



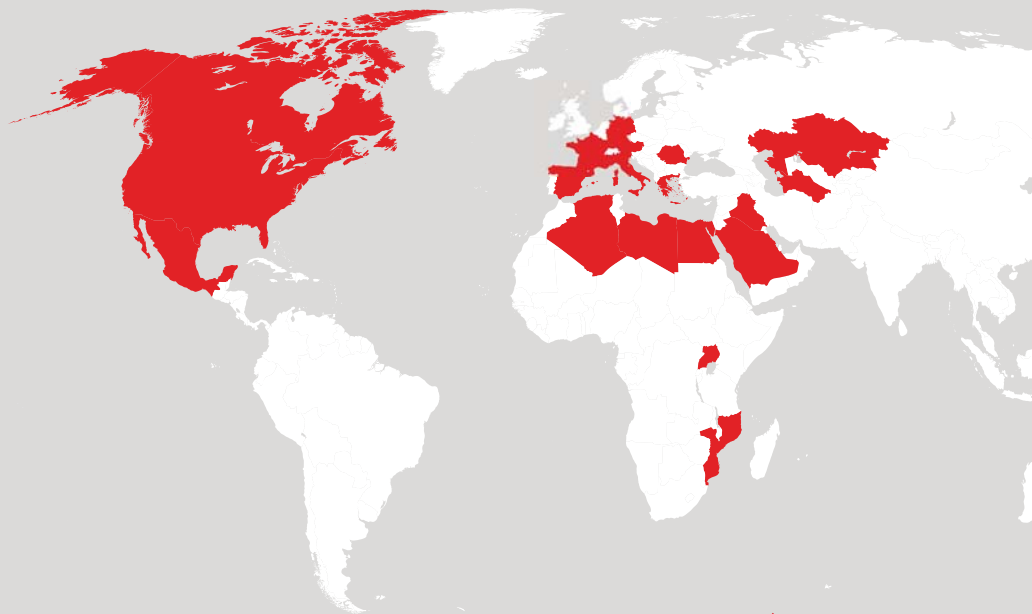
# Local Content


# Global is Local!

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Acting locally means becoming the preferred partner in the countries where we operate by building key business relationships, making long-term investments and focusing on local content. Our aim is to be welcomed as an Integral Service Provider fully integrated in the territory, the community and the environment.

The cornerstone of our activity is compliance with local rules; we act in accordance with local legislation to be compliant with governmental institutions.



 Presence of Bonatti

**7** , **0** **0** **0**  
**P E O P L E**

**4**  
**CONTINENTS**

**19**  
**COUNTRIES**

**13**

local associated  
companies

2016 – over  
**25,000,000**  
hours worked  
worldwide

**training capacity:**  
**350.000 hours/years**

**AVERAGE LOCAL WORKFORCE:**

**95%**

**1 . 4 0 0** | **6 . 4 6 0**  
**LOCAL PEOPLE** | **LOCAL**  
**IN STAFF ROLES** | **QUALIFIED**  
**SUPPLIERS**

**EXPATRIATE RATIO**  
**TARGET WITHIN 2020:**

**3%**



## WORKFORCE: OUR STRENGTH

Our company works and achieves results thanks to the people who work for us. Women and men in all the countries where our Group is present contribute every day to the performance that characterises us on the market. These people not only make a valuable contribution to our company, but have an opportunity to make a significant contribution to the growth of their communities.

They take part in strategic projects in the energy sector, meet challenges often considered insurmountable and, above all, build a treasure trove of knowledge and experience capable of bringing wealth and innovation to the countries they live in.

Our people, of all nationalities, are our strength. The combination of their potential with the social intelligence of expatriate personnel is what allows us to walk, run, and pass the finish line every day.

## PARTNERS: OUR WINGS

Our partners, suppliers of goods and services, local contractors and domestic oil companies that collaborate and share business operations with us are the wings that allow us to fly.

They are of fundamental importance, allowing us to increase the value we are able to provide to our customers while supporting growth of the local economy.

