



Working together to safely deliver **responsible energy**

2020 Sustainability Report



Planet

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Energy use							
Energy used in operations	million GJ	-	-	12.7	12.6	10.8	302-1
Fuel gas	million GJ	-	-	9.3	10.0	8.8	302-1
Diesel	million GJ	-	-	2.6	3.5	2.0	302-1
Fuel use							
Fuel gas	tonnes	160,026	174,862	194,658	210,767	184,566	302-1
Diesel(platform/rig)	tonnes	24,922	30,025	36,191	33,964	27,269	302-1
Diesel (vessels & helicopters)	tonnes	20,014	27,289	45,156	25,879	19,334	302-1
Energy intensity							
Energy intensity	GJ per tonne of production	2.21	2.27	2.03	1.92	2.01	302-3
Energy intensity	tonnes per '000 tonnes of production	48	49	44	51	43	302-3
Direct Greenhouse gas emissions¹							
Direct emissions							305-1
GHG emissions operated facilities and drilling (scope 1)	'000 tonnes CO ₂ e	799	882	1,039	932	820	305-1
GHG emissions non-operated facilities (scope 1)	'000 tonnes CO ₂ e	145	136	89	44	44	305-1
GHG emissions (equity share)	'000 tonnes CO ₂ e	442	480	550	486	412	305-1
GHG per function							305-1
Production	'000 tonnes CO ₂ e	767	830	1,004	896.5	815	305-1
Drilling	'000 tonnes CO ₂ e	32	52	35	35	5	305-1
GHG intensity	tonnes CO ₂ e per '000 tonnes of production	185	206	171	141	152	305-4
Flaring of gas	tonnes	68,956	76,145	111,194	51,768	44,523	G4-OG6

¹ In 2020, we implemented updates to our emission accounting system. These updates included aligning our generic emission factors (which are used where fuel-specific factors are unavailable) with the European Emissions Monitoring System (EEMS). The updates also included aligning our assumed GHG emission Global Warming Potentials (GWPs) with the Intergovernmental Panel on Climate Change (IPCC) 5th report, 2014 (the IPCC 4th report, 2007, was used in previous years). These updates have been implemented across our 2016 – 2019 air emissions data.

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Indirect GHG emissions							
Scope 2 ²	tonnes CO ₂ e	964	877	773	983	823	305-2
Scope 3	tonnes CO ₂ e	5,463	666	4,062	5,695	1,032	305-3

Effluents and waste							
Planned discharges							
Discharged produced water	million tonnes	3.13	3.17	3.27	3.45	2.88	G4-OG5
Oil in produced water	parts per million by weight (ppm-wt)	9.1	10.6	12.2	15.1	23.4	G4-OG5
Oil in produced water	tonnes	28.4	33.4	40	52.2	67.4	G4-OG5
Unplanned discharges							
Hydrocarbon spills	#	26	22	15	7	7.00	306 (2016)
Hydrocarbon spills	tonnes	-	-	-	0	0.054	306 (2016)
of which released to the environment	tonnes	2.2	1.9	0.4	0.019	0.050	306 (2016)
Chemical spills	#	18	22	8	0	6.00	306 (2016)
Chemical spills	tonnes	-	-	-	-	1.07	306 (2016)
of which released to the environment	tonnes	3.7	12.3	2.3	0	1.08	306 (2016)
Gas release incidents	#	-	-	-	2	13.00	306 (2016)
Gas release incidents	kg	-	-	-	228	360.00	306 (2016)
Gas release incidents	tonnes CO ₂ e	-	-	-	326.04	316.16	306 (2016)
of which released to the environment	tonnes	3.7	12.3	2.3	0	0.26	306 (2016)

Emissions to air³							
CO ₂	tonnes	735,312	813,930	954,105	845,291	744,760	305-7
CH ₄	tonnes	1,806	1,911	2,427	2,494	2,164	305-7
N ₂ O	tonnes	50	56	63	62	54	305-7
VOCs	tonnes	7,835	7,896	14,530	17,818	13,254	305-7
NO ₂	tonnes	2,268	2,724	3,030	3,237	2,771	305-7
SO ₂	tonnes	848	729	639	828	661	305-7
CO	tonnes	1,127	1,309	1,643	1,339	1,116	305-7

² Scope 2 calculations are based on emission factors supplied by the UK Department for Business, Energy and Industrial Strategy ('BEIS') (2019 values).

