



Sustainability Report 2015

OMV Resourcefulness

Welcome to OMV's 2015 Sustainability Report

About this report

This report covers the sustainability operations of OMV Group, headquartered in Vienna, Austria, for the 2015 business year.

Who we are?

OMV is an integrated, international oil and gas company active in the Upstream (Exploration and Production) and Downstream (Refining and Marketing including petrochemicals; Gas and Power) businesses. For more information about OMV Group, please see the [OMV Annual Report 2015](#).

Report scope and boundaries

We have been reporting regularly on sustainability since 2001 (financial year). This report describes how we manage and perform on our most material environmental, social and governance issues.

OMV Group 2015 Sustainability Report has been prepared in accordance with the Global Reporting Initiative's (GRI) G4 Core guidelines and has been guided by GRI's G4 Oil and Gas sector disclosures document. With this sustainability reporting framework in mind, the 2015 report focuses our disclosure on the issues that have been deemed most material to our business through a stakeholder consultation and materiality

process (please see page 6) and the ones highlighted in GRI's G4 Oil and Gas sector disclosures document.

The data presented in the report are consolidated at Group level. The environmental data are collected for those activities where the Group has a stake of more than 50% (Madagascar included as of 2015) or for joint ventures, including minority shareholdings, where OMV exerts controlling influence as operator (Pakistan). The safety performance and HSSE relevant incidents (including spills) include also data for OMV employees and contractors from the Upstream joint ventures, where OMV is a minority partner and does not exert controlling influence (see more about our boundaries in the GRI content index).



Sustainability at OMV: CEO Rainer Seele explains Resourcefulness

Contents

1. Overview

An overview of sustainability approach at OMV

Q&A with Rainer Seele, OMV CEO	01
Sustainable Development Goals	02
OMV Group objectives and strategy	03
About OMV	04
Our sustainability strategy	05
Our material topics	06
How we manage sustainability	07
The wider context in which we operate	08

2. Material focus areas

Our key focus areas and what we've been doing throughout the year

Health, Safety and Security	10
Environmental Management	16
Employee Development and Diversity	22
Our business principles and approach	26
Community Relations	31
Research and Development	34

3. Performance in detail

A look at our sustainability performance in detail

Performance highlights	37
Additional performance figures	38
Assurance statement	44
Abbreviations and glossary	46
Memberships, ratings and awards	47
Contact details	49

Awards

- International CSR Excellence Awards
 - Medienzukunftspreis
 - Trigos Preis
- [Read more about our ratings and awards on page 48](#)

GRI indicators

G4-3	G4-29
G4-5	G4-30
G4-20	G4-31 (IBC)
G4-28	G4-32



Q&A with Rainer Seele, OMV CEO

My priorities are to continually improve our health and safety performance whilst maintaining OMV's position as a responsible business in these challenging economic times.



I am proud to share the latest OMV Sustainability Report. It highlights the progress we made in 2015 in embedding sustainability into the daily operations. This document is also our Communication on Progress for the UN Global Compact to which we are fully committed.

OMV has a long history in sustainability and, even in these challenging economic times, we need to protect our people and we are fully committed to operating responsibly towards the environment and society.

Why is sustainability important to OMV?

Resourcefulness, our sustainability strategy, is our way of achieving the business targets in a sustainable and responsible manner. It brings together our commitments on health, safety, security, environment, diversity, business ethics, human rights and stakeholder engagement.

We aim to meet the expectations of our stakeholders in a responsible manner. By focusing on what matters to these stakeholders, we will maintain our license to operate and create a positive and meaningful impact on local communities. It is our responsibility to make sure that we run our business in a sustainable way.

What are the sustainability highlights of 2015?

Health and safety are highly important to me, to my fellow directors and to all of our stakeholders – and we have made significant progress this year.

In 2015, we marked improvement in our Lost-Time Injury Rate (LTIR) for our contractors and employees across the business from 0.44 in 2014 to 0.27 per mn

hours worked in 2015. This success is the result of the hard work conducted by our senior management teams and our colleagues in the operational sites.

Despite the positive strides we have made in health and safety, I was deeply saddened by the loss of one employee and one contractor in work related accidents. These losses are unacceptable, and our joint efforts should prevent any further incidents from occurring in the future.

From an environmental perspective, we strive to minimize the impact, particularly in areas of carbon management, water management and energy efficiency. We revised the Group Carbon Strategy and defined carbon intensity as the new performance target. We reduced further the direct Green House Gas emissions for Upstream and Downstream, also reflected in our Carbon Disclosure Project scoring (98A-). We continued implementing flaring and venting reduction projects and had a strong focus on energy efficiency.

Despite the financial pressure, generated by the drop in the oil price we continued investing in our people. In 2015, more than 340,000 training hours were provided to more than 11,000 employees.

Through our community relations projects we maintained the focus on supporting local economies and local employment by developing the skills the communities need to be successful in the job markets.

In 2015 alone, more than 40,000 people benefited from our community projects. We also continued our Women's Empowerment program in Pakistan. This project provides education and economic opportunities to

women in the communities neighboring our operational sites.

More than 2,000 women were supported through micro-credits schemes and training to leverage their entrepreneurial opportunities.

What are your priorities going forward?

2015 was not an easy year and, as with all our peers, we operate in a volatile market. The recent drop in oil prices has placed pressure on our business to perform better, adapt quicker and become even more effective. Yet, despite this challenge, we have continued to focus on our responsible business behavior.

My priority for OMV is to focus on what is of utmost importance to our stakeholders, and the issues that are highly material to our business.

Developments in the sustainability world over the last year, including Conference of the Parties (COP21) held in Paris and the launch of the UN Sustainable Development Goals (SDGs) highlight the growing presence of sustainability as a global agenda.

By continuing to maintain our efforts, I am confident in our ability to improve our performance as a responsible business and to create a stronger, safer and more resilient business for the future.

Rainer Seele
Chief Executive Officer

GRI indicators

G4-1

G4-LA9



Sustainable Development Goals

Introduction

As an integrated oil and gas business with an international presence, we have a dedicated series of Key Performance Indicators (KPIs) that guide our approach to sustainability.

Our sustainability KPIs are aligned to our Resourcefulness strategy, as well as to the recently launched UN Sustainable Development Goals (SDGs). The SDGs

are 17 universal goals which seek to tackle major issues affecting the world from poverty through to resource scarcity. The diagram below shows how each of our KPI links to the goals.

We also use a number of ratings and awards to assess our sustainability performance, and we're pleased that we were recognized by a number of sustainability ratings and awards once again in 2015 (see page 48).

Linking our performance to the SDGs

Through our day-to-day business actions and sustainability KPIs we are supporting 13 of the 17 UN Sustainable Development Goals (SDGs). This diagram shows how our performance indicators link to each of the SDGs, some of which overlap given the broad reach of some of the goals. To read more about the SDGs click here.



OMV Group objectives and strategy

OMV in brief

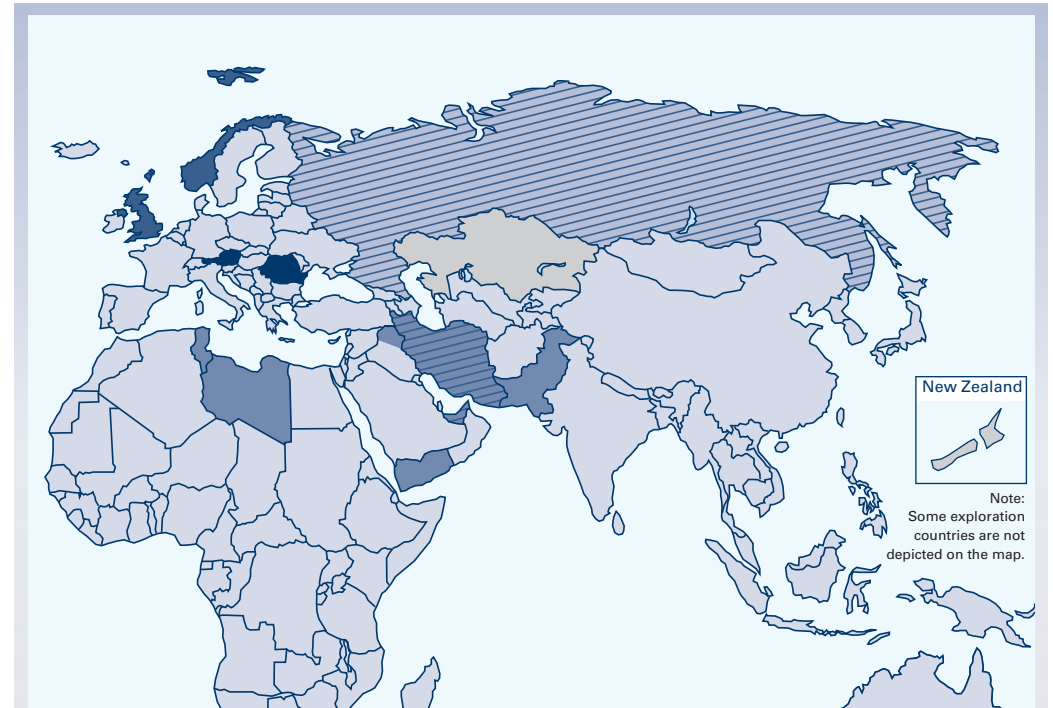
OMV is an international, integrated oil and gas company based in Vienna, active in the Upstream and Downstream business.

In Upstream, OMV focuses on three core regions, (1) CEE (Romania and Austria), (2) the North Sea and (3) Middle East and Africa, and selected development areas. OMV had proven reserves of approximately 1.03 bn boe at year end and a production of 303 kboe/d in 2015. Around 90% of its production in 2015 came from EU/OECD countries. The oil and gas split in production is roughly 50% each.

The Downstream Business Segment consists of the Downstream Oil and the Downstream Gas business. Downstream Oil operates three refineries: Schwechat (Austria) and Burghausen (Southern Germany), both of which feature integrated petrochemical production, as well as the Petrobrazi refinery (Romania) which processes predominantly Romanian crude. OMV has an annual processing capacity of 17.8 mn t.

The retail network consists of approximately 3,800 filling stations in 11 countries, with a strong multi-brand portfolio. Together with a high quality non-oil retail business and an efficient commercial business, OMV has a leading position in its markets. OMV's Downstream Gas supply portfolio consists of equity gas and is complemented by contracted volumes. Total natural gas sales volumes amounted to 110 TWh in 2015. OMV operates a gas pipeline network in Austria and owns gas storage facilities with a capacity of 2.7 bcm (30 TWh). The Central European Gas Hub (CEGH) is a well-established gas trading platform on the gas routes from East to West and also operates a gas exchange. The gas distribution node in Baumgarten (Austria) is Central Europe's largest entry point for gas from Russia. OMV also operates two gas-fired power plants, one in Romania and one in Turkey. With Group sales of EUR 23 bn, a workforce of 24,124 employees and a market capitalization of EUR 9 bn at year end, OMV Aktiengesellschaft is one of Austria's largest listed industrial companies.

Where we operate



Core regions contribute ≥ 50 kboe/d

- 

Core region 1
Central and Eastern Europe
- 

Core region 2
North Sea
- 

Core region 3
Middle East and Africa
- 

Development areas (Russia, United Arab Emirates, Iran)



OMV in figures
The OMV Group as you have never seen it before.

GRI indicators

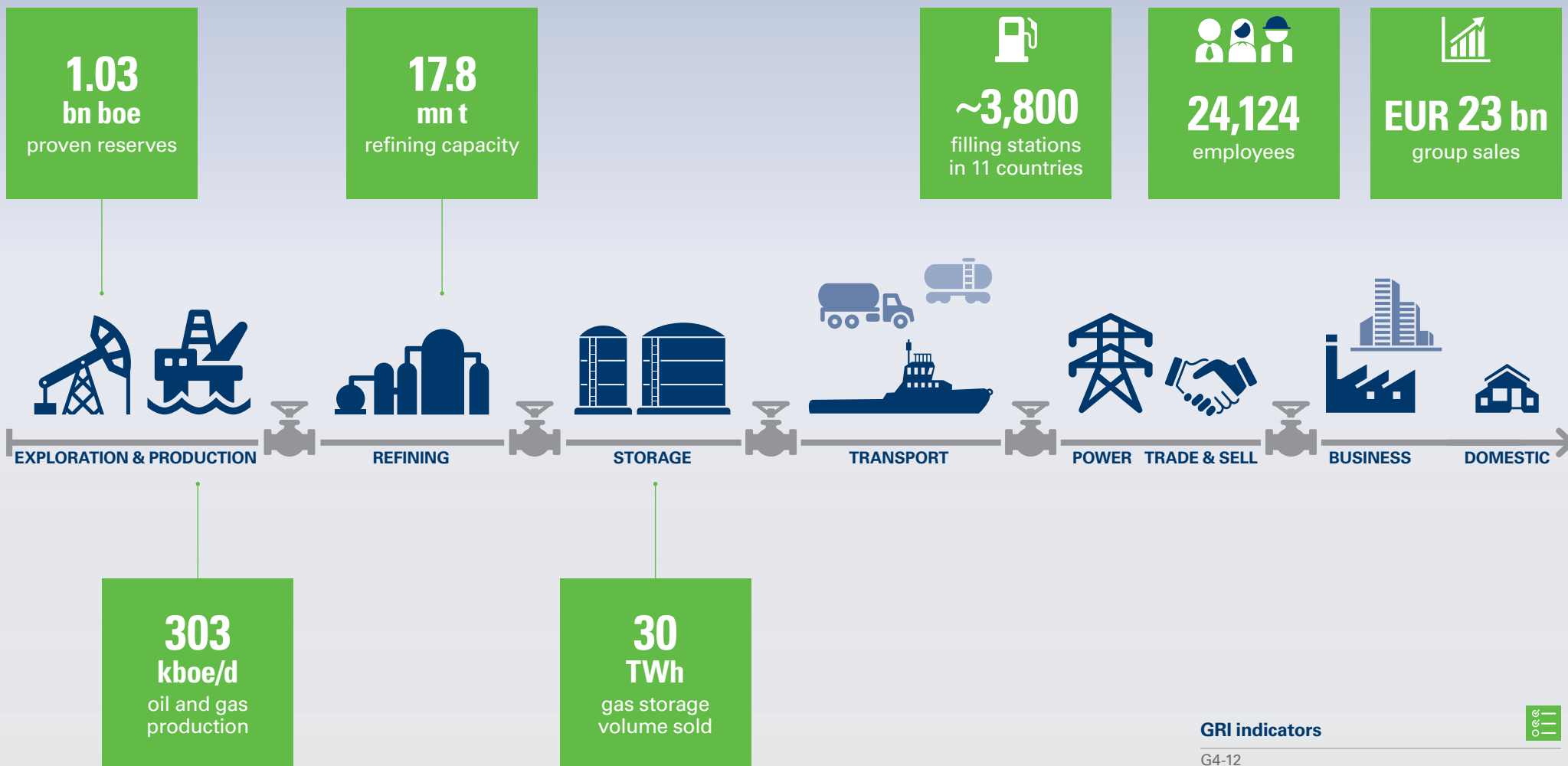
G4-4	G4-9
G4-6	G4-10
G4-7	G4-EC1
G4-8	



About OMV

Our value chain

OMV is an integrated, international oil and gas company active in the Upstream and Downstream Businesses.