Consolidating our relationships with a network of reliable partners aligned with international standards allows us to operate in every country in which we are present just as we do at home, and helps make our company a key to economic development in the areas where we operate.

## COMMUNITY: OUR ENERGY

We have always had significant interaction with communities in the countries we work in. Ever since we began our first international experiences, our main goal has been to cast down local roots, becoming part of the environment that welcomes us wherever possible.

We know that these are difficult and complex processes in which the guidelines are dictated by respect for the communities that host us and by the social intelligence necessary to understand those welcoming us and build a solid, constructive dialogue together.

Our years of experience and growth in many countries have taught us that this dialogue is the wealth and the true energy of a company like ours, one that invests in the world and, above all, in the people who populate it every day.

## ENVIRONMENT: OUR BREATH

The environment is the home that accommodates us all. The life and wellbeing of every person and therefore of every country and organisation depends on how well we take care of this home.

Being aware of this requires us to respect the environment in every area we work in: one of the primary goals of our company.

For us, the environment, respect for the ecosystem of the territories in which we move and protection of the balance of biodiversity is as important as the air we breathe. This means promoting a way of thinking and an approach that keeps our organisation a step ahead of the rules imposed by laws and certifications.









## WORKFORCE

As a multi-national company with a local culture, we are committed to reducing the current 5% expatriate rate to less than 3% in the next 3 years by working locally. We are dedicated to recruiting and training local workers and cooperating with universities and educational institutions in order to develop the local economy. We aim to create a highly engaging, motivating environment by offering targeted training and growth programmes focusing on individuals' needs and goals.

Our ultimate aim is to achieve high local retention rates and ensure the best services and support.









## KEY FIGURES ON THE LOCAL WORKFORCE

### PERCENTAGE OF LOCAL EMPLOYEES

ALGERIA: > 98%

KAZAKHSTAN: > 95%

EGYPT: > 99%

MEXICO: > 96%

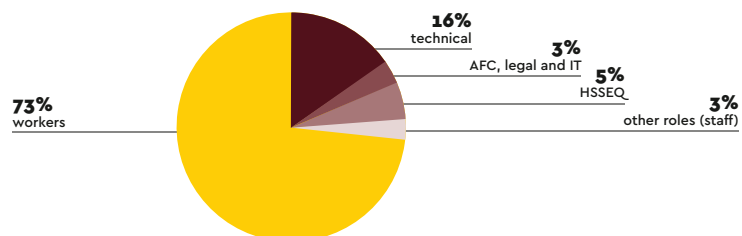
ROMANIA: > 99%

MOZAMBIQUE: > 90%



Technical training course

### RESOURCES PER ROLE



## ALGERIA: CONTINUOUS DEVELOPMENT SINCE 1999

Our Group is fully integrated in Algeria: over 98% of our 4,000 employees in the country are locals, and we are strongly committed to a project of great strategic importance.

Our Algerian colleagues are well educated: almost 70% of them have a high school diploma, and more than 30% have graduated from university. 8 Algerian colleagues hold top management positions.

Algerian personnel are supported by corporate social responsibility initiatives, including several forms of assistance.