³ In 2020, we implemented updates to our emission accounting system. These updates included aligning our generic emission factors (which are used where fuel-specific factors are unavailable) with the European Emissions Monitoring System (EEMS). The updates also included aligning our assumed GHG emission Global Warming Potentials (GWPs) with the Intergovernmental Panel on Climate Change (IPCC) 5th report, 2014 (the IPCC 4th report, 2007, was used in previous years). These updates have been implemented across our 2016 – 2019 air emissions data.

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Discharges to air							
Flaring	tonnes of gas	72,669	74,366	113,478	51,195	32,097	G4-OG6
Flaring per tonne produced	tonnes of gas per tonne of production	0.017	0.016	0.027	0.016	0.008	G4-OG6
Venting	tonnes of gas	1,646	1,592	1,578	1,116	37,702	G4-OG6
Venting per tonne produced	tonnes of gas per tonne of production	0.00	0.00	0.00	0.00	0.00	G4-OG6

Water use							
Total water withdrawal from all areas							
Municipal water	tonnes	23,165	35,779	29,913	30,712	14,756	303-3
Seawater	tonnes	-	-	64,168	67,858	66,306	303-3
Total amount of drill water used	tonnes	15,715	15,469	6,917	7,571	5,168	303-3
Total water withdrawal from all areas with water stress	tonnes	0	0	0	0	0	303-5
Total water withdrawal from freshwater sources	tonnes	0	0	0	0	0	303-5

Waste management							
Waste material generated							
Hazardous waste	tonnes	8,176	5,810	5,982	7,314	4,358	
Hazardous waste	tonnes	7,242	5,051	5,043	6,549	3,839	306-3
Non-hazardous waste	tonnes	934	758	939	765	519	306-3
Hazardous waste material transported							
Weight of hazardous waste transported to the organization by destination from external sources/suppliers not owned by the organization	tonnes	-	-	-	0	0	306-4/306-5 (2016)
Weight of hazardous waste transported from the organization by destination to external sources/suppliers not owned by the organization	tonnes	-	-	-	6,549	3,839	306-4/306-5 (2016)
"Weight of hazardous waste transported nationally and internationally by destination between locations owned, leased, or managed by the organization"	tonnes	-	-	-	0	0.00	306-4/306-5 (2016)
Hazardous waste shipped internationally							306-4/306-5 (2016)
Weight of hazardous waste transported across international borders and which enters the boundaries of the organization, by destination.	tonnes	-	-	-	0	0.00	306-4/306-5 (2016)

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Hazardous waste material transported (continued)							
The proportion of the total amount of transported hazardous waste by destination that is transported from the organization to locations abroad.	tonnes	-	-	-	0	0.00	306-4/306-5 (2016)
Hazardous waste treated							
The portion of the total amount of transported and exported waste by destination that the organization has treated.	tonnes	-	-	-	0	3,839	306-4/306-5 (2016)
The portion of the total amount of transported and exported waste by destination that the organization has treated.	%	-	-	-	100	100	306-4/306-5 (2016)

Managing environmental performance

Environmental protection measures/expenditure	US \$ million	8	7.1	7.0	5.8	8.3	
---	---------------	---	-----	-----	-----	------------	--

Environmental compliance

Environmental or safety fines	US\$ thousand	0	70,464	0	6,000	0	307
-------------------------------	---------------	---	--------	---	-------	----------	-----

CDP disclosure

Climate change submission	Grade A-F	B	C	D	B	B	302/305
---------------------------	-----------	---	---	---	---	----------	---------