GRI indicators

G4-12



Our sustainability strategy

Resourcefulness

At OMV, we have a long tradition of behaving responsibly towards the environment and society. In 2015, we worked hard to further embed sustainability in our operations.

The OMV sustainability strategy Resourcefulness brings together our commitments on health, safety, security, environment, diversity, business ethics, human rights and stakeholder engagement. It is expressed in three key focus areas:

- Eco-Efficiency
- Eco-Innovation
- Skills to Succeed

Eco-Efficiency

In order to secure the supply of energy, we produce and process oil and gas. The careful use of resources and minimizing our impact on the environment are two of our business drivers. Therefore, we focus on energy efficiency projects, carbon, waste and water management.

Eco-Innovation

In order to meet the challenge of the future, we invest in the research and development of new technologies and energy sources. The attention of our activities is directed towards improving the efficiency and use of future sources of energy, with a focus on building the required infrastructure for hydrogen mobility and the production of advanced biofuels.

Skills to Succeed

We develop projects that promote self-sufficiency, job growth and economic development in the communities impacted by our operations. To achieve this, we focus on educational initiatives in the areas of technology and industry, the development of economic capacities of local providers and strategic cooperation with key universities.

Supporting the business strategy

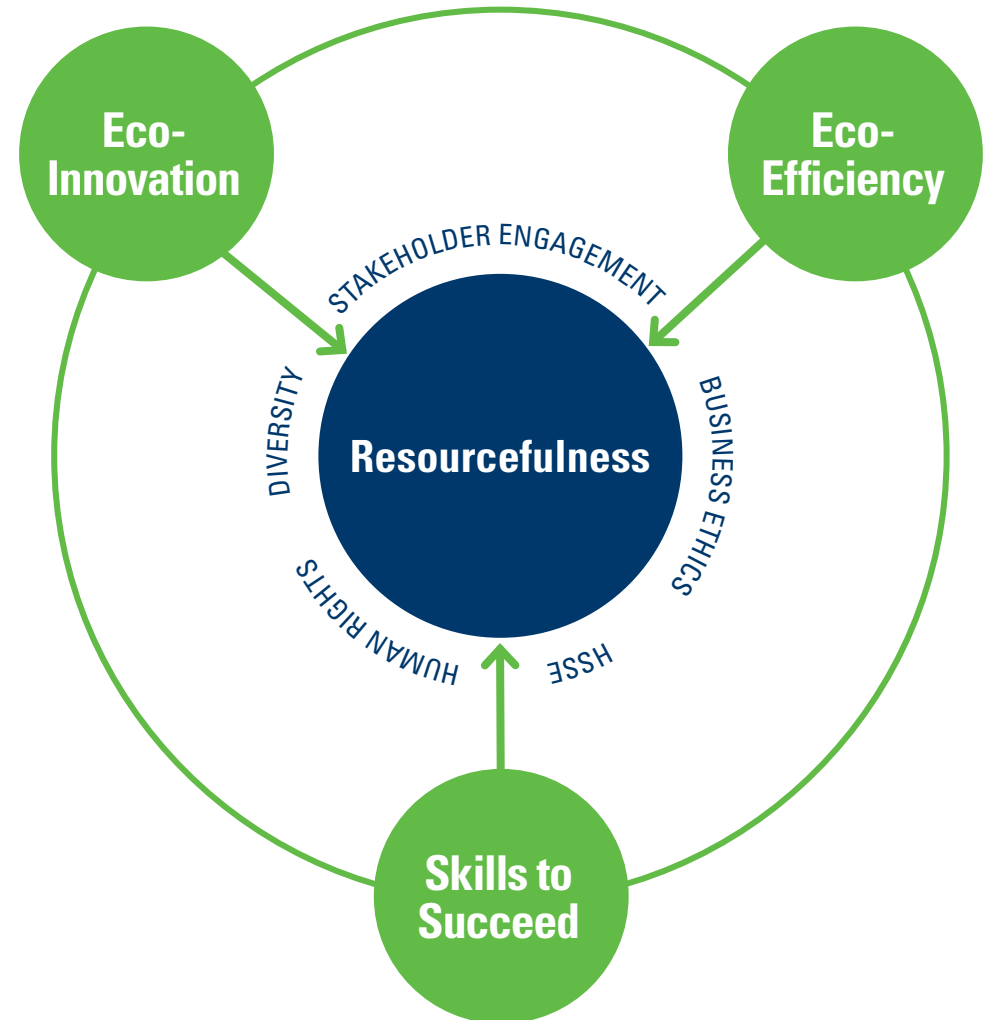
Resourcefulness is our way of achieving our business targets in a sustainable and responsible way, while also ensuring that we retain our license to operate.

Our Resourcefulness strategy aims to create long-term value for OMV through a stronger and more diverse employee base, by building eco-efficiency into the business and value chain, and by investing in new technologies that have the potential to create a sustainable future for OMV.

The starting point for our approach is to understand which issues are material to our business. This enables us to discover the key concerns of our stakeholders – from employees and investors to suppliers and consumers. It also ensures that we manage risks in our day-to-day operations. By focusing on these material areas, such as health and safety, oil spills or ethics and corruption, we ensure that we meet the expectations of our stakeholders and create a positive impact on the communities in which we operate.

Our Resourcefulness pillars

The structure of Resourcefulness encompasses all of our areas of focus



Our material topics

Our approach to materiality

In this report, we disclose with greater prominence and in more detail the issues that have been identified as being most material to us. These issues have been discussed with a broad range of stakeholders and approved by internal management. This has resulted in a more strategic and streamlined Sustainability Report that aligns with the Global Reporting Initiative's (GRI) G4 guidelines.

In 2015, we have continued to report on selected issues that were ranked as of moderate or lower importance, but not at the same level of detail and prominence as those prioritized as being of high importance. Disclosure surrounding our performance on our less material issues can be found on [the sustainability section of our website](#) (www.omv.com/sustainability).

To see more on the process we used to identify our material aspects, [please click here](#) (www.omv.com/sustainability).

GRI indicators	
G4-18	G4-24
G4-19	G4-25
G4-20	G4-27
G4-21	

Our process

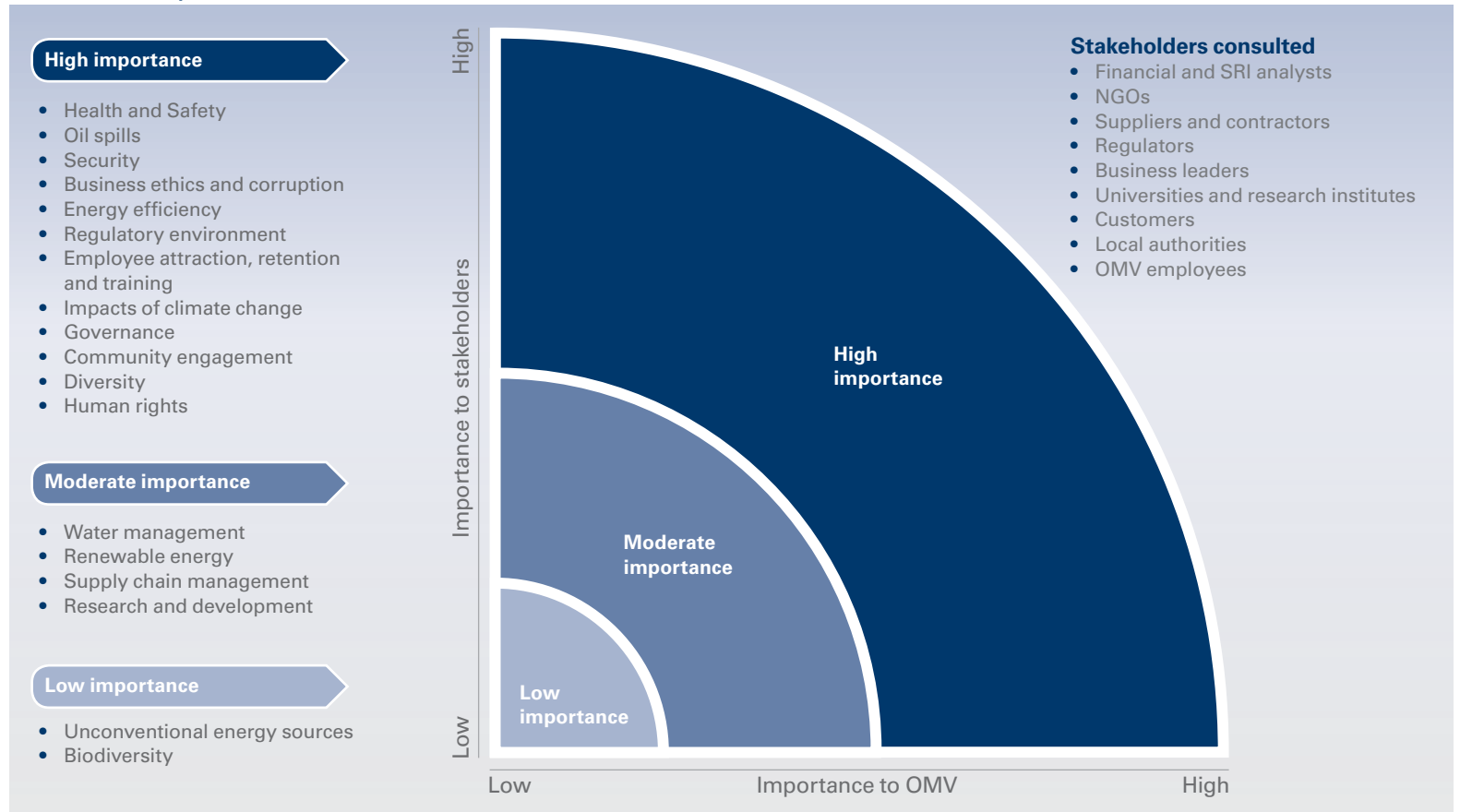
Identifying our key stakeholders

We conducted a stakeholder consultation and materiality analysis in 2014 that looked to identify and prioritize what matters most to us and to our most important stakeholders.

The first stage of this process involved identifying the stakeholders that were most essential to our operations and our ability to grow our business. The graphic below shows our key stakeholders. Following the identification of our stakeholders, we then led a wide consultation process with them on sustainability related topics which enabled

us to identify a list of 18 distinct material issues. Afterwards, we prioritized the issues according to our "Power Interest Matrix". This prioritization is based on our wider business and specific project needs and requirements, as well as on specific socio-political context.

Our materiality matrix



How we manage sustainability

Our sustainability governance

Two governance bodies manage and oversee our Resourcefulness strategy:

Resourcefulness Executive Team (RET)

Chaired by the CEO and steered by the Corporate Sustainability department, the Resourcefulness Executive Team includes senior management representing all businesses, and representatives of each of the Resourcefulness strategic areas (Eco-Efficiency, Eco-Innovation, Skills to Succeed, Stakeholder Engagement, HSSE, Business Ethics, Human Rights, Diversity). The RET meets four to six times every year (four times in 2015) and is responsible for developing OMV's sustainability strategy and for guiding its implementation into our operations.

The RET reviews and approves all sustainability-related projects and the progress of implementation. It is also the body that engages with the Resourcefulness Advisory Board and translates its input and suggestions into OMV's strategy and activities.

Resourcefulness Advisory Board (RAB)

The Resourcefulness Advisory Board is also chaired by the CEO and comprises high ranking international experts with academic and partly policy-making background and expertise in the areas of Governance, Business Ethics, Human Rights, Diversity, Eco-Efficiency, Eco-Innovation and Skills to Succeed. The RAB meets twice a year and provides expert advice on how to take OMV's sustainability strategy and performance forward.

