

6.3 Social performance data

The table shows key social performance data for Statoil, such as gender, trade union membership, social investments and reputation and sustainability rankings.

Table 6.1

Social performance data	2009	2008	2007
Diversity			
% staff, non-Norwegians	41	42	41
% new hires, non-Norwegians	59	39	36
% management, non-Norwegians	40	37	37
Gender equality			
% staff, women	37	37	35
% new hires, women (ASA)	33	33	34
% new hires, women (Group)	41	N/A	N/A
% management, women	29	27	26
% earnings unskilled/skilled workers, female vs male ⁽¹⁾	96	N/A	N/A
% earnings professional staff, female vs male ⁽¹⁾	97	N/A	N/A
% earnings managers/executives, female vs male ⁽¹⁾	98	N/A	N/A
Labour relations			
% staff, member of trade union (ASA)	69	69	69
Corporate Governance			
Independent members, board of directors ⁽²⁾	7	7	6
Women, board of directors	4	4	4
Employee elected, board of directors	3	3	3
Non-norwegians, board of directors	2	2	2
% meeting attendance, board of directors	94.0	97.0	93.0
CSR Country plans			
% of non-OECD countries with CSR plans	57	50	33
Local contracting and procurement (NON-OECD) (in NOK billion)			
Estimated expenditures on local suppliers ⁽³⁾	2.5	3.1	2.5
Lobbying and public policy participation (in NOK million)			
Contributions made towards lobbying and public policy ⁽⁴⁾	8.0	9.5	5.4
Social investment (in NOK million)			
Sub-Saharan Africa	34.6	35.5	17.8
The Middle East and Asia	1.9	0.4	0.3
North Africa, Europe, Caspian and Russia (excl. Norway)	42.5	51.0	20.9
North America	3.0	4.6	0.0
South America	10.0	16.1	45.7
Norway	114.9	122.0	137.0
Voluntary	181.6	201.8	173.7
Contractual	25.2	27.8	48.1
Total	206.8	229.6	221.8
Reputation and sustainability ranking (with special publics)			
Norway (Reputation ranking, selected peer group) ⁽⁵⁾⁽⁶⁾	1st	3rd	2nd
International (Sustainability ranking, every other year) ⁽⁷⁾⁽⁸⁾		1st	

(1) Due to changes in the salary-band structure implemented by Statoil in 2009, equivalent statistics are unavailable for 2008 and 2007.

(2) Statoil's board of directors consists of members elected by shareholders and employees, none of whom are executive officers of the company. The directors elected by Statoil's employees would not be considered "independent", as defined under NYSE Rule 303A.02, but are independent for the purposes of Rule 10A-3(b)(1) of the US securities Exchange Act of 1934, which applies to members of the company's audit committee. Statoil's board of directors has determined that, in its judgement, all of the shareholder-elected directors are independent.

- (3) Estimated expenditures on goods and services from companies based in non-OECD countries (based on invoice-address)
- (4) Figures amount to the sums declared by our representative offices in Washington, D.C. and Brussels. Figures for 2007 only include lobbying-related expenditures in Brussels.
- (5) TNS Gallup - Syndicated CRI Benchmark Survey - fieldwork December 2006, April 2008, May 2009. TNS Gallup's company universe: 35-40 largest companies in terms of Norwegian media coverage - according to data from CISION Norway.
- (6) Statoil's selected peer group: Yara, Hydro, Statoil, Aker, Shell, Statkraft, DnB NOR, Storebrand, Telenor, Hafslund. (Shell and Yara not measured in 2006.)
- (7) TNS Infratest: Global Reputation Research Programme across six countries and five key stakeholder groups - research wave 1, 2008. In-depth surveys undertaken across the USA, Canada, Brazil, Russia, UK, and Algeria among major and local suppliers, industry talents, students, employees and journalists. Fieldwork June to September 2008. Interviews were conducted by telephone or face-to-face. Web interviews used for talents and own employees. Super major peer group consist of 4 international oil and gas companies present in all the abovementioned markets.
- (8) Customised Sustainability Index constructed across 10 questions covering social and environmental responsibility as well as health and safety.