People

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Occupational health and safety							
Man hours worked	million	6.7	6.1	6.4	7.7	5.9	403-2
Recordable injuries	#	13	9	17	8	4	403-2
Work related fatalities	#	0	0	0	0	0	403-2
Lost work day cases (LWDC)	#	6	3	9	2	2	403-2
Restricted work day case (RWDC)	#	1	0	1	3	1	403-2
Medical treatment cases (MTC)	#	6	6	7	3	1	403-2
Total Recordable Injury Rate (TRIR)	#	1.95	1.47	2.65	1.04	0.68	403-2
TRIR by employment type, gender and region							
Employees	#	-	-	-	0	0	403-2
Contractors	#	-	-	-	2.97	4	403-2
Men	#	-	-	-	8	4	403-2
Women	#	-	-	-	0	0	403-2
High Potential Incidents (HiPos)	#	8	4	9	8	10	403-2
HiPos related to production	#	4	3	1	4	7	403-2
HiPos related to drilling	#	3	0	1	3	1	403-2
HiPos related to construction	#	0	1	1	1	1	403-2
HiPoS related to travel	#	1	0	0	0	1	403-2
High Potential Incident rate (HiPoR)	#	1.2	0.65	1.4	1.04	1.69	403-2
Occupational health and wellness							
Work-related occupational illness cases	#	0	0	1	0	1	403-10
Non-work related occupational illness	#	0	3	3	3	2	403-10
Process safety and asset integrity							
Loss of Primary Containment events total	#	0	1	2	2	1	G4-OG13
Tier One process safety events	#	0	0	0	1	0	G4-OG14
Tier Two process safety events	#	0	1	2	1	1	G4-OG15

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
HSES management							
Workers covered by HSES management system	%	100	100	100	100	100	403-2
Group-wide alignment to ISO 14001	%	100	100	100	100	100	403-8
Group-wide alignment to ISO 45001	%	100	100	100	100	100	403-8
HSE system is certified to OHSAS 18001 certification	%	100	100	100	100	100	403-8

Workforce profile							
Workforce total							
Employees	#	799	783	767	770	776	401-1
Contractor personnel	#	186	176	200	208	182	401-1
New employees	#	166	53	43	37	61	401-1
Number of employees by business unit by gender and age							
Male	#	604	595	579	572	572	401-1
Female	#	195	188	188	198	204	401-1
Age <30	#	-	54	48	41	28	401-1
Age 30-50	#	-	591	580	585	563	401-1
Age >50	#	-	138	139	144	185	401-1
Employee recruitment by gender and age							
Male	#	111	37	30	22	42	401-1
Female	#	55	16	13	15	19	401-1
Age <30	#	-	14	10	5	4	401-2
Age 30-50	#	-	35	37	23	44	401-3
Age >50	#	-	4	4	9	13	401-4
Employee turnover by gender and age							
Male	#	99	31	36	27	35	401-1
Female	#	65	20	7	10	9	401-1
Age <30	#	-	5	1	1	0	401-1
Age 30-50	#	-	30	21	15	28	401-1
Age>50	#	-	16	21	21	16	401-1
Employees made redundant	#	125	13	4	4	8	401-1
Redundancy rate	%	16	2	1	1	1	401-1
Exited employees (voluntary/involuntary)	#	164	51	43	37	44	401-1

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Workforce profile (continued)							
Employee net gain/loss by gender							401-I
Male	#	12	6	-6	-5	7	401-I
Female	#	-10	-4	6	5	10	401-I
Local employment							
Percentage of nationals in employee workforce	%	98	98	99	94	94	401-I/202-2
Total senior management (Grade 5 and +)	#	-	-	-	114	120	401-I/202-2
Total nationals in senior management (Grade 5 and +)	#	-	-	-	102	113	401-I/202-2
Local nationals in senior management	%	91	92	93	89	82	401-I
Nationals in employee workforce total and location	#	-	770		725	765	401-I
Employee permanent full time national total and location	#	-	737		698	732	401-I
Male	#	-	565		530	550	401-I
Female	#	-	172		168	182	401-I
Employee permanent part time national total and location	#	-	11		8	16	401-I
Male	#	-	1		2	0	401-I
Female	#	-	10		6	16	401-I
Employee fixed term national total and location	#	-	22		19	17	401-I
Male	#	-	18		14	11	401-I
Female	#	-	4		5	6	401-I
Workforce by employment type, gender and location							401-I
Contractor (long-term expatriate) total	#	-	9	8	4	1	401-I
Male	#	-	8	8	4	1	401-I
Female	#	-	1	0	0	0	401-I
Contractor (long-term national) total	#	-	167	192	202	68	401-I
Male	#	-	133	147	146	41	401-I
Female	#	-	34	45	56	27	401-I
Total (contractors)	#	-	176	200	208	182	401-I
Male	#	-	141	155	152	137	401-I
Female	#	-	35	45	56	45	401-I