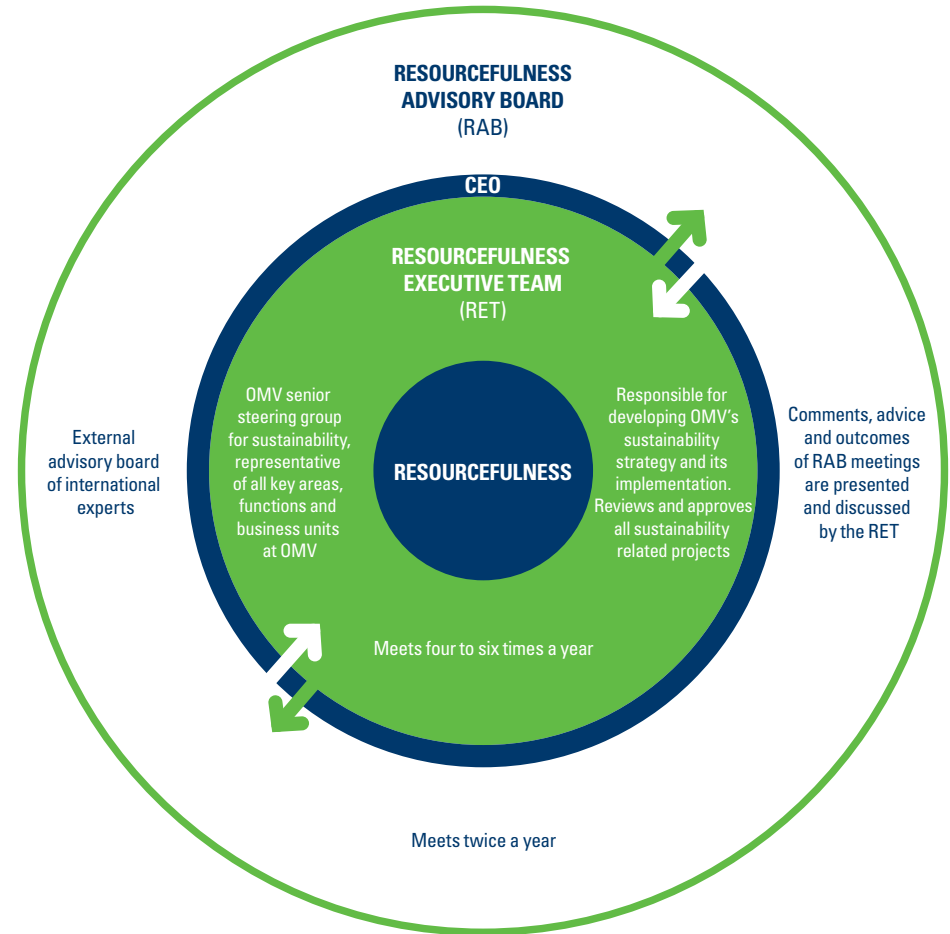
The members comment and suggest areas of improvement based on our sustainability performance. The outcomes from RAB meetings are always presented during the RET meetings. Potential implementation and adaption of existing initiatives based on these recommendations are discussed.

The RAB plays a key role in challenging our activities and brings a crucial external perspective to our plans and progress. In addition, the RAB keeps OMV informed about challenges on long-term trends, developments, best practice and new research.

Resourcefulness success factors

All management levels are involved in the implementation of sustainability projects and Resourcefulness is part of their annual performance assessment. Furthermore, our highest governance body is assessed with respect to sustainability topics (see more in the OMV Annual Report 2015). Methods and tools to measure the effects of Resourcefulness enable us to take the best decisions for OMV, the environment and our stakeholders. We have developed a set of Key Performance Indicators (KPIs) for all Resourcefulness strategic areas (Eco-Efficiency, Eco-Innovation, Skills to Succeed, HSSE, Stakeholder Engagement, Business Ethics, Human Rights and Diversity). The KPIs presented on page 2 help us improve the way in which sustainability is embedded throughout the organization.

Our sustainability governance structure



GRI indicators	
G4-34	G4-44
G4-35	G4-47
G4-36	G4-48
G4-37	G4-49
G4-43	

The wider context in which we operate

Our operating environment

The oil and gas industry is facing a number of challenges and opportunities including sluggish demand, increased scrutiny and increasingly stringent environmental and social requirements.

The wider context for the oil and gas sector

As part of our reporting and materiality process, we reviewed several independent sources of research and guidance (see [more about our methodology](#) on www.omv.com/sustainability).

Most of the issues listed as key issues for our industry by GRI's G4 Sector Disclosures and other independent research, such as the World Economic Forum's 2014 risk review, are in line with the outcomes of our materiality analysis.

We acknowledge that OMV, in common with the other players within the oil and gas industry, face challenges and opportunities in:

- Managing the consequences of the recent drop in oil prices and dealing with mid- and long-term implications.
- Adapting to increasing supply and sluggish demand.
- Facing increased competition and operational challenges in accessing and securing remaining conventional reserves.
- Proactively managing and protecting the environment and adapting to climate change.
- Proactively managing and improving health and safety, and our relationships with our key stakeholders, including governments, suppliers and local communities.
- Addressing regulatory constraints and business opportunities in developing lower-carbon energy sources, and transforming the energy market.
- Proactively monitoring and managing political uncertainties, and protecting asset integrity and process safety in specific countries of operation.

We continuously carry out risk reviews in order to assess our current and future financial and non-financial risks, assess how these trends will impact OMV and then develop the appropriate responses. We report key risks internally at least twice a year through a very clearly defined process.

The Executive Board drives the company's commitment to the risk management program and sets the tone for a strong risk culture across the organization. The Executive Board also ensures a proper balance between risks and potential returns across the Group (find more information about our risk management program in the OMV Annual Report 2015).

The key financial and non-financial risks identified in respect of our mid-term plan are commodity price risks (oil, gas, oil-products, power, CO₂, etc.), political risks, regulatory and compliance risks, personnel risks (relating to the safety of our people), business process risks, foreign exchange risks (particularly relating to the USD, RON and TRY) as well as hazard risks.

We have been impacted by falling oil prices in 2014 and 2015, but the effect has been alleviated by the integrated nature of our business model as well as adjustments in capital expenditures, cost reductions and continuous rightsizing and by the financial hedging of a part of the production. At the same time, we benefited from strong USD appreciation and continued to monitor our remaining exposure to transaction and translation risk.

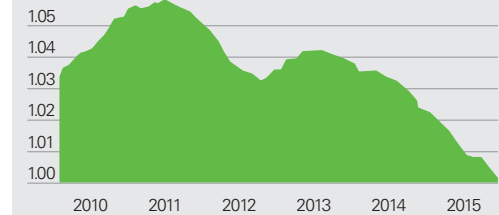
GRI indicators

G4-2	G4-46
G4-14	G4-EC2
G4-45	



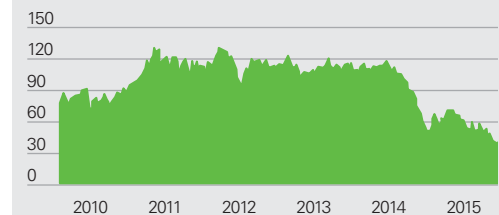
Global oil context

World crude oil demand/supply ratio (As a ratio of 12-month average of world crude supply)



Source: Oil Market Intelligence (OMI)

Crude oil prices (US dollars per barrel – Brent)



Source: Oil Market Intelligence (OMI)

As with all prices, the price of oil is a function of the interaction between supply and demand. The price is also impacted by the economic environment where developments can lead to longer-term changes.

To read more about the oil price, please visit our [blog](#) (www.omv.com).



A day in the fascinating world of OMV
From exploration to production and retail, discover what our employees achieve around the globe in a single day.

Material focus areas

10 Health, Safety and Security

Ensuring that our working environment is healthy, safe and secure is a priority for everyone who works at OMV

16 Environmental Management

We continue to meet the growing global demand for energy by extracting and refining oil and gas responsibly

22 Employee Development and Diversity

The expertise and diversity of our employees are key differentiators for OMV's business

26 Our business principles and approach

Our business is sustainable in the long term only if we conduct business fairly, honestly and with respect for all of our stakeholders

31 Community Relations

By using proactive, two-way dialog to engage with the communities close to our operations, we maintain our social license to operate

34 Research and Development

OMV aims to contribute to innovation that can help ensure global temperatures stay below the 1.5°C set out at COP21



Health, Safety and Security

Health, Safety and Security are three of our most material topics and critical to the responsible delivery of energy. We develop and operate our facilities with the aim of preventing any incidents that may harm our stakeholders. This is why we employ stringent corporate regulations, hazard identification and foster a culture of care to ensure that OMV is a healthy, safe and secure place to work.

“There is nothing more important than the health, safety and security of our people – their well-being is at the heart of everything we do.”

Manfred Leitner
Executive Vice President Downstream

>90%

Upstream staff have completed all seven modules of our computer based process safety training

0.73

Total recordable injury rate (TRIR) per mn hours worked (2014: 0.97)

0.27

Lost-time injury rate (LTIR) per mn hours worked (2014: 0.44)

~155,000

Unsafe conditions and behavior reports collected

>326,000

Training hours on HSSE topics

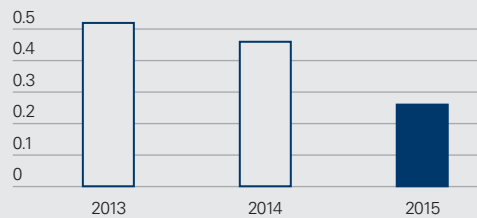
~146,000

Medical consultations carried out

Performance

Lost-time injury rate

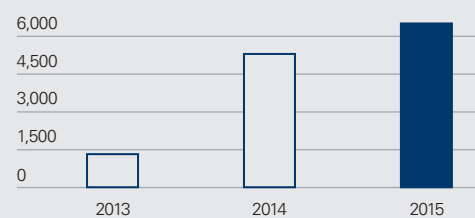
(Combined LTIR for OMV employees and contractors)



As a result of our continued focus on the safety of our employees, we have made significant progress on our Lost-time injury rate (LTIR). Please visit page 12 to see how we achieved this.

Tier 3 Process Safety Events

(Number of reports)







2015 has seen another rise in the reporting of Tier 3 Process Safety Events. These reports help us identify and act on any areas of risk to our employees, to help maintain a healthy and safe working environment.






Health, Safety and Security

Health

Progress on last year

What we planned for 2015	What we did in 2015	
Develop material for health promotion and awareness campaigns on "fatigue and travel related strain"	Developed material for health promotion and awareness campaigns on "fatigue and travel related strain"	
Develop material for medical staff on new guidelines for First Aid and Resuscitation	Developed material for medical staff on new guidelines for First Aid and Resuscitation	
Carry out health audits, according to audit plan	Carried out health audits, according to audit plan	
Raise awareness on "Health as an asset"	Raised awareness on "Health as an asset"	
Develop material for medical staff on "Health & Environment"	Developed material for medical staff on "Health & Environment"	

Key: Achieved  Ongoing  Not achieved 

Our HSSE Policy outlines OMV's commitment to our employees' physical and mental well-being. Group-wide, we are looking to roll out and harmonize high standards of health care, implement health promotion campaigns and systematically assess and reduce health risks. The well-being and health of employees are the foundations for a successful company performance. Effective employee health management is an increasingly important issue for all organizations because health issues can affect performance levels and therefore create high financial burdens. To address these aspects, we provide a broad range of health care activities, from curative care to preventative initiatives.

Managing health at OMV

Our dedicated Health Management Department promotes and raises awareness of the importance of occupational health. The team has developed cardiovascular health promotion projects and carried out health audits to ensure adherence to Health Standards and work procedures such as preventative medicine and emergency care worldwide. Based on these materials, local medical staff are running their own health promotion campaigns, which are being audited to ensure a similar level of healthcare across OMV worldwide.

Key health-related risks

On-site health risk assessments show that some of our employees are exposed to chemical and physical factors, such as heat, cold and vibrations as part of their work environment. Our health teams aim to assess these risks and mitigate them, while raising awareness among employees on how to protect themselves.



Preventative programs, training and vaccinations

We continued to focus on preventative projects in order to raise health awareness among our workforce in 2015. OMV medical staff carried out 26,800 voluntary health checks, such as cardiovascular or hepatic screening programs. We also continued to offer vaccinations for flu, hepatitis and tick-borne encephalitis, meeting specific local needs. In addition, we educated our people on specific problems such snake-bite prevention, tuberculosis, the prevention of fatigue related disorders, and we also provided sessions on work-life balance.

Medical emergency resilience and curative care

Since the first link in the chain of survival is first aid, we place strong emphasis on medical emergency resilience. Our focus is on first aid training in our facilities worldwide, working in collaboration with competent partners, such as medical schools and national emergency organizations. All our employees have access to curative medical care – either in their workplaces or in nearby clinics.

Health circle

In Gänserndorf, OMV Austria is running a health circle, where interested employees gather twice a year to address work-related health issues and co-create customized solutions in collaboration with the local health team. In 2015, this team worked on preventing musculo-skeletal problems and created a promotion around psychological health in the workplace.

What we will do in 2016 (and beyond)

- Update the Corporate Health Standard in line with the new ISO 45001
- Develop new audit tools and undertake pilot projects
- Continue to carry out health audits of the 2013–2016 strategy
- Develop employee information on "metabolic syndrome" and "back health"

GRI indicators

G4-LA5

G4-LA7

Health, Safety and Security


Safety

Progress on last year


What we planned for 2015

What we did in 2015

Provide and roll out additional training and awareness material supporting our Vision "ZERO Harm – NO Losses"

Provided and rolled out awareness training material across the whole Group on road safety, electrical safety, fork lift truck operation, and hazard awareness and perception 


Develop composite safety performance indicators to further improve safety performance




Developed a set of generic KPIs to measure safety performance and identify where our performance requires improvement 

Consolidate Major Accident Prevention by extending the Process Safety Management Plan to 2020

Drafted a Process Safety Management Plan 

Other key achievements in 2015

Launched a Group-wide Safety Culture program 

Key: Achieved  Ongoing  Not achieved 

Our approach to accident prevention is guided by stringent corporate regulations. We have hazard identification and risk management practices in place to prevent incidents.

We train, empower and encourage people to work safely and invest in technology, programs and processes to ensure that our facilities and operations are safe for employees, external stakeholders and the environment.

Management systems

In 2015, we prepared our Major Accident Prevention policy, which sets out our overall aims and arrangements for controlling the risk of a major accident within our Group-wide operations or activities. The Action Item Response Rate (AIRR) for 2015, which is incorporated in senior management targets, was 94%.

