defining report content, aspect boundaries and reporting principles	Subchapter: Strategy and Material Aspects Main chapters: Responsibility at Aker Solutions and About this report
G4-19	Process for defining report content, material aspects	Subchapter: Strategy and Material Aspects Main chapters: Responsibility at Aker Solutions and About this report
G4-20	Boundary of the report, within the organization	Subchapter: Strategy and Material Aspects Main chapters: Responsibility at Aker Solutions and About this report
G4-21	Boundary of the report, outside the organization	Subchapter: Strategy and Material Aspects Main chapters: Responsibility at Aker Solutions and About this report
G4-22	Explanation of the effect of any re-statements of information	No information has been restated
G4-23	Significant changes from previous reporting periods	Subchapter: Strategy and Material Aspects Main chapter: Responsibility at Aker Solutions and About this report
STAKEHOLDER ENGAGEMENT		Section in Report
G4-24	Stakeholder groups engaged by the organization	Subchapter: Stakeholders Main chapter: Responsibility at Aker Solutions
G4-25	Basis for identification and selection of stakeholders with whom to engage	Subchapter: Stakeholders Main chapter: Responsibility at Aker Solutions
G4-26	Approach to stakeholder engagement	Subchapter: Stakeholders Main chapter: Responsibility at Aker Solutions
G4-27	Key topics and concerns raised through stakeholder engagement and response	Subchapters: Strategy and Material Aspects and Stakeholders Main chapter: Responsibility at Aker Solutions
REPORT PROFILE		Section in Report
G4-28	Reporting period	Calendar year (2015)
G4-29	Date of most recent previous report	March 2015
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding the report or its contents	ethics@akersolutions.com
G4-32	"In accordance" option, GRI Index	Appendix 1: GRI Index
G4-33	Policy and current practice with regard to seeking external assurance	No external assurance on the Corporate responsibility report

GOVERNANCE		Section in Report
G4-34	Governance structure of the organization, including committees of the highest governance body	Subchapter: Our Approach Main chapter: Responsibility at Aker Solutions Corporate Governance Statement http://akersolutions.com/corporate-governance/
ETHICS AND INTEGRITY		Section in Report
G4-56	Values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Subchapter: Compliance Framework Main chapter: Integrity
G4-57	Internal and external mechanisms for seeking advice on ethics and integrity, such as helplines or advice lines	Subchapter: Reporting Breaches Main chapter: Integrity
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior	Subchapter: Reporting Breaches Main chapter: Integrity

Specific Standard Disclosures

ECONOMIC		Section in Report
Material Aspect: Economic Performance		
G4-DMA	Generic Disclosures on Management Approach	Main chapter: Responsibility at Aker Solutions and Society
G4-EC1	Direct economic value generated and distributed	Subchapter: Transparency Main chapter: Society
G4-EC3	Coverage of the organization's defined benefit plan obligations	Note 18 in the Consolidated Financial Statements in the Annual report

ENVIRONMENTAL		Section in Report
Material Aspect: Energy		
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Environment
G4-EN3	Energy consumption within the organization	Subchapter: Environmental Figures Main chapter: Environment
G4-EN5	Energy intensity	Subchapter: Environmental Figures Main chapter: Environment

Appendix 1: Global Reporting Initiative (GRI) Index cont.

Material Aspect: Emissions		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Environment
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Subchapters: Reducing Energy Consumption and Emissions and Environmental Figures Main chapter: Environment
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Subchapter: Reducing Energy Consumption and Emissions and Environmental Figures Main chapter: Environment
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Subchapter: Reducing Energy Consumption and Emissions Main chapter: Environment
G4-EN18	Greenhouse gas (GHG) emissions intensity	Subchapter: Environmental Figures Main chapter: Environment
Material Aspect: Effluents And Waste		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Environment
G4-EN23	Total weight of waste by type and disposal method	Subchapters: Handling Waste and Spills and Environmental Figures Main chapter: Environment
G4-EN24	Total number and volume of significant spills	Subchapter: Environmental Figures Main chapter: Environment
Material Aspect: Products And Services		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Environment
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Subchapters: Leadership in Environmental Technology and Managing our Footprint Main chapter: Environment
Material aspect: Compliance		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Environment
G4-EN29	Significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Subchapter: Managing our Footprint Main chapter: Environment
Material Aspect: Supplier Environmental Assessment		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, Supply Chain Management, and Environment
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management