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Local employment (continued)							
Total (employees & contractors)	#	-	959	967	980	958	401-I
Male	#	-	736	732	726	709	401-I
Female	#	-	223	235	254	249	401-I
Expatriate employees	#	15	13	10	12	10	401-I

Diversity and inclusion⁴							
Employee gender balance							405-I
Male	#	604	595	577	572	572	405-I
Male	%	76	76	75	74	74	405-I
Female	#	195	188	190	198	204	405-I
Female	%	24	24	25	26	26	405-I
Gender balance at senior management level							405-I
Male	#	99	99	102	102	105	405-I
Male	%	89	89	89	89	87	405-I
Female	#	13	12	13	12	15	405-I
Female	%	11	11	11	11	13	405-I
Diversity of Board level by gender and age							405-I
Male	#	7	7	7	7	6	405-I
Male	%	78	78	78	70	80	405-I
Female	#	2	2	2	3	2	405-I
Female	%	22	22	22	30	20	405-I
Age <30	#	-	0	0	0	0	405-I
Age 30-50	#	-	1	1	1	1	405-I
Age >50	#	-	8	8	9	7	405-I
British	#	-	9	9	10	7	405-I

⁴ Data is accurate as of 31 December 2020. As of 17 March 2021 there were 5 male Board members. It is anticipated in April 2021 that we will have 7 male Board members and 4 female Board members.

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Diversity and inclusion (continued)							
Diversity of ExCo level by gender and age			-				405-I
Male	#	-	9	9	10	8	405-I
Female	#	-	0	0	0	1	405-I
Age <30	#	-	0	0	0	0	405-I
Age 30-50	#	-	5	3	2	3	405-I
Age >50	#	-	4	6	8	6	405-I
British	#	-	9	9	9	8	405-I
Diversity at Board level > executives		4	4	4	3	2	405-I
Male	#	4	4	4	3	2	405-I
Female	#	0	0	0	0	0	405-I
Diversity at Board level > non- executives		5	5	5	7	6	405-I
Male	#	3	3	3	4	4	405-I
Female	#	2	2	2	3	2	405-I
Diversity at Board level > ethnicity		-	-	-			405-I
White		-	-	-	10	8	405-I
Executives	#	-	-	-	10	7	405-I
Non-executives	#	-	-	-	0	1	405-I
Mixed / Multiple ethnic groups	#	-	-	-	0	0	405-I
Asian / Asian British	#	-	-	-	0	0	405-I
Black/African/Caribbean/Black British	#	-	-	-	0	0	405-I
Other ethnic group	#	-	-	-	0	0	405-I
Diversity at Board level tenure		-	-	-			405-I
Less than one year (<1)	#	1	3	0	1	1	405-I
Executives	#	-	-	-	0	0	405-I
Non-executives	#	-	-	-	1	1	405-I
1-<3	#	1	1	0	3	3	405-I
Executives	#	-	-	-	0	0	405-I
Non-executives	#	-	-	-	3	3	405-I
3 - <5	#	1	2	4	1	1	405-I
Executives	#	-	-	-	0	0	405-I
Non-executives	#	-	-	-	1	1	405-I

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Diversity and inclusion (continued)							
5 - <7	#	1	-	2	2	1	405-1
Executives	#	-	-	-	1	1	405-1
Non-executives	#	-	-	-	1	2	405-1
7-<9	#	2	1	1	0	0	405-1
Executives	#	-	-	-	0	0	405-1
Non-executives	#	-	-	-	0	0	405-1
9+>	#	3	2	2	3	1	405-1
Executives	#	-	-	-	2	1	405-2
Non-executives	#	-	-	-	1	0	405-2