Training

We have developed and commenced the roll-out of specific training materials that raise awareness of road safety, electrical safety, fork-lift truck operation, and hazard awareness and perception. In total, we have now delivered more than 326,000 training hours on HSSE topics across the Group. By the end of 2015, more than 90% of our Upstream frontline staff had completed all seven modules of our computer-based process safety training program; in Downstream these modules have been rolled out to specific target groups.

Our approach to occupational safety

During 2015, the combined Lost-Time Injury Rate (LTIR) for our own employees and contractors improved to 0.27 per mn hours worked (2014: 0.44). The active involvement of senior management in investigating and analyzing serious and high potential incidents is essential to ensure that lessons are not only learnt, but also shared, and the appropriate actions are implemented across the Group.

We are saddened to have lost one employee and one contractor in work-related accidents during 2015. The employee was struck by heavy equipment while the contractor fell from height. These tragedies are clear reminders for everybody at OMV to integrate the safety first principle in all of our activities.

All employees and contractors are encouraged to report unsafe behaviors and conditions in order to identify and resolve potential issues that might otherwise lead to future accidents. In 2015, around 155,000 unsafe conditions and behavior reports were collected in our reporting system.

In Downstream, we implemented an improved Safety Walk concept. This focuses on the value of conversation with employees and contractors about safe behavior and hazard awareness – and it has resulted in clear improvement in the quality of the Safety Walks.

See page 39 for details on The Golden Rules for Safety.

Key actions in process safety

In line with our Process Safety Management Roadmap 2012–2016, we have targeted and achieved a significant increase in the reporting of Process Safety Events. In 2015, the number of Tier 3 Process Safety Events reported rose from 5,304 in 2014 to 6,517, while the number of Tier 1 plus Tier 2 incidents decreased from 39 to 14. In Upstream, we completed eight Process Safety Operations Integrity Assessments, focusing on risk-based operations. In the Refining business, we launched a program of systematic internal performance assessments that aim to verify the compliance with and the effectiveness of regulations governing Process Safety. We have also drafted a Process Safety Management Plan 2020, which is in the alignment phase with our business representatives.

What we will do in 2016 (and beyond)

- Begin to implement the new Key Performance Indicators approach across the business
- Roll out the first phase of the Safety Culture program – in Upstream at OMV Austria, Tunisia, Pakistan and Kazakhstan and in Downstream a pilot at the Refinery Burghausen
- Finalize the Process Safety Management Plan 2020 and begin implementation

GRI indicators

OG13

G4-LA6



Health, Safety and Security

Safety (continued)

Road safety

This year, the European Transport Safety Council (ETSC) recognized the efforts of OMV Petrom with its Preventing Road Accidents and Injuries for the Safety of Employees (PRAISE) award for outstanding measures taken by OMV Petrom to improve road safety at work (see case study "Making our roads safer").

Contractor safety

We assume responsibility for safety in any outsourced or contracted activity, and have established processes that require contractors to work according to our standards. Whenever possible, we use our partnership with contractors to encourage mutual learning and improve our safety performance as a team.

Safety culture program

After a successful pilot in OMV Petrom, we have launched a Group-wide Safety Culture program that aims to achieve an incident-free environment wherever we operate, reflecting our vision of "ZERO harm – NO losses".

The program is named "**Be smart. Be safe. – Engage with your heart and mind for safety**" and it has the aim to put safety into the hearts and minds of all of our employees. First stage is to extend the focus to Upstream business, where OMV is operating with a sizeable workforce: OMV Austria, Tunisia, Pakistan and Kazakhstan. Burghausen Refinery, in Germany, has been chosen as the pilot for Downstream business.

In the following years, we will continue implementing the program and will expand it also to other OMV countries.

The program combines two elements to address the human factor:

- **Safety Culture Evaluation**
The objective is to understand why we work the way we work. The evaluation will provide a mirror of our safety culture through discussions with management and employees of all hierarchical levels and will allow understanding the origins of our daily decisions and behavior.
- **Field Observations and Dialog**
We intend to improve our abilities to spot hazards, improve hazard perception and encourage safe behavior through open dialog.

This initiative is designed to influence our decisions and actions in order to create a safer working environment. Striving to work safely requires commitment, team work and a strong belief in safety. It is a collaborative effort between our management, our employees, work council and our contractors and broadens our attention to our mindsets and values.

Making our roads safer

Studies show that traffic accidents are the main causes of death or work related accidents. This fact has significant implications for companies such as OMV Petrom – which has a complex fleet of more than 3,000 vehicles and over 7,000 drivers each month, leading to more than 100 mn kilometers being driven each year.

OMV Petrom's response has been to adopt a road safety strategy. Over the last five years, the company has rolled-out a series of activities to prevent traffic accidents impacting the lives of its own employees and contractors. These include installing integrated monitoring systems on 10,000 vehicles, defensive driving training, road safety events and the introduction of strict requirements for contractors. No fatalities or severe injuries of Petrom employees have been recorded in the last three years.



Health, Safety and Security

Security and Resilience

Progress on last year


What we planned for 2015

What we did in 2015


Strengthen the integration of the intelligence information platform

Collaborated with a new protective intelligence module (PIM) provider to deliver OMV specific operational and strategic security information and insight in order to support all areas of the business 

Upgrade the Security Risk Assessment & Management System to deliver an integrated solution

Implemented a common Security Risk Assessment process and methodology with an online tool across OMV locations, including reviewing threats and mitigation measures, and delivering a consolidated security risk picture for key decision makers 

Ensure efficient implementation of security standards across the Group via the implementation of an auditable process to support corporate governance and duty of care




Developed, assessed and implemented high-risk country site security plans and procedures (completed in the head office in Austria, in our facilities in Schwechat and Gänserndorf) 

Further enhance our OMV traveler security via our Travel Security Management System and related training initiatives

Deployed a new travel security system to respond to travel related security threats 

In response to a rapidly increasing threat, OMV had to improve the Kidnap and Ransom response capability

Delivered theoretical and practical workshops to improve kidnap and ransom awareness among senior management, and our country management teams from Libya, Tunisia, Yemen and Pakistan, as well as local personnel. We conducted two separate kidnap and ransom awareness days in Vienna for OMV travelers to high risk countries 

Key: Achieved  Ongoing  Not achieved 

2015 was a significant year and the events that unfolded confirmed that we operate in a rapidly evolving environment, incorporating geopolitical, criminal and business issues such as state collapse, international terrorism, insurgency, cyber, blue- and white-collar crime and single-issue extremism. Powerful geopolitical changes led to a steady increase in security risks in many North African & Middle East ventures.

Managing and delivering security

The complex elements of the wider context in which we operate had a profound effect on OMV. We worked tirelessly to maintain the security of employees, assets, reputation and information.

In order to maintain the initiative in such fluid and dynamic situations, reliance on accurate and timely information remains a core function of the Security department. We pre-emptively mitigate risks to the business via an intelligence-led security strategy that generates defined and timely information on emerging or existing threats that could affect the business.

We are organized to deliver 24/7 monitoring, information, advice and response to OMV. In collaboration with other internal functions, the Security department provides strategic security governance and practical advice.

We also have a proven ability to physically intervene and directly assist ventures during critical events, such as country evacuations or terrorist incidents, which were experienced by several OMV ventures in 2015 in Yemen, Kurdistan Region of Iraq, Libya and Tunisia.

To ensure security, we have pioneered an integrated travel security platform, which provides advice, approval and support whilst traveling. The Resilience capability ensures OMV's preparedness for a crisis or emergency by carrying out regular drills, establishing processes and ensuring that staff and external parties are well prepared and trained. Additionally, the wider department delivers standards and training programs that further enhance the security of OMV's people, critical assets, reputation and information. This enables OMV to operate successfully in challenging environments.

Health, Safety and Security

Security and Resilience (continued)

We employ a transparent, standardized process when managing private and public security contractors at OMV operating sites. In high-risk countries, effective community engagement ensures the continued consent of the local population and is a crucial factor in maintaining the stability of the local security environment. All OMV security personnel and sub-contractors are trained and conversant in OMV Human Rights policies and procedures. Sadly, the spectre of kidnapping remains a very real threat and the department provides Kidnap and Response training packages to help employees and families mitigate this danger.

What we will do in 2016 (and beyond)



- Finalize the Security Risk Assessment & Management System and initiate a wider roll-out to encompass all OMV ventures, and deliver data directly to key managers via a new online dashboard
- Implement all Country/Site Security plans for the remaining medium/low risk countries
- Implement a protective intelligence module into all OMV branch offices and complete the inputting of data into the Security Risk Assessment & Management System
- Expand the Travel Security Management System to include all bookings made by OMV ventures for both internal and international flights

GRI indicators



G4-HR7



OMV Security Risk Management Process

In 2015, following a review of OMV's Security Risk Assessment (SRA) process, it was determined that a new automated and integrated system was needed in order to identify at an early stage any developing issues and to take appropriate actions to ensure the continued security of our people and business operations.

As an intermediate solution, an Excel based system was designed in-house by the Security Department, to implement a simple, but internationally recognized methodology, which relies upon the assessment of KPIs to determine security risk exposure. Additionally, the same process is used to assess security mitigation measures, allowing the calculation of a net risk exposure, explicitly referenced to OMV.

This system delivers a significant enhancement to the security department's ability to monitor ongoing risk exposure and assess risks associated with new business. Additionally, it provides senior management with accurate oversight of how security events impact the company's current operations and future plans, which strongly supports good governance.

The next and final stage of evolution, planned for 2016 will be a commercial software package to combine the SRA information with an intelligence feed. This will ensure that threats, leading to security risks, are automatically updated and allow forecasting the potential future trouble spots.

Environmental Management

Because of the nature of our operations, we have an impact on the environment. We strive to minimize that impact at all times, particularly in the areas of spillage, waste, energy efficiency, GHG emissions and water management. As a result, we will continue to meet the world's demand for energy by producing products that meet external certification standards. The Water Strategy and Roadmap to 2021 is another example of how we are continuing to become a more environmentally sensitive business.

“Key priorities for the last year were to improve energy efficiency and limit our impact on the environment. We remain committed to achieving even more in the years ahead.”

Johann Pleininger
Executive Vice President Upstream

98A-

Carbon Disclosure Project score in 2015 (99B in 2014)

EUR 106 mn

Environmental related investments (EUR 108 mn in 2014)

25%

Improvement in energy efficiency at the Petrobrazzi refinery against 2009

~53%

Of OMV's direct GHG emissions are covered by the EU ETS (~43% in 2014)

137.8 PJ

Total energy consumption (130.5 PJ in 2014)

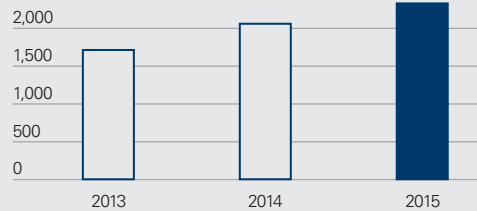
956,000 t CO₂ eq.

Reduction achieved through GHG projects since 2007

Performance

Hydrocarbon spills

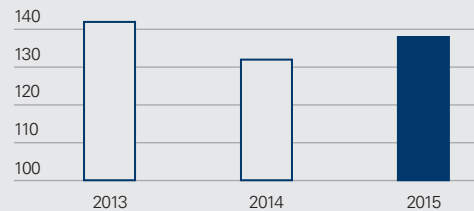
(Number of spills)



In 2015, the number of hydrocarbon spills increased. These spills were primarily caused by corrosion of aging infrastructure and security incidents.

Energy consumption

(PJ)



By improving the way we use energy, we can cut cost as well as reduce over time the energy consumption.



Environmental Management


Our approach

Progress on last year


What we planned for 2015




What we did in 2015

Continue roll-out of Environmental Risk Assessment methodology

Continued the roll-out of Environmental Risk Assessment methodology 

Other key achievements in 2015

Started to revise OMV Group Environmental Standard 

Key: Achieved  Ongoing  Not achieved 

In terms of environmental management, we strive to minimize our impact, particularly in the areas of spillage, waste, energy efficiency, GHG emissions and water management.

Risks

As an oil and gas company, environmental risks and opportunities cover regulatory, operational, reputational and financial drivers.

In addition to this, we also face risks associated with climate change, the impact of energy and climate policies, tighter rules on emissions trading, market price risk assessment concerning unknown future costs of CO₂, and higher insurance premiums and related risks.

We have evaluated and planned or implemented countermeasures to reduce the potential impact of all identified climate

change risks. These include: the use of economic instruments, such as emissions trading and carbon portfolio management; integrating the consideration of GHG emissions and climate change related issues in our strategy and other key business processes; and operational and engineering measures.

To evaluate the potential environmental impacts of upcoming Upstream activities and entry into new countries, we perform high-level environmental risk assessments, including evaluating local legislation and how our activities could interfere with sensitive and protected areas and endangered species.

What we will do in 2016 (and beyond)

- Implement the revised OMV Carbon Strategy
- Implement Water Strategy and roadmap to 2021
- Continue with flaring and venting reduction projects
- Continue the strong focus on energy efficiency
- Implement new OMV Group Environmental Standard

GRI indicators

G4-EN11	G4-EN13
G4-EN12	OG4

Helping to protect habitats

We undertake environmental impact assessments and evaluate biodiversity impacts before launching new projects or establishing new operations.

In Austria, we signed a habitat sponsorship agreement with “Lower Austrian League for Nature Conservation” for an area with important habitats for two endangered species: the Mountain Alcon Blue butterfly (*Phengaris rebeli*) and the European Ground squirrel (*Spermophilus citellus*).



(Photographer: Josef Stefan)

Environmental Management

Our approach (continued)

In 2015, we continued to roll out the framework and methodology for our coordinated Group-wide environmental risk assessment. The framework is based on best practice standards, meets ISO 14001 requirements and ensures the consistent qualitative assessment of operational risks and impacts related to the environment.