Material Aspect: Environmental Grievance Mechanisms		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Environment
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Subchapter: Managing our Footprint Main chapter: Environment
SOCIAL: LABOR PRACTICES AND DECENT WORK		
Material Aspect: Employment		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and People
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Subchapter: Key Staff Figures Main chapter: People
G4-LA3	Return to work and retention rates after parental leave, by gender	Subchapter: Key Staff Figures Main chapter: People
Material Aspect: Labor/Management Relations		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and People
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Subchapter: Turnover and Exit Process Main chapter: People
Material Aspect: Occupational Health And Safety		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Health, Safety and Security
G4-LA6	Injuries, occupational diseases, absenteeism, and work-related fatalities	Main chapters: Responsibility at Aker Solutions and Health, Safety and Security Subchapter: Zero Incident Mindset
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Subchapters: From Sick Leave to Wellness Main chapters: Health, Safety and Security
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Subchapter: Respecting Human and Labor Rights Main chapter: People
Material Aspect: Training And Education		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and People
G4-LA10	Programs for skills management and lifelong learning	Subchapters: Leadership, Talent and Performance and Rewarding Hard Work Main chapter: People
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Subchapters: Leadership, Talent and Performance Main chapter: People

Appendix 1: Global Reporting Initiative (GRI) Index cont.

Material Aspect: Diversity And Equal Opportunity		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and People
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Subchapter: Key Staff Figures Main chapter: People Corporate Governance Statement http://akersolutions.com/corporate-governance/
Material Aspect: Supplier Assessment For Labor Practices		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Supply Chain Management
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
HUMAN RIGHTS		
Material Aspect: Investment		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Integrity
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Subchapter: Project Screening Main chapter: Integrity
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Subchapter: Awareness Training Main chapter: Integrity
Material Aspect: Non-Discrimination		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, People, and Integrity
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Subchapter: Reporting Breaches Main chapter: Integrity Subchapter: Respecting Human and Labor Rights Main chapter: People Our global systems do not yet register incidents of discrimination in a consistent way to enable us to report fully on this indicator.
Material Aspect: Freedom Of Association And Collective Bargaining		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, People, and Integrity
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management Subchapter: Respecting Human and Labor Rights Main chapter: People

Material Aspect: Child Labor		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, People, and Integrity
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	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management Subchapter: Respecting Human and Labor Rights Main chapter: People
Material Aspect: Forced Or Compulsory Labor		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, People, and Integrity
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management Subchapter: Respecting Human and Labor Rights Main chapter: People
Material Aspect: Security Practices		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, People, and Integrity
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	A percentage of trained personnel is not provided; however, a description of how we work with security is provided here: Subchapter: Security Main chapter: Health, Safety and Security
Material Aspect: Assessment		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Integrity
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Subchapter: Project Screening Main chapter: Integrity
Material Aspect: Supplier Human Rights Assessment		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Supply Chain Management
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
Material Aspect: Human Rights Grievance Mechanisms		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and People
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Subchapter: Respecting Human and Labor Rights Main chapter: People

Appendix 1: Global Reporting Initiative (GRI) Index cont.

SOCIETY

Material Aspect: Anti-Corruption		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, Integrity, and Supply Chain Management
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Subchapter: Project Screening Main chapter: Integrity
G4-SO4	Communication and training on anti-corruption policies and procedures	Subchapter: Awareness Training Main chapter: Integrity
G4-SO5	Confirmed incidents of corruption and actions taken	Subchapter: Compliance Framework Main chapter: Integrity
Material Aspect: Public Policy		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Integrity
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Subchapter: Sponsorships and Donations Main chapter: Society
Material Aspect: Anti-Competitive Behavior		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Integrity
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Subchapter: Compliance Framework Main chapter: Integrity
Material Aspect: Compliance		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Integrity
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Subchapter: Compliance Framework Main chapter: Integrity
Material Aspect: Supplier Assessment For Impacts On Society		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions, Integrity, and Supply Chain Management
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Subchapter: Responsible Supply Chain Management Main chapter: Supply Chain Management
PRODUCT RESPONSIBILITY		
Material Aspect: Customer Health And Safety		Section in Report
G4-DMA	Generic Disclosures on Management Approach	Main chapters: Responsibility at Aker Solutions and Health, Safety and Security
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Subchapter: Zero Incident Mindset Main chapter: Health, Safety and Security



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