ALGERIA: OUR EMPLOYEES

**OVER 98%**

LOCAL LABOUR

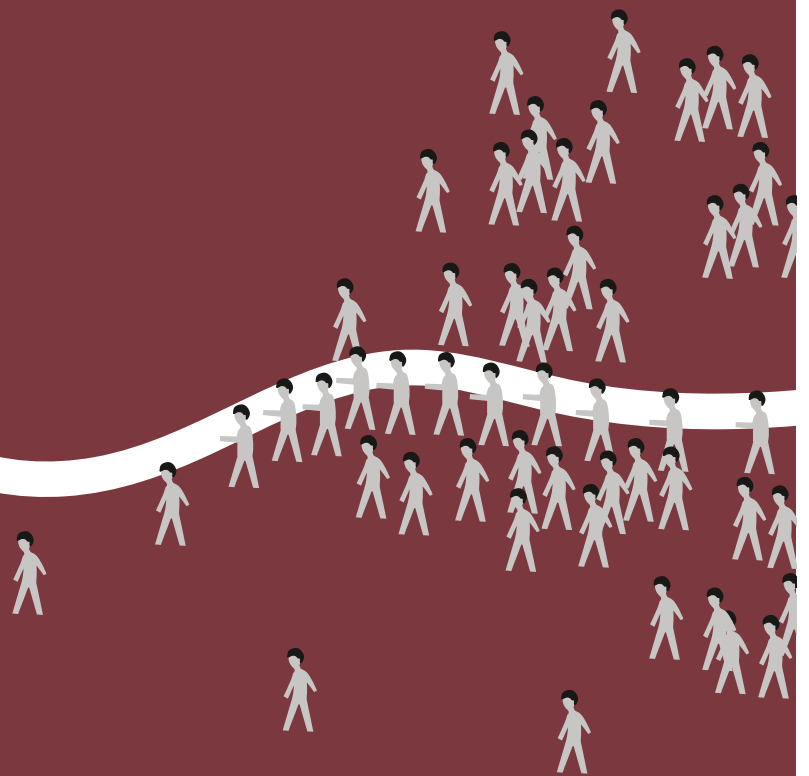
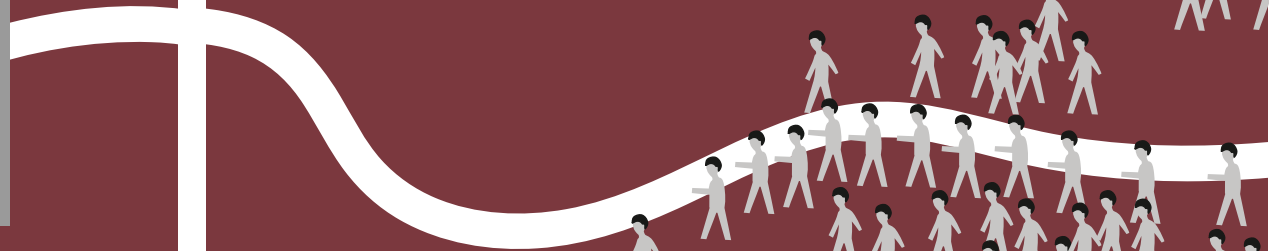
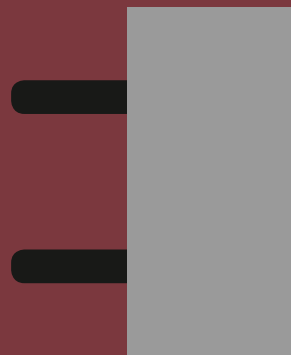
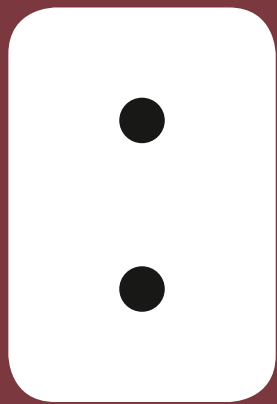
**MANY OF OUR COLLEAGUES  
HOLD TOP MANAGEMENT POSITIONS:  
AND WE ARE COMMITTED TO IMPROVING THIS  
PERCENTAGE**





Algeria, early morning: Bonatti team in Alrar construction site





**PARTNERS:  
OUR ENERGY**

## PARTNERS

To compete effectively on the global energy market and sustain local communities, it is important to supply goods and services locally, without ever compromising on quality, delivery, timing or costs. Our strict supplier selection and monitoring procedures ensure that every supplier meets our business requirements. Moreover, our tendering and procurement procedures ensure that local companies are treated equally during the bidding process.

Our goal is to create a solid network of local partners who comply with our stringent qualification procedures and add value to our client's assets.





## MOZAMBIQUE, DEVELOPMENT THROUGH LOCAL PARTNERSHIP

In late 2013, ENHL, a subsidiary of ENH, the Mozambican national oil company, and Bonatti were incorporated as a local NewCo, "ENHL – Bonatti LDA". ENHL – Bonatti LDA's goal is to become the leading local contractor for the oil & gas industry in Mozambique.