The resulting environmental risk register includes information on existing controls of environmental risks, as well as further actions required. The significant risks are integrated into the Enterprise Wide Risk Management (EWRM).

Oil spills and leakages

We aim to prevent and reduce oil spills and leakages. In 2015, we recorded six major hydrocarbon spills, Level 3–Level 5 according to our internal definition in OMV Petrom, Kazakhstan, New Zealand and Pakistan (three were caused by corrosion, one by a traffic accident and two occurred due to integrity issues) and 2,327 minor spills (2014: seven and 2,056 respectively).

Hydrocarbon spillage was around 158,000 liters (2014: around 150,000 liters). Spills and leakages were mainly due to process safety incidents, primarily caused by corrosion of aging infrastructure, or security incidents.

In 2015, we completed and rolled-out risk-based inspection and pipeline integrity software in OMV Petrom Upstream business, to help reduce risks and ensure pipeline integrity.

We performed emergency exercises – including pollution scenarios – in all OMV Petrom Upstream’s assets in order to strengthen our response to, and reduce the environmental impact of, oil spills. In partnership with Exxon Mobile, OMV Petrom conducted a desktop emergency response exercise to activate and re-test the readiness of the Emergency Response team and to continue encouraging teamwork and personnel interaction in Black Sea deep water drilling operations.

At our drilling operation in the North Sea, we follow best practices and go beyond the legal requirements. We have been present in Norwegian waters since 2013 and are committed to full compliance with the toughest safety regulations within the international oil and gas industry. The particular area of the North Sea where we operate is ice-free and was opened for drilling by the Norwegian authorities in 1980.

Waste management

Our activities generate solid and liquid wastes including oily sludge, waste chemicals and construction debris.

The mud from drilling is reused whenever practical, in line with our waste minimization and management plans. In our Upstream operations, drilling mud and cuttings account for a major part of the total waste generated. Cuttings are treated and disposed of in accordance with applicable national regulations and best available technology.

For drilling operations, we use water-based fluids wherever technically feasible. 66% of the drilling mud and cuttings generated by Upstream operations is water-based.

The other 34% represents non-aqueous drilling fluids (NADF). We no longer use any diesel-based drilling fluids anywhere in our operations.

Certifications

OMV Refining and Petrochemicals business is covered by a Central Integrated Management System (C-IMS) which also meets the requirements of ISO 14001, ISO 9001, ISO 50001 and OHSAS 18001. In 2015, Petrom’s Petrobrazil refinery was also included in the C-IMS; OMV Petrom Power Plant will be included in 2016. OMV Deutschland GmbH holds certification according to Eco Management and Audit Scheme (EMAS III).

Gas Connect Austria is certified according to ISO 14001, 9001 and 50001 and OHSAS 18001.

All OMV Petrol Ofisi terminals and the lubricants plant are certified according to ISO 9001, ISO 14001 and OHSAS 18001. OMV Petrol Ofisi Aviation Management, including 19 aviation units, have been certified according to ISO 14001 and 14064 in 2015.

OMV Upstream Pakistan and OMV Upstream UK are externally certified according to ISO 14001.

OMV Petrom Group’s Energy Management System is certified according to ISO 50001, covering all Upstream and Downstream business activities.



Top: Water Treatment Plant in Schönkirchen (Austria)
Bottom: Gas Plant in Matzen (Austria)

GRI indicators

G4-EN23	OG7
G4-EN24	



Environmental Management


Energy and carbon management

Progress on last year

What we planned for 2015

What we did in 2015


Finalize the review of the OMV Carbon Strategy

Revised the OMV Carbon Strategy 


Further improve efficiency to reduce direct GHG emissions from Upstream and Downstream to contribute to the Scope 1 Carbon Strategy reduction target (1 mn t CO₂ equivalent or by at least 10% compared to a 2007 baseline)

Reduced further the direct GHG emissions by 266.000 t CO₂ eq. through efficiency projects 


Continue with flaring and venting reduction projects




Implemented flaring and venting reduction projects 

Cease routine flaring in our concessions in South Tunisia

Following further upgrades of the Waha facilities as well as the construction of Anaguid Trunkline, we have advanced our plans to cease routine flaring in operated concessions in South Tunisia 

Continue the strong focus on energy efficiency

Continued the strong focus on energy efficiency 

Key: Achieved  Ongoing  Not achieved 

Our industry is energy-intensive, with energy accounting for a significant share of our operational costs. By improving the way we use energy, we can cut costs as well as reduce GHG emissions.

In 2015, our total energy consumption was 137.8 PJ (2014: 130.5 PJ), with purchased energy such as electricity and heat accounting for only 4% of that consumption.

Revised OMV Group Carbon Strategy

In 2015, we revised our Group Carbon Strategy. We have now defined carbon intensity as the new performance target and aim to reduce carbon intensity across the Group by 2021, from a 2013 baseline. The major opportunities for improvement lie in our Upstream business, where we will continue to implement flaring and venting reduction projects, as well as initiatives to improve energy efficiency. We have also introduced an internal carbon shadow price, which is factored into the way we calculate the costs of projects. This will help us improve our risk management and enhance efficiency, thereby reducing emissions and saving costs.

We have also adopted GHG intensity (tons of CO₂ equivalent/toe) as a KPI for Upstream, and this is reported quarterly by each venture.

Carbon Strategy 2007–2015 achievements

In 2007 we have decided to use energy efficiency improvements to drive a reduction of our direct GHG emissions (Scope 1) from Upstream and Downstream by 1 mn t CO₂eq until 2015. We have nearly achieved this target with savings of 0.956 mn t CO₂eq. Our Downstream business has been the most significant contributor to lower emissions, generating total savings of more than 0.587 mn t CO₂eq since 2007. In particular, the modernization of the Petrobrazil refinery delivered savings of around 0.424 mn t CO₂eq. Our Upstream business has also played its part, with savings of around 0.369 mn t CO₂eq, mainly via flaring and venting reductions.

We have achieved our target of deploying state-of-the-art technology to limit the power generation portfolio to no more than 0.37 t CO₂ per MWh. In 2015, our power generation portfolio ran at 0.37 t CO₂ per MWh.

Direct GHG emissions (Scope 1)

In 2015, emission levels of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) directly related to our operations (Scope 1) were 11.9 mn t CO₂ equivalent (2014: 12.8 mn t CO₂ equivalent). The other GHGs are not relevant to our business and have therefore not been included in our figures.

Improving energy efficiency

At the Petrobrazil refinery, we continued implementing projects to improve energy efficiency by revamping and optimizing the steam system. These initiatives will result in an annual saving of around 2.5% in total steam consumption. The projects entail optimizing the steam consumption for the floating roof tanks, upgrading the steam tracers' batteries, and improving the thermal insulation of the steam pipelines and hot feed in the coker unit.

Indirect GHG emissions (Scope 2)

In 2015, our Scope 2 emissions, which relate to purchased electricity and heat, accounted for only 0.3% of our total GHG emissions.

GRI indicators

G4-EN3	G4-EN16
G4-EN6	G4-EN18
G4-EN7	G4-EN19
G4-EN15	

Environmental Management

Energy and carbon management (continued)

Other indirect GHG emissions (Scope 3)

Scope 3 emissions from the use and processing of our products are material to us and have therefore been reported. In 2015, we extended our reporting and for the first time included Scope 3 emissions from purchased goods and materials. Not all Scope 3 emissions (such as emissions related to employee business travel and logistics) are material.

In 2015, our Scope 3 emissions were around 112 mn t CO₂ equivalent (2014: 112 mn t CO₂ equivalent) and are related to the total product sales volumes, and purchased goods and materials of all our fully consolidated companies.

CO₂ and the EU Emissions Trading Scheme

We are subject to the EU Emissions Trading Scheme (EU ETS). At the end of 2015, 17 of our operating installations were included in the scheme: six in Austria, one in Germany and ten in Romania. Around 53% of our direct GHG emissions (11.9 mn t) were CO₂ emissions from installations covered by the EU ETS.

Reducing GHG intensity in Upstream

OMV Petrom Upstream continued implementing initiatives to reduce GHG Intensity, such as decreasing gas consumption (e.g. by upgrading the Degasination Plants with a new Low Temperature Separation Unit), reducing vented gas (e.g. by optimizing gas compressor stations and the pipeline network) and improving the accuracy of the assessment methodology for flaring and venting. In 2015, OMV Petrom improved its processes for the calculation of greenhouse gas and air emissions in Upstream. This entailed an inventory made at stream level for each facility, to identify sources of GHG and other air pollutants, followed by a subsequent calculation of air emissions.



Water management

Progress on last year



What we planned for 2015	What we did in 2015
Implement Water Strategy and roadmap to 2021	Implemented Water Strategy and roadmap to 2021 by assessing water-related risk and developing Water Management plans in priority sites



Key: Achieved Ongoing Not achieved

Increasingly recognized as a critical sustainable development issue, water is an important resource for our industry and is used for multiple processes in our Group's Upstream and Downstream operations. We have committed to reducing our water consumption as well as the impacts of our operations, while also working hard to improve our water efficiency.

A strategic approach

We have established strategic targets based on our five strategic pillars: Transparency; Risks and Opportunities; Water Efficiency and Treatment; Training and Awareness; and Engaging with Stakeholders. These are in line with our 2021 roadmap.

In 2015, we started to implement the Group's Water Strategy, with a focus on our primary water consumers. We have identified the water-related risks of priority sites and developed the appropriate relevant water management plans. We will extend this project to other relevant sites in 2016.

Water impact assessments

By using the IPIECA (International Petroleum Industry Environmental Conservation Association) Global Water Tool and the Water Risk Filter, we identified actual and/or potential water scarcity and water stress hotspots for our businesses in Pakistan, Tunisia, Yemen and parts of Turkey.

Preventing water loss

In OMV Petrom Upstream, we continued carrying out preventative maintenance and repairs to reduce water losses, as well as optimizing fresh water supply systems and improving freshwater treatment and heat generation. We also started construction of a new produced water treatment plant in OMV Petrom Asset I (Suplacu de Barcau oil field). This new plant will incorporate the latest available technology and replace our existing facility.

In OMV Petrom Downstream, the Petrobrazi refinery reduced water withdrawal by implementing a number of projects. These included recovering condensate from the Sour Water Stripper re-boiler in the DGRS (gas desulfurization and sulphur recovery) plant, upgrading steam tracers' batteries, reducing purges of catalytic reformer and fluid catalytic cracking cooling towers, and optimizing the drinking water network.

GRI indicators

G4-23

G4-EN17

G4-EN9



Environmental Management

Product responsibility

Our objective is to provide products that meet our customers' quality and cost objectives. Environmental, health and safety issues are integral to the way in which we manage product quality throughout the manufacturing and sales process.

This commitment is evidenced by the fact that all of the gasoline and diesel we sell is sulphur-free (sulphur content <10 mg/kg). In addition, we maintain a sharp focus on potential CO₂ emissions during the assessment process of all Research and Development projects.

Product responsibility and safety

In addition to gasoline and diesel fuel, we produce a wide range of products such as jet fuel, bitumen, gases and heating oils, as well as petrochemicals. We manage product quality and safety in accordance with our internal policies as well as with international and national regulations and standards. We use standardized processes, quality testing across the supply chain and a highly developed traceability system to ensure the quality and safety of our products.

GRI indicators

G4-EN27	OG8
G4-PR3	



REACH and CLP

We have established adequate processes and workflows to secure our compliance with the EU Regulations on Registration, Evaluation and Authorization of Chemicals (REACH) and on Classification, Labelling and Packaging of substances and mixtures (CLP). We are committed to maintaining and updating our mandatory registrations and participate in the Substance Information Exchange Forums (SIEFs) and REACH consortium (CONCAWE, Lower Olefins and Aromatics, Fuel Ethers etc.), as well as in working groups through trade associations for the oil and chemical industries. Safety data sheets are available on our website. These documents are regulated under REACH and include comprehensive information on potential health, safety and environmental hazards, as well as informing customers and employees about how to handle and use our products safely.

Our products

Every product that we manufacture, market or distribute complies with relevant legislation. We also provide ongoing product training for our employees, suppliers, filling station partners and customers. In addition, our partners and customers are provided with detailed information about our products.



Above: Fuel Depot OMV Petrol Ofisi (Turkey)

Employee Development and Diversity

The high quality of our employees is a key differentiator for OMV's operations. Our goal is to harness the creativity and experience of all of our colleagues to the benefit of our company. We believe that by continually focusing on strengthening our workforce through diversity and training, we will build a more resilient business. We work hard to create a harmonious working environment and to help our people fulfill their potential through a wide range of development and diversity initiatives.

"People are what makes OMV different – a different organization and a different place to work with. We strive to make OMV recognized as a business partner and employer of choice."

David C. Davies
Chief Financial Officer

17%

Of employees at Senior Vice President level are women

44.7%

Of employees at Senior Vice President level are internationals

97.5%

Employees have the right to exercise freedom of association and collective bargaining

24.3%

Of our employees are women

>11,000

Employees benefited from training in 2015

18

Employees have been sponsored to study part time for an MBA since 2012



Saying "thank you"

We continued with our initiative to immediately recognize extraordinary commitment and outstanding results during 2015. Launched the previous year, the On the Spot Reward program rewards individual employees or entire teams with prepaid credit cards as a "thank you" from their supervisor.