Performance management							
Employees received performance reviews against Individual Performance Contracts	%	-	98	99	99	99	404-3
Annual discretionary bonuses to eligible employees	%	99	99.6	99.6	99.2	100	404-3

Employee engagement							
Participation rate of group-wide employee engagement survey	%	n/a	84%	87%	n/a	85%	85%
Grievances raised by employees	#	6	0	1	2	2	2
Total number of employees that took parental leave and by gender	#	53	51		18	22	22
Men	#	32	31		11	13	13
Women	#	21	20		7	9	9
Percentage of employees entitled to take parental leave	%	100	100		100	100	100

Organised labour							
Employees covered by collective bargaining agreement	#	432	512	490	513	496	102-41
Percentage of Premier's total employee workforce covered by collective bargaining	%	54	65	64	66.8	63	102-41

Learning and development							
Hours spent on employee development training to enhance knowledge or individual skills	#	-	-	-	-	17,826	404-1

Prosperity

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Global code of conduct							
Employees and contractor personnel trained	%	100	100	100	100	100	102-17/205-2
Confirmed cases of non-compliance with the Code	#	1	1	4	0	0	102-17/205-3
Termination or fail to renew any external business relationships due to breaches of the Code						0	
Significant legal sanctions in relation to business ethics	#	0	0	0	0	0	205-3
Disciplinary actions or dismissal for breaches of the Code	#			2	0	0	205-3
New members of our workforce receiving induction training on the Code	%			100	100	100	205-2
Existing members of our workforces assigned refresher training on the Code/completed training	%			100/99	100/93	100/100	205-2
Economic contributions							
Locally-owned contractors and suppliers	%	49	41	27	45	45	204
Of the locally-owned contractors and suppliers - local-entities owned by foreign parent companies	%	36	50	67	36	33	204
Economic value generated	US\$ million	984	1,288	1,512	1,604	949	
Economic value retained	US\$ million	159	365	486	555	56	201-1
Economic value distributed	US\$ million	825	923	1,026	1,049	893	201-1
Economic distribution by type	US\$ million						
Operating cost	US\$ million	413	448	504	545	475	201-1
Royalties	US\$ million	14	14	18	10	4	201-1
Staff costs	US\$ million	121	111	114	120	109	201-1
Dividends	US\$ million	0	0	0	0	0	201-1
Finance costs	US\$ million	216	280	263	312	265	201-1
Corporate income tax payments	US\$ million	61	70	114	61	41	201-1
Community investments	US\$ million	0.69	0.74	0.74	0.68	0.55	201-1

	Unit	2016	2017	2018	2019	2020	Reference to GRI Standard
Public policy and government relations							
Political donations or contributions	US\$ million	0	0	0	0	0	
Receive significant financial assistance from Governments		0	0	0	0	0	
Human rights							
Operations that have been subject to human rights reviews or impact assessments	%	100	100	100	100	100	412-1
Reported violations of Human Rights Statement	#	0	0	0	0	0	
Identified incidents of human rights abuse	#	0	0	0	0	0	
Security -related incidents with human rights implications		0	0	0	0	0	
Operations that present risks to workers; rights to exercise freedom of association and collective bargaining	#	0	0	0	0	0	
Alleged incidents of discrimination reported across our operations	#	0	1	0	0	0	
Operations that presented risks to workers' rights to exercise freedom of association and collective bargaining, and no operations identified as being at material risk of such involvement or association	#	0	0	0	0	0	
Responsible supply chain management							
Significant negative human rights or labour rights impacts identified in the supply chain	#	0	0	0	0	0	
Percentage of new material contracts that were subject to the Supply Chain Contractor Due Diligence Process	%	-	-	55-60	97	96	
Security							
Significant security incidents that directly affected our workforce, assets or cyber infrastructure	#	0	0	0	0	0	