The company provides a full-cycle range of services in the oil & gas and power fields, and relies on strong cooperation with local firms to maximize local content, combining Bonatti's know-how with ENHL's in-depth knowledge of the country.

The company delivered its first strategic project in 2016: Rompco Loop Line 2, a pipeline construction contract executed by Sasol, completed 3 months ahead of schedule with a high level of customer satisfaction. Mozambican people played a fundamental role in achieving this goal.







20  
12

ONCE UPON  
A TIME...

20  
13

THE SIGNATURE

20  
14

DAY 1

20  
15

ROMPCO LOOP  
LINE 2

20  
17

PLEASED MARKS

THE COMMITMENT

to  
day

OUR BACKBONE

## ENHL-BONATTI'S ROOTS

Enh and Bonatti met for the first time in Maputo on October 29th.

Enh and Bonatti formed an official **partnership**. Managers of both companies joined forces to create a **new business**.

Ready to compete on the local market, we embarked in our first project in Palma.

We start working on **local development**, making a meaningful contribution in the area where we operate.

The company moved **600 people** without difficulty, almost **90%** of whom were from **Mozambique**, and completed the project with **zero incidents**, working more than **1,500,000 hours**. Pipe transportation was also successful, driving **1,500,000 km** on public roads **without accidents**.

**Our Mozambican colleagues played a crucial role in completion of all these tasks.**

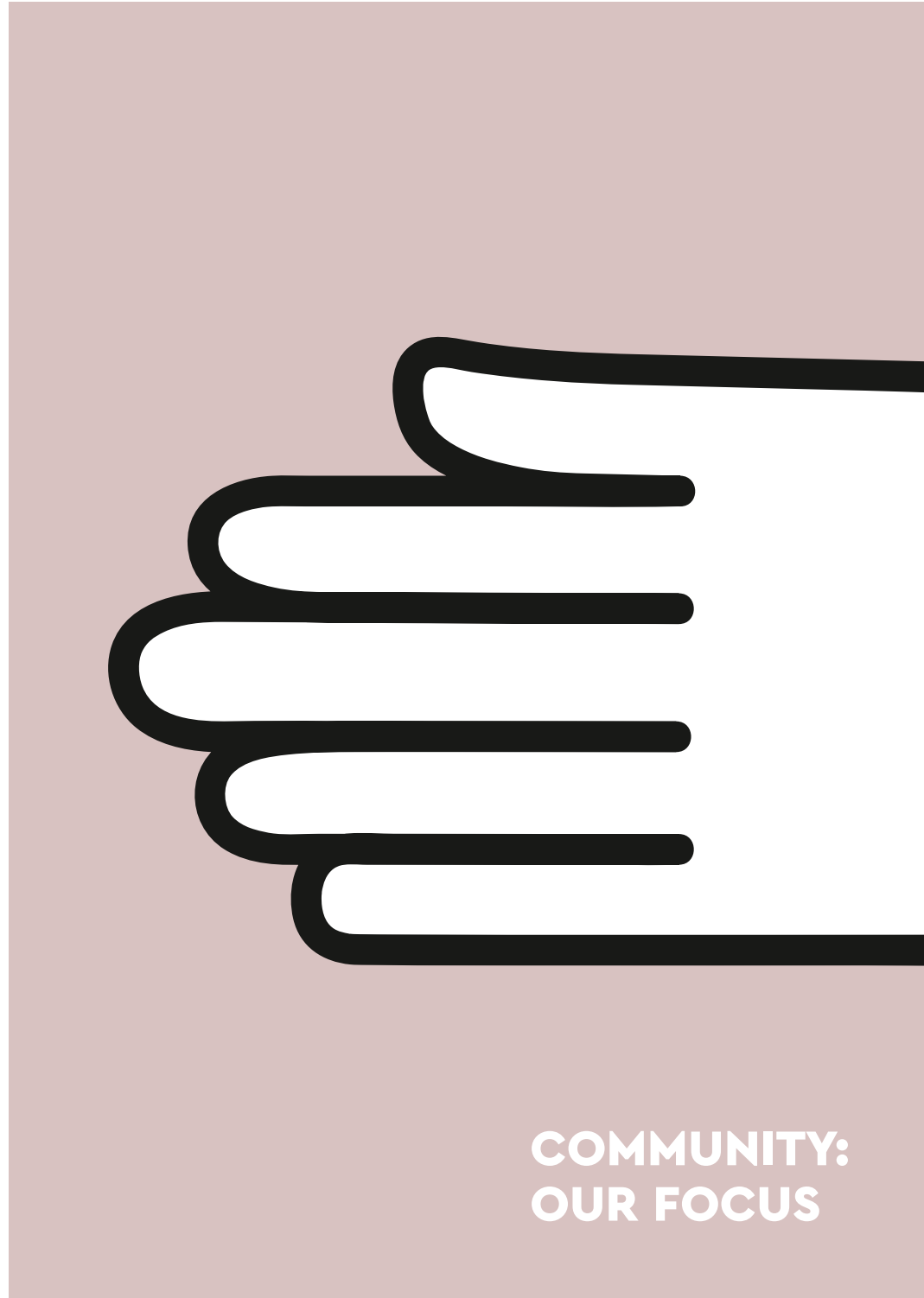
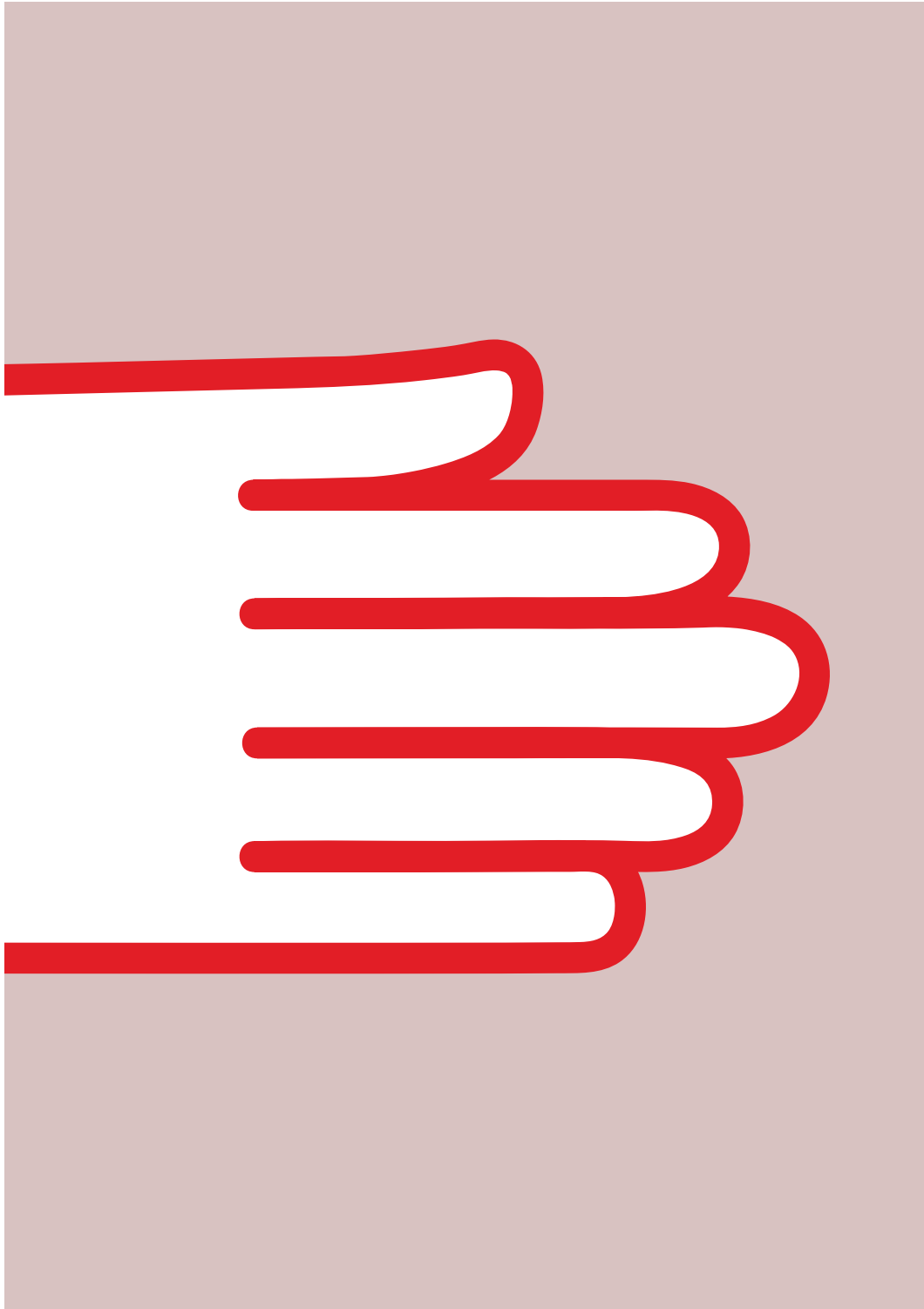
**Providing locals** with **know-how** and **advanced technologies** are the most important results of our projects. **Training** always plays a fundamental role in this **shared process**.