Employee Development and Diversity

Employee development

Progress on last year

What we planned for 2015	What we did in 2015	
Improve our performance culture	Improved our performance culture through specific and targeted divisional initiatives such as coaching circles and management team workshops	
Continue to strengthen university collaborations	Strengthened university collaborations with seven universities worldwide	
Implement the new working time and home office project	Successfully implemented new working time and home office initiatives in Austria	
Increase the number of female and international managers at all levels	Improved the percentage of women at senior management level	
Skill Pool Management: • Carry out further implementation of technical skill pools in Upstream • Improve planning of resources within Skill Pools	Implemented functional career maps and a functional curriculum to improve career planning and development	

Key: Achieved  Ongoing  Not achieved 

We have a solid framework of guidelines, principles and tools for skill pool management. This includes a wide range of proven processes, including those relating to recruitment, on-boarding, career mapping, development and succession planning.

Managing our skill pool

Our team of Global Skill Pool Managers are responsible for analyzing and resourcing our skill pools while also developing the technical skills of our employees.

Our Upstream technical skill pool comprises more than 4,000 people (24% of Upstream employees), an increase of almost 19% over the last four years.

Talent development

Management and leadership development is a key cornerstone of our People development strategy. In a bid to ensure continuous improvement, we designed a new leadership development framework in 2015. Scheduled for launch in 2016, this incorporates the findings of internal and external research and will comprise development programs for all management levels. These programs have been co-designed with international business schools and will provide the skills that will underpin future activities.



Securing our talent pipeline

Despite the overall reduction in our training budgets, we are committed to ensuring that the Group has access to the skills necessary to deliver our future performance. We have retained our Fresh Graduate, Talent and Leadership programs as well as the Petrom Technical Training Center.

In addition, we continued to operate a vocational training center in partnership with TÜV Austria, based at our site in Gänserndorf, OMV Austria. Training programs were delivered to more than 100 apprentices during the year, with 24 apprentices starting in September 2015.

Performance assessments

We believe that all employees should benefit from an annual performance review with their supervisor. Although performance and development conversations are not compulsory for all employee categories, during 2015 they were held with 49.9% of all employees, including 34.1% of female employees. All outcomes were recorded in our global IT tool.

Sponsoring energy MBAs for our employees

Since 2012, we have sponsored 18 employees to study part time for an MBA, gaining managerial skills in the field of energy transition.

What we will do in 2016 (and beyond)

- Focus on internal re-allocation of resources
- Increase the number of female and international managers at all levels
- Implement a catalog of essential training programs and focus on internal knowledge transfer
- Skill Pool: implement industry standard technical competency maps and launch standard competence assessment process for all Skill Pool members across OMV
- Relaunch the OMV Leadership Program

GRI indicators

G4-L11

Employee Development and Diversity

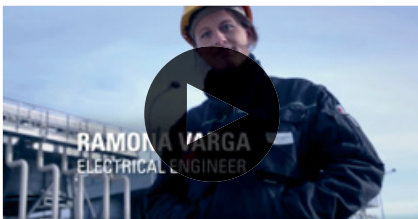
Employee development (continued)

Training

In the face of financial pressures, created by the falling price of oil, we reluctantly reduced our training activities during the year, focusing on those initiatives that are legally compulsory or business critical. Nevertheless, more than 11,000 employees benefited from training in 2015.

Efficiency measures

Due to the economic situation in 2015, we have introduced a number of cost saving measures in order to increase efficiency. This is reflected in the reduction in the number of employees and expat assignments as well as reduced training and travel expenses. Although we regret the loss of jobs at OMV, the economic situation in the oil and gas sector remains very challenging and these measures will therefore continue through 2016.



The 110,000 Volt Woman
 Ramona Varga is an example of how diversity and employee development initiatives are creating a workforce that is fit for the future.

Talent attraction

Talent attraction is one of the key ways that we will continue to create a thriving business for the future. Our approach focuses on building our employer brand to engage new employees and attract prospective employees to our business.

Building our employer brand

Building and maintaining a strong employer brand and engaging with potential new employees at an early stage remains an important focus for OMV. Despite the cost reduction efforts, during 2015 we continued to support the High Potential programs of different universities and to offer student scholarship programs. This underpins our ability to select interns and fresh graduates from a large pool of interested potential future employees.

Supporting women

Launched in 2012, our Technical Scholarship for Women is an initiative that is successfully increasing the graduation rate of female students in technical studies that are relevant to our operations. Every year, we select 15 women who will each benefit from sponsorship funding of EUR 350/month for the duration of their Bachelor studies. The decision on which candidates to support is based on an assessment center and takes into consideration the social background of candidates. The students are also offered practical support and 31 have so far chosen to do an internship within OMV.

Matching Panel

At the end of February 2015, we launched a “Matching Panel”, tasked with creating flexible and short-notice opportunities for our employees to meet the pressure of the evolving oil and gas market. The aim of the panel is to connect internal vacancies with the available internal workforce.

Talent management

The year saw a continuation of our comprehensive talent identification and review process to ensure a reliable pipeline of the right talents for our business-critical jobs. For the first time, all OMV branch offices and subsidiaries were integrated in the process, making this a truly Group-wide process.

Taking our story on the road

We believe in taking our search for the brightest talent to wherever that talent is located. In 2015, we took part in several job fairs in Austria and other countries where we operate, fueling our talent pipeline by promoting OMV as an excellent employer that can provide demanding and rewarding careers. The aim of our job fair team is to attract potential new employees, give a comprehensive insight into working at OMV and highlight the career opportunities we provide.



Above: OMV Scholarships
 Through financial support, mentoring programs, guaranteed internships and a network of experienced professionals, we are supporting the next generation of engineers.

GRI indicators

G4-LA10





Employee Development and Diversity

Employee rewards, benefits and retention

We aim to reward and retain our hard-working employees through a range of benefits including flexible working and employee stock ownership plans, as well as pensions and healthcare insurance.

Rights and obligations

The rights and obligations of our employees are set out in labor contracts. The vast majority of our employees (97.5%) have the right to exercise their freedom of association and collective bargaining. For 99.1% of our employees, minimum wages or salaries are fixed by law or agreed upon in collective bargaining agreements.

81.9% of our employees are represented by local trade unions or works councils, and our health and safety obligations are covered by formal agreements with trade unions.

Workforce and local employment

97.2% of our employees are covered by mandatory periods of notice under national employment laws, or bargaining agreements in instances where restructuring the business is necessary.

Flexible and home working

We allow flexible and home working. For example, in collaboration with the Works Council we have created a work-at-home option during periods of parental part-time work. A Home Office Agreement enables employees to work half of their weekly working days at home and half at their OMV locations. Furthermore employees have the possibility to take maximum two working days at home per month, independently from their working time

model. In 2015, 1,731 employees in Austria took advantage of the option for flexible days and 854 for home working.

Employee stock ownership plan

We want employees to share in our success. Our “3+1” stock ownership plan means that for every three shares an employee purchases, we provide an additional one free of charge.

926 people joined the scheme worldwide in 2015, purchasing 179,556 shares.

Pensions and health insurance

We provide Company pension plans for our employees. We also provide enhanced insurance protection for expatriates and their accompanying family members worldwide, as well as health insurance.

Benefits for commuters

We pay partial (50% gross) reimbursement of public transportation costs incurred by commuting employees located in Vienna.

Salary equality

There is no difference in entry salaries with regard to gender, nationality or other criteria, and we encourage salary equality at all career stages. Salaries for career starters are reviewed and revised each year in line with the local market situation.

GRI indicators

G4-EC3	G4-LA4
G4-EC5	G4-LA13
G4-LA2	



Diversity

We are committed to the Group Diversity Strategy and its focus areas of gender diversity and internationality.

Diversity vision

We value, promote and support the full spectrum of human potential in order to create business value. Our vision is that all core processes, structures and behaviors should create a diverse and inclusive corporate context.

Our aim is to:

- achieve the best mixture of employees, talents, backgrounds and perspectives
- promote an inclusive environment, valuing and respecting a diverse workforce
- create business value by accessing the full benefits of diversity, Group-wide

The advancement of women

We are committed to supporting the advancement of women to managerial positions. Our strategic objective is to achieve the best diversity mix at senior management level, and we have set the target of having 30% female Senior Vice Presidents by 2020.

Engaging with Resourcefulness

We encourage employees to fully embrace and take ownership of our Resourcefulness strategy. During 2015, participants in our leadership development programs worked on a range of Resourcefulness projects in cross-functional, cross-business and country teams, with all projects led and owned by senior management.

At the end of 2015, women accounted for 17% of our Senior Vice Presidents, an improvement of 2.4% over 2014. The proportion of women in the Group as a whole is 24.3%.

Sound mix of locals and non-local nationalities

In the area of internationality, we have three KPIs in place that focus on a sound mix of local and non-local nationalities within the management boards of major OMV entities and also at Senior Vice President level.

Diversity measures

We have successfully initiated a wide range of measures to foster diversity at OMV, including a Group-wide Diversity e-learning program.

We are passionate supporters of the recruitment and development of women in technical positions. Two of our gender diversity measures also include scholarships for female students in technical fields and the implementation of “Techniqueens” project, which is designed to spark girls’ interest in technical careers at an early age (find more on page 33).

We have already made good progress in building a strong case for action on diversity at OMV. Looking ahead, we will continue to build on our achievements in order to deliver clear benefits to our organization.

Our business principles and approach

Our Group is defined by the way our people behave. By respecting human rights and working with our suppliers, we are building a business that is sustainable in the long term because it conducts business fairly and honestly. We comply with all relevant legislation and aim to ensure that our supply chain adheres to all relevant standards laid out in our code of conduct and follows our key policies and principles.

“We have zero tolerance towards bribery and corruption. Therefore, we do all we can to ensure that our people meet our legal obligations while also upholding our principles and standards.”

Robert Eichler
Senior Vice President Internal Audit & Compliance

0
Fines or sanctions were imposed on OMV in connection with violation of anti-bribery or corruption regulations

48
Compliance audits were carried out across the full range of business ethics issues

41
Compliance experts ensure OMV standards are consistently met across the Group

1,060
Employees were trained on business ethics

0
Incidents involving indigenous people in our areas of operations were reported in 2015

26
Human rights grievances received and solved in 2015

84%
Of total supplier expenditure was spent with local firms

Encouraging our people to speak out

It is the responsibility of all employees who observe or become aware of an actual or potential violation of our Code of Business Ethics, or of any other form of corruption, whether committed by OMV employees or by a business partner, to speak up and report the circumstances to our Compliance Department. OMV employees can do so by contacting the web-based Ethics Helpline or by e-mailing the Compliance Department.



Our business principles and approach

Anti-bribery and corruption

Progress on last year

What we planned for 2015

Further develop the compliance organization at OMV Petrol Ofisi

What we did in 2015

OMV Petrol Ofisi/Energy Market Regulation Authority (EMRA): Successfully completed comprehensive legal analysis of EMRA obligations for Supply Chain and Commercial Sales and Lubricants and started the review for Retail






Continue our strong focus on energy market regulation (REMIT) and financial market regulation (EMIR)

REMIT obligations:

- Fulfilled the Phase 1 obligation of REMIT reporting
- Set up and completed a new REMIT ad-hoc messages publication platform
- Performed a Market Integrity health-check project together with an external audit firm



Key: Achieved  Ongoing  Not achieved 

Our governance procedures are centered around our Code of Business Ethics. This guides our approach to ethical conduct, as do our dedicated principles and standards, including our Code of Conduct.

Anti-bribery and corruption covered in our Code of Business Ethics

Our Code clearly prohibits bribes and facilitation payments, as well as donations to political parties. It also includes clear rules on conflicts of interest, gifts, hospitality, donations, lobbying and intermediaries. The Code sets out a zero tolerance policy towards bribery, fraud, theft and other forms of corruption and is supported by our dedicated Compliance Management System.

In 2015, no fines or sanctions were imposed on OMV in connection with the violation of anti-bribery and corruption regulations.

Two cases were pending regarding anti-competitive behavior.

Responsible governance

In 2015, our Internal Audit Department carried out 48 compliance audits across the full range of business ethics issues.

Risk-related audits, including fraud and corruption issues, form an integral part of the Corporate Internal Audit.

What we will do in 2016 (and beyond)

- Roll out the Data Protection Project at OMV Petrom and start to set up processes and procedures at OMV
- Focus on fulfilling the Market in Financial Instruments Directive (MIFID II) ancillary exemption requirements, set up Market Abuse Regulation training program and complete REMIT Reporting Phase 2 project

GRI indicators

G4-56	G4-SO5
G4-57	G4-SO7
G4-58	G4-SO8
G4-SO3	G4-PR9

Principles and standards

Code of Conduct

We have laid down the basic principles that govern all of our actions in our Code of Conduct, which applies to all employees in all business segments, as well as to contractors (find [more about our Code of Conduct](http://www.omv.com/sustainability) on www.omv.com/sustainability).

The implementation of the Code of Conduct covers all core areas of sustainability management, with particular emphasis on:

- Stakeholder relations
- Health, safety, security and environment
- Human rights
- Employees
- Governance

Code of Business Ethics

Our Code of Business Ethics covers:

- Conflicts of interest
- Bribes and facilitation payments
- Intermediaries and lobbyists
- Gifts and hospitality
- Donations
- Competition and anti-trust law
- Trade control and embargoes
- Data protection

The Code applies to all employees, without exception. Employees who violate the Code face disciplinary consequences, which could involve dismissal, and may expose OMV and themselves to criminal liability.

Our Code of Business Ethics forbids us to make any donations to political parties.



Our business principles and approach

Compliance

Compliance with all appropriate laws and legislation is fundamental to the way that we operate.

Compliance management at OMV

Our compliance organization supports the implementation of our standards and monitors the compliance of all our operations with laws and regulations, together with all other matters that relate to our Code of Business Ethics.

It consists of a Compliance Department with Group-wide responsibility and is assisted by a Corporate Affairs and Compliance Department at OMV Petrom and a Compliance Department at OMV Petrol Ofisi.

The dedicated cross-regional compliance organization comprises 41 compliance experts and ensures that OMV standards are consistently met across the Group.

OMV's Compliance Management System

OMV was the first organization in Austria to conform to the comprehensive IDW Assurance Standard 980. The system's certification was granted at OMV Group level following an evaluation by KPMG auditors in 2013.

Compliance training

We regularly carry out training to ensure compliance with internal and external laws and regulations. Face-to-face training programs on capital markets law, business ethics and competition law are mandatory for certain employees. We have introduced an e-learning tool to support the Competition Law Program.

In 2015, a total of 1,060 employees were trained on business ethics, 602 on competition law, 570 on capital markets law and a further 41 on REMIT with a focus on market integrity compliance in the gas and power whole sales markets.

Risk analysis of compliance

We undertake risk analysis on an ongoing basis in order to ensure continuous improvement. We monitor external and internal risk factors, in particular changes in the regulatory framework, as well as recent developments or incidents to evaluate possible impacts on OMV's risk exposure.

Bi-annual risk analysis forms part of the EWRM system and is conducted in cooperation with local compliance officers and the Risk and Insurance Management Department, with a focus on business ethics.

GRI indicators

G4-14	G4-SO4
G4-56	



Ten principles from UN Global Compact

The UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption:

Human Rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2

Make sure that they are not complicit in human rights abuses.

Labor

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

The elimination of all forms of forced and compulsory labor;

Principle 5

The effective abolition of child labor; and

Principle 6

The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10




Businesses should work against corruption in all its forms, including extortion and bribery.

Our business principles and approach

Our approach to Human Rights

Progress on last year

What we planned for 2015	What we did in 2015	
Ensure awareness and provide expertise throughout the full business cycle (from entry to exit)	Further awareness and expertise provided for all major business decisions	
Provide further training with a focus on high-risk countries	Continued to use our regular business activities to raise awareness and ensure active risk management	
Complete roll-out of effective operational-level Community Grievance Mechanisms in operated Upstream ventures	Implemented effective operational-level grievance mechanism in Madagascar, New Zealand, UAE and the UK	
Further implement Community Grievance Mechanisms	Harmonized existing grievance mechanisms in Kazakhstan, Pakistan and Romania	

Key: Achieved  Ongoing  Not achieved 

Human rights are central to our business conduct and key to our risk management process. We are committed to respecting, fulfilling and supporting the realization of human rights as contained in the Universal Declaration of Human Rights and in internationally recognized treaties, such as those of the International Labour Organization (ILO).

Policies and management

Our risk management system for human rights comprises three components: our corporate policy is a strong commitment that lays down a solid foundation; the Human Rights Matrix clearly defines our responsibilities and our due diligence process ensures the active management of risks.

How we performed

No significant human rights impacts or violations were detected in 2015, and we were notified that 26 human rights grievances or incidents in relation to our business activities or supply chain were registered and solved in the reporting period (e.g delay in rent payment, damage to property). Significant human rights impacts or violations are defined as impacts or violations related to the essential category of our Human Rights Matrix.

The Human Rights KPIs defined in 2014 were used in 2015 to steer our performance.



Adhering to the UN Guiding Principles on Business and Human Rights (UNGPs)

In line with the UN Guiding Principles on Business and Human Rights, we have incorporated a well-structured due diligence process and grievance mechanisms into our Human Rights Management System. A comprehensive Human Rights Matrix, categorizing our responsibilities into those that are considered essential, expected or desirable guides our human rights activities. This matrix includes the particularly sensitive areas of security arrangements, child labor and forced labor as well as interaction with indigenous people.

What we will do in 2016 (and beyond)

- Issue an updated Human Rights Policy reflecting the UNGP
- Launch updated e-Learning on business and human rights
- Further embed human rights in the governance structure of OMV countries' organizations
- Conduct human rights training for blue-collar workers at OMV Petrom

GRI indicators




G4-HR3	G4-HR9
G4-HR4	G4-HR11
G4-HR5	G4-HR12
G4-HR6	OG10
G4-HR8	

Our business principles and approach

Supply Chain Management

Progress on last year

What we planned for 2015	What we did in 2015	
Continue monitoring and auditing supplier performance	Continued to monitor supplier performance	
Follow-up on actions from Suppliers' Day at OMV Petrom in Romania	Followed-up on actions from Suppliers' Day at OMV Petrom in Romania	
Implement two initiatives aimed at supporting local suppliers' development (including Upstream ventures)	Implemented more than two initiatives aimed at supporting local suppliers' development (including Upstream ventures)	

Key: Achieved  Ongoing  Not achieved 

Procurement and compliance

Our suppliers must comply with both legal requirements and our own HSSE standards. Furthermore, we expect all suppliers to adhere to the standards laid out in our Code of Conduct, which are in line with international standards such as the UN Global Compact, covering human rights, child labor, business ethics and environmental protection. In 2015, 428 "A" suppliers (98.6% of all "A" suppliers) signed up to our Code of Conduct. "A" suppliers are those that accounted for 80% of the total purchases of OMV procurement departments in 2015. In addition 249 of these suppliers (57.4% of all "A" suppliers) provided us with their own Code of Conduct.

We use several tools, such as 360-degree feedback, supplier evaluations and audits, to evaluate and monitor the overall performance of our suppliers, including their adherence to the principles outlined in our Code of Conduct, as well as the HSSE standards.

Working with local suppliers

In line with our Resourcefulness strategy, we encourage local procurement in order to create shared value in our local communities. Spending with local suppliers accounted for more than 84% of total expenditures in 2015.



Encouraging dialog

In 2015, OMV Petrom developed a "Suppliers' Day Next Level" program to follow up on the learnings and recommendations that emerged from the "Suppliers' Day" held in 2014. As part of the program, we established our Suppliers' Management Dialog initiative. This constructive dialog platform enabled us to engage with suppliers and share experiences across a range of topics such as general business operations, HSSE, human rights, legal issues, compliance and procurement, including how to manage subcontractors. More than 80 representatives from 49 suppliers took part in this initiative.

In addition, OMV Petrom also developed and tested Supplier Relationship Management and Total Cost of Ownership concepts with three selected partners.

Furthermore, we support local suppliers by improving their capabilities to meet higher technical, HSSE and business standards. Under the "Driving Value" motto, in August 2015 we organized a mid-year performance review with suppliers in Kazakhstan. More than 70 participants, including suppliers, OMV management and employees attended the event.

What we will do in 2016 (and beyond)

- Further develop partnerships with suppliers
- Follow-up on actions from the supplier events that took place in 2015
- Organize two supplier events to identify and drive opportunities for improvement

GRI indicators

G4-12	G4-HR1
G4-EC8	G4-HR11
G4-EC9	

Community Relations

Many of our operations have neighboring communities and we see this as an opportunity to share the benefits of our work. Regular interaction with these communities is part of our day-to-day business. We work hard to be a supportive neighbor, developing community projects for the economic development of local communities. This helps local people to utilize their potential, while helping us maintain our social license to operate.

“Investing in education means investing in the future. Through our community relations and community development projects, we focus on providing technical education, especially for women, and on developing the skills that our local communities need to access the job market.”

Michaela Huber
Senior Vice President HSSE & Sustainability

1,800

Participants in Technikqueens

25

“Technikqueens” received scholarships and were chosen for a mentoring program

3,700

People received significant education, training or micro-credit support

40,000

People benefited from our community relations projects

360

Students will be able to attend new schools built in Pakistan

480

Students will be able to attend a new Science High School in Turkey

894

Societal grievances received and 676 solved in 2015

Women’s Empowerment program in Pakistan

Launched at the end of 2013, this program aims to empower women in the communities around our operational sites in Pakistan. The women have been provided with access to quality education and equal economic opportunities in order to improve their status in society and raise family income. During 2015, we carried out several successful projects under this

program, including micro-credit and financial management training to more than 2,000 women and enabling first five local female students to benefit from our engineering university scholarships. We also completed the construction of a secondary school for 360 girls and boys, and hired our first two female trainee engineers at the field sites in Pakistan.



Community Relations

Community relations

Progress on last year


What we planned for 2015

What we did in 2015

Multiply our project-based learning in OMV operating countries, using a more systematic approach




Signed off a contract for a Strategic Partnership program with the Austrian Development Agency. The aim is to broaden the impact of our vocational training and local economic development in South Tunisia. 

Further strengthen our capabilities and knowledge through community relations and development training programs

Focused on providing on-the-job training to our community relations professionals across the world. 

Continue to develop community relations projects, with a focus on strengthening vocational skills and promoting local economic development

Developed community relations projects, with a focus on vocational skills and promoting local economic development 

Key: Achieved  Ongoing  Not achieved 

Community relations management is an integral part of our day-to-day business. By minimizing social risks and maximizing the benefits we provide to local communities, we are able to earn and maintain our social license to operate.

Engaging with local communities

Our regular interaction and engagement with local communities help us identify the social risks, opportunities and impacts that our activities have on our external stakeholders.

We regularly consult stakeholders, incorporating their views and addressing their concerns throughout the design and implementation stages of our community projects. By establishing baseline data and identifying the needs of the community, we ensure that the projects we develop deliver real benefits to local people.

Monitoring our impact

Our business operations impact the communities where we operate, and also raise expectations among local people. These impacts can be positive (employment, growth of local suppliers of goods and services), but also negative (dust, emissions, land use, privacy).

In 2015, we rolled-out or harmonized a community grievance mechanism in our Upstream business at operational sites in Abu Dhabi, Kazakhstan, Madagascar, Romania, New Zealand, Pakistan, United Kingdom and Yemen.

During the year, none of our operational sites was reported to have significant potential or actual negative impacts on local communities. However, 894 instances of grievances about impacts on society were filed over the 12 months, with 676 of those being resolved through formal grievance mechanisms. The outstanding cases will be addressed during 2016.

What we will do in 2016 (and beyond)

- Focus on the sustainability of community projects, in order to ensure long-term continuity
- Ensure regular reporting and monitoring of the community grievance mechanism in all the countries where we operate

GRI indicators

G4-26	G4-SO1
G4-27	G4-SO2
OG9	G4-SO10
OG10	G4-SO11

Community relations projects

We develop and manage a number of community relations and social performance projects worldwide, working closely with communities neighboring our operations.

In 2015, in line with our KPI “Trained for employment”, we focused more on providing technical education and vocational training and also on developing entrepreneurial skills (especially for women). More than 3,700 people received significant education, training or micro-credit support to succeed in the job market. Furthermore, more than 40,000 people benefited from our community relations and community development initiatives in our operating countries.



Above: Student from Miano desert, Pakistan

Community Relations

Community relations projects (continued)



3rd Generation Technikqueens in Austria

Our initiative to encourage Austrian girls to choose a technical career continued for the third successive year in 2015. Of the around 1,800 participants of the online competition called Technikqueens, approximately 300 of the best candidates were invited to create their own portfolios and the top 50 qualifying for the final week in Vienna. The best 25 participants received scholarships and were chosen for a mentoring program.

In addition to our regular partner Siemens, this year the Technikqueens program was supported by two new partners. Borealis came on board as the new industrial partner with ORF, the Austrian broadcasting corporation, joining as media partner. Technikqueens was awarded the "Medienzukunftspreis 2015" for its "innovative concept and approach towards addressing a societal problem".



OMV Science High School in Turkey

Built during 2014 and 2015, the OMV Science High School is a joint project between OMV Samsun Elektrik and the Municipality of Kozluk, Governorate of Samsun in Turkey. The school was successfully handed over to the local education ministry in 2015. Currently providing education to 120 students, numbers will rise to the school's 480 student capacity in the coming years.

Community Resource Center Boldesti Scaeni in Romania

During 2015, we finished the construction and opened the doors of the new Community Resource Center in Boldesti-Scaeni. This highly sustainable facility has been designed to meet the most demanding environmental standards and is principally targeted at socially disadvantaged people. Over 100 children and 100 parents benefited from our social and educational support in 2015, which was primarily focused on reducing the number of children who leave school early and also helping to integrate social disadvantaged members of the community.



Research and Development

All forms of energy will be needed to meet growing global demand. Governments, industry and civil society need to collaborate to build a cleaner energy future in order to meet these growing demands for energy whilst ensuring that global temperatures don't go beyond 1.5°C, as set out in COP21. In order to meet these challenges, we invest funds in researching and developing new energy sources and technologies.

“Innovation is central to Resourcefulness. The focus of our activities is on improving the efficiency and use of future sources of energy.”

Thomas Gangl
Senior Vice President Refining & Petrochemicals Business Unit

3

Hydrogen stations planned to be built in 2016

50%

Of Christian-Doppler Laboratory funded by OMV group

66.2%

Eco-Innovation share of total research expenditures in 2015

EUR 27.7 mn

Research and Development expenditures in 2015

Turning ideas into reality

The wind2hydrogen project took an important step forward in August 2015, with the opening of a 100 kW pilot plant at an OMV site in Auersthal.



Research and Development

Hydrogen technology

Hydrogen technologies will play a key role in the future. On October 17, 2012 we opened the first public filling station in Austria and in May 2015 we established our second facility, this time in Innsbruck.

Together with our five partners in the H₂ Mobility initiative, we have founded a common company, which will construct a nationwide hydrogen-refueling network for fuel cell powered electric vehicles in Germany. The first hydrogen filling stations are now under construction, and the plan is to expand the network to around 400 by 2023.

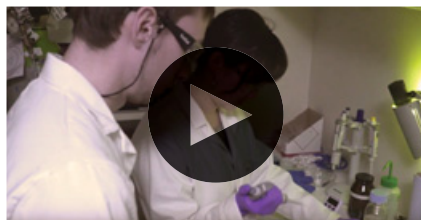
Over the last four years, the Christian-Doppler Laboratory (CD-Lab) in Cambridge has made good progress in developing a more environmentally sound process for generating Synthesis Gas (SynGas) from carbon dioxide and water, a process which would be both renewable and CO₂ neutral. SynGas can be transformed into liquid fuel such as petrol or diesel and is widely used as a chemical feedstock. We fund around 50% of this research project at the CD-Lab. In addition CD-Lab is subsidized by the Austrian Federal Ministry of Science, Research and Economy and Austria's National Foundation for Research, Technology and Development.