**Economic growth is a result of investment.** Proof of our commitment in this area is provided by the new facilities we have built in **Temane**.

**Our Mozambican staff** is and always will be the **backbone of our company**; **local suppliers** are the key to our industrial activities. **Strengthening the local economy** in a way which **benefits all stakeholders** is our goal.

**Learning, growing and investing in the country is our focus.**





**COMMUNITY:  
OUR FOCUS**



## COMMUNITY

We are committed to understanding the social and environmental impact of our activities, as well as achieving mutually beneficial coexistence with communities in the countries where we operate. Our strong local roots consolidate our presence, with positive consequences for both business and the local communities.

We demonstrate complete respect for the cultural, religious and ethnic traditions of local communities in our work, with the aim of contributing to the improvement of socio-economic conditions in the territories in which we operate.





We conduct our activities in full respect of the cultural, religious and ethnic traditions of the local communities



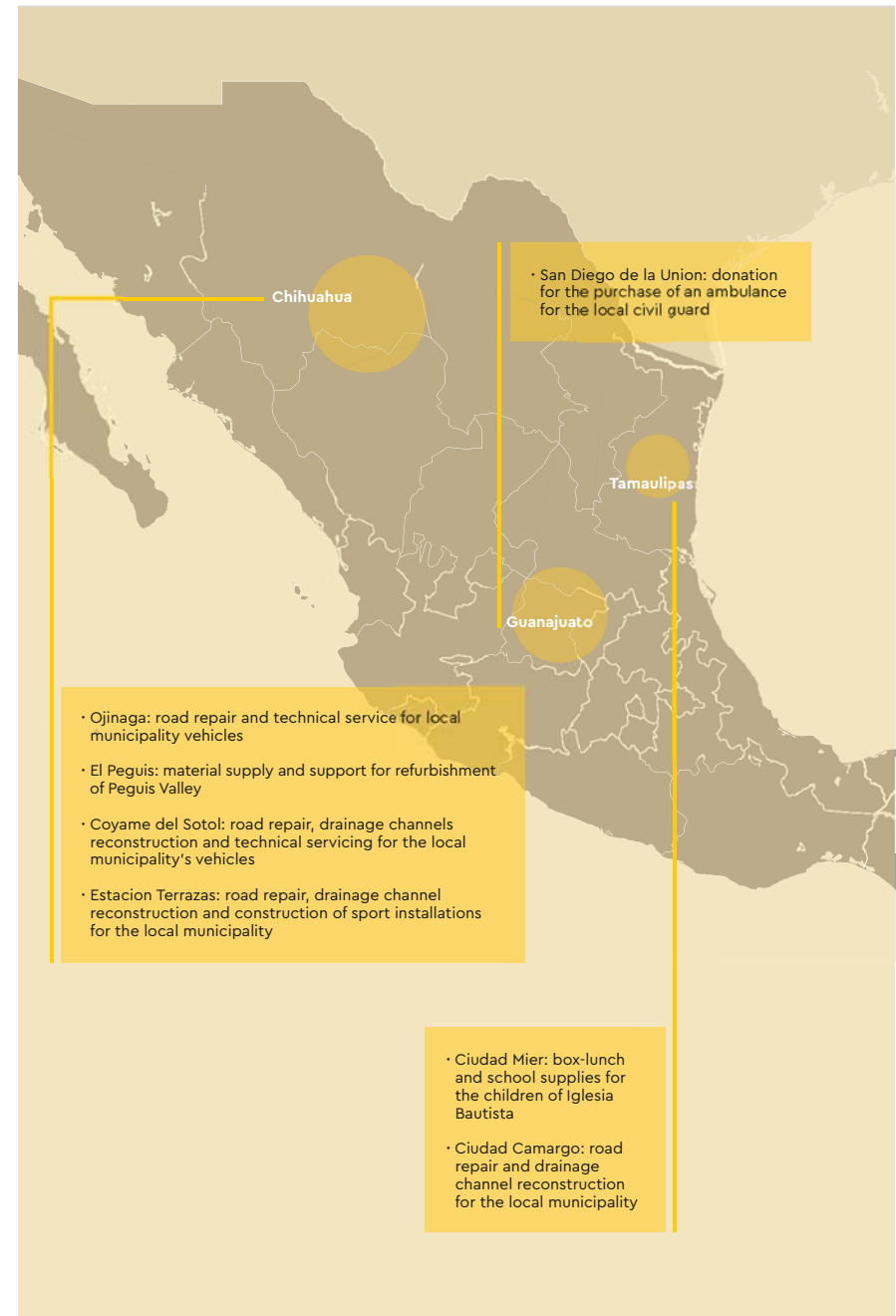
# MEXICO, CONTINUOUS COMMUNITY SUPPORT

We are strongly integrated in the country, with over 96% Mexican employees at all levels. Moreover, our Mexican Branch and the local company Bonatti Mexico support local communities through corporate social responsibility initiatives.

In the areas where we operate, such as Tamaulipas, Chihuahua or Guanajuato State, we support municipalities, public authorities and institutes such as orphanages and schools with donations and renovation of facilities.



The 57th President of Mexico, Enrique Peña Nieto, congratulates our managers for their contribution to the country







Mexico – Tamaulipas / Ciudad Mier: box-lunch and school supplies for the children of Iglesia Bautista



**ENVIRONMENT:  
OUR BREATH**



Environmental impact plays a key role in the Oil&Gas sector. It is essential to provide guidelines to for world-wide implementation. We continually seek to mitigate the adverse impact of our activities and address potential risks associated with discontent in the local community. Our company shares good practices in order to address environmental issues and provide indicators, and aims to support on-going improvement of local impact reporting and performance.

Our environmentally friendly technology allows us to have zero impact on biodiversity and the environment.







## KAZAKHSTAN - KASHAGAN PIPELINE REPLACEMENT PROJECT

### ENVIRONMENTAL PECULIARITIES:

- In the winter, the air temperature drops to -30 °C and the climatic conditions are aggravated by a strong cold north-easterly wind, creating extreme blizzard conditions.
- The water depth is very shallow in the area of development (ranging from a depth of approximately 4 m at Kashagan Oil Field to 0 m near the shore); there are seasonal and annual changes in the water level of the Caspian Sea, and the sea becomes ice-bound in winter.
- The shallow water and swamp section crosses a special environmental region, referred to as a SER Zone, located between the progressives kp 52.3 and kp 67, with an overall length of 15 km. In this protected area, installation work is not allowed between 1 April and 15 July.

PROJECT EXECUTED WITH ZERO ENVIRONMENTAL IMPACT.



pipelines laid  
in Mexico:  
total length

**1,800 km**

zero impact



## MEXICO - ENVIRONMENT PANEL

Mexico stands out for its ambitious energy infrastructure expansion plan, particularly upgrading of the gas transportation system.

This infrastructure will make an important contribution to the country's socio-economic development and environmental sustainability.



Kazakhstan Steppe



**Creating added value.  
Aiming for local development.  
This is our choice.**

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