The goal of the wind2hydrogen project is to establish the conditions necessary to produce renewable hydrogen. Electric energy converted to hydrogen can be stored, transported or used, wherever and whenever it is convenient for customers. The development of a high-pressure PEM electrolyser (163 bar) also marks an innovative technological advance for incorporating the complex downstream compression of hydrogen into the process. The project has received funding from the Climate and Energy Fund and is part of the "Energy Mission Austria" program.

What we will do in 2016 (and beyond)



- Establish three hydrogen filling stations in Austria and four in Germany



Jenny and Ben: The hydrogen pioneers are aiming high
Today it is only possible to produce large quantities of hydrogen by using a lot of energy. To produce this element profitably and using green methods, Jenny and Ben are looking for a shortcut.

Biofuels

All biofuel volumes purchased by OMV in 2015 complied with the highest sustainability standards and met the requirements of the Renewable Energy Directive (2009/28/EC) of the European Union.

The EU requirements focus on applying sufficient environmental and social principles along the entire supply chain of biofuels in order to prevent any sustainability-related issues. EU Member states were required to implement the regulation into national law and also to accept International Certification schemes.

As a result, German and Austrian legislation require that all biofuels meet sustainability criteria. Romanian legislation has mandated compliance with sustainability criteria, while Turkish biofuel legislation currently does not include sustainability requirements.

OMV Downstream Oil the first organization in Austria to verifiably produce fuels with biogenic components in a sustainable way and market them countrywide through its own filling station network.

The sustainability of the applied biogenic components was rewarded with the International Sustainability and Carbon Certification (ISCC-EU) certificate for OMV Downstream Oil demonstrating our compliance with the highest legal sustainability standards. Furthermore, OMV Hungary, OMV Czech Republic and OMV Slovenia are also certified according to the ISCC-EU standard.

Advanced renewable fuels

Advanced renewable fuels are fuels, which are not in competition with food. The feedstock can be biological or renewable electricity, such as the hydrogen fuel being produced through the wind2hydrogen project.

In Germany, we are part of a groundbreaking renewable fuels consortium, under the leadership of the research center Jülich. The consortium aims to demonstrate that microalgae can be cultivated in Germany for the economically viable production of alternative aviation fuel. Known as AUFWIND, this project involves 12 partners from research and industry as well as Jülich researchers who are investigating the suitability of biomass made from microalgae as a basis for the production of kerosene. This innovative undertaking will optimize the production of algae oil by assessing different photo bioreactor technologies and adapting them to Central European conditions. The project is evaluating whether the process is technologically, economically and ecologically feasible.

GRI indicators



OG2	G4-EC7
OG14	

Performance in detail

37 Performance highlights

38 Additional performance figures

44 Assurance statement

46 Abbreviations and glossary

47 Memberships, ratings and awards

49 Contact details

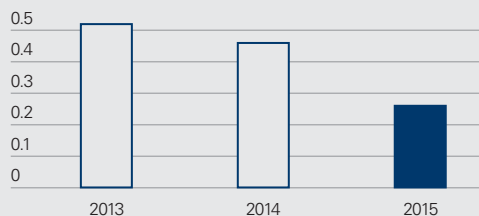


Performance highlights

Health, safety and security performance

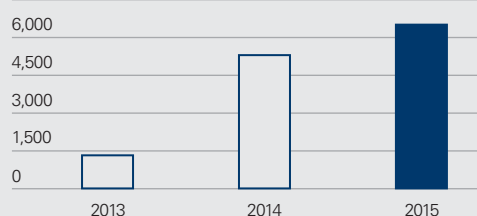
Lost-time injury rate

(Combined LTIR for OMV employees and contractors)



Tier 3 Process Safety Events

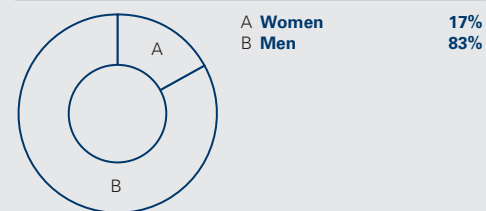
(Number of reports)



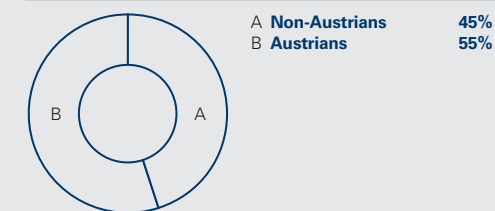
Diversity

Women in senior management positions

(%)



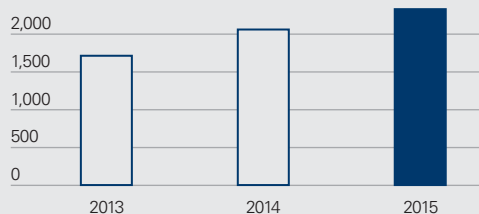
Non-Austrians in senior management positions (%)



Environmental management performance

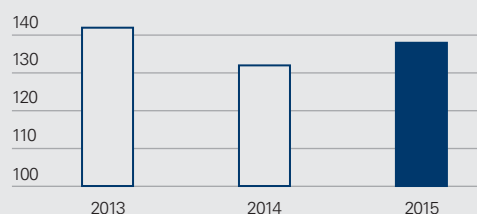
Hydrocarbon spills

(Number of spills)



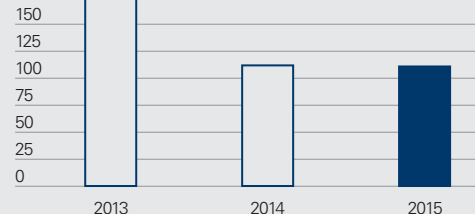
Energy consumption

(PJ)



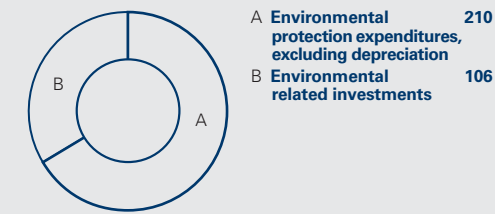
Scope 3 GHG emissions

(Mn t CO₂ equivalent)



Environmental expenditures

(mn EUR)



Revenue distribution¹

Distribution to stakeholders in 2015

(As a percentage of total Group revenue generated)



¹ Figures show rounded numbers



Additional performance figures

Value creation and distribution to stakeholders

Revenues generated in 2015

	EUR mn
Net sales + excise duty	33,064
Dividends and interest income	471
Proceeds from sale of assets	76
Total	33,612

Distribution to stakeholders in 2015¹

		EUR mn	%
Suppliers	Operating expenses (excl.royalties; incl. depreciation)	23,312	69%
Governments	Taxes (income + excise duty + royalties)	11,032	33%
Employees	Employee wages and benefits	1,252	4%
Capital providers	Interest expense	304	1%
Shareholders (and hybrid capital holders)	Dividend distribution	530	2%
Society	Social spending	19	0.1%

¹ Figures show rounded numbers.

Financial assistance received from governments or governmental organizations in 2015

Company name	EUR '000	Details
Adria-Wien Pipeline GmbH	1	Training Credit
GAS CONNECT AUSTRIA GmbH	123	EU funding for time and material projects, training credit, AMS funding, apprentices subsidy
OMV PETROM SA	1,578	Reduction of the quota of green certificates

Significant monetary fines in 2015¹

	EUR '000
Monetary value of fines for non-compliance concerning provision and use of products	0
Monetary value of fines for non-compliance with environmental laws and regulations	0
Monetary value of other fines for non-compliance with laws and regulations	227
Total	227

¹ Reported only the fines above EUR 10,000, paid in 2015. The other fines, for which OMV started a lawsuit in the Court, are not reported.

Health

Number of medical consultations or medical exams

	OMV Petrom	OMV ¹	2015 Total	OMV Petrom	OMV ¹	2014 Total	OMV Petrom	OMV ¹	2013 Total
Medical consultations	81,381	65,285	146,666	80,850	54,256	135,106	84,641	63,146	147,787
Paramedic interventions	114,998	153,038	268,036	107,877	46,641	154,508	114,308	44,980	159,288
Physiotherapeutical treatments	10,621	5,662	16,283	10,470	4,832	15,302	11,779	4,284	16,063
Examinations required by law	16,573	3,580	20,153	17,360	1,895	19,255	18,001	3,120	21,121
Voluntary medical check-up	25,171	1,667	26,838	17,950	2,194	20,144	16,245	1,939	18,184
Vaccinations	3,447	2,104	5,221	4,177	2,873	7,050	5,739	3,179	8,918

¹ Excluding OMV Petrom.

Additional performance figures

Safety

Group safety OMV Group				
OMV employees		2015	2014	2013
Fatalities	number	1	2	3
Lost workday injuries ¹	number	11	21	23
Fatal commuting accidents	number	0	0	0
Commuting accidents ²	number	6	10	15
Lost-time injury rate (LTIR)	per mn hours worked	0.26	0.46	0.52
Total recordable injury rate (TRIR) ³	per mn hours worked	0.59	0.98	1.11
Fatality rate (FAR)	per 100 mn hours worked	2.20	4.02	5.95
Lost-time injury severity (LTIS)	per mn hours worked	15.20	18.44	14.85
Contractors				
Fatalities	number	1	1	1
Lost workday injuries ¹	number	26	47	55
Fatal commuting accidents	number	0	0	1
Commuting accidents ²	number	4	7	10
Lost-time injury rate (LTIR)	per mn hours worked	0.28	0.42	0.52
Total recordable injury rate (TRIR) ³	per mn hours worked	0.79	0.96	1.30
Fatality rate (FAR)	per 100 mn hours worked	1.03	0.88	0.92
Lost-time injury severity (LTIS)	per mn hours worked	12.95	16.62	15.53
Total (OMV employees and contractors)				
Lost-time injury rate (LTIR)	per mn hours worked	0.27	0.44	0.52
Fatality Rate (FAR)	per 100 mn hours worked	1.40	1.84	2.52
Total recordable injury rate (TRIR)	per mn hours worked	0.73	0.97	1.24

1 Lost Workday Injury: Any work-related injury other than a fatality which results in a person being unfit for work on any day during the reporting year
 2 Accidents which occur on the usual, direct job-related route from the private home to the workplace or on the return journey, resulting in personal injury which leads to Lost Work Days (LWWDI).
 3 The TRIR includes lost-time injuries, injuries which require medical treatment of the injured person (MTI), as well as restricted work injuries (RWI).

The Golden Rules



Ask!
Ask when you are in doubt!



Housekeeping
Maintain your/our workplace clean and tidy!



Risk assessment
Know the hazards before you start!



Stop work
Stop all unsafe work, acts and conditions!



Permit to work
Make sure you have a permit to work or authorization for your job!



Transportation road safety
Drive safely and comply with road transportation rules!



Working at heights
Use fall protection whenever you could fall from heights!



Lifting operations
Follow basic rules for every lift and plan all your lifts!



Additional performance figures

Environmental management

Environmental figures at a glance

Environmental figures ¹	Unit	2015	2014	2013
Energy				
Energy consumption ²	PJ	137.8	130.5	141.5
GHG Emissions				
GHG (direct, Scope 1) ³	mn t CO ₂ equivalent	11.9	12.8	12.9
CO ₂	mn t	10.4	10.8	10.9
CH ₄ ⁴	t	70,741	92,064	93,258
N ₂ O	t	72	82	89
GHG (indirect, Scope 2) ⁵	mn t CO ₂ equivalent	0.4	0.3	0.7
GHG (indirect, Scope 3) ⁶	mn t CO ₂ equivalent	112	112	174
Other air emissions				
SO ₂	t	2,918	3,017	3,350
NO _x	t	12,951	15,069	11,544
NM-VOC ⁷	t	11,585	15,726	12,932
Particulate emissions	t	155	244	256
Ozone-depleting substances	t	0.4	0.4	0.2
Flaring and Venting				
Hydrocarbons flared ⁸	t	299,825	636,942	322,984
Hydrocarbons vented ⁹	t	61,443	79,362	79,411
Water				
Water withdrawn ¹⁰	mn m ³	39.0	39.4	45.7
Thereof groundwater	mn m ³	24.0	25.7	25.8
Thereof surface water	mn m ³	13.2	10.9	13.6
Thereof water from public supply systems	mn m ³	1.8	2.8	6.4
Water withdrawn (other than Total water withdrawal by source) ¹¹	mn m ³	466.1	362.6	61.3
Water recycled and reused ¹²	mn m ³	6.7	6.0	3.5
Waste Water				
Waste water	mn m ³	20	21	24
Chemical Oxygen Demand	t	824	888	1,043
Hydrocarbons	t	18	34	42
Total nitrogen	t	80	98	131
Waste¹³				
Total waste	t	832,017	683,051	882,772
Non-hazardous waste	t	493,285	452,041	665,677
Hazardous waste	t	338,731	231,010	217,094
Transboundary movement of hazardous waste (Basel convention)	t	0	0	0

- 1 OMV Petrol Ofisi and CCGT Samsun included as of 2013. Data may not be comparable over the years due to: changes in operations, adapted estimation and calculation methodologies.
- 2 Increase 2015 due to higher energy demand in Schwechat Refinery and Burghausen Refinery. Decrease 2014 due to lower electricity production of CCPP Brazil and divestment of Trans-Austria pipeline (TAG).
- 3 Decrease 2015 mainly due to lower electricity production of CCPP Samsun. Applied Global Warming Potentials according to the 2nd IPCC Assessment Report: CH₄ = 21 and N₂O = 310.
- 4 Decrease in 2015 due to an increase in reporting accuracy (i.e. by excluding the humidity content of the gas from venting emissions) and venting reduction projects in OMV Petrom.
- 5 Decrease in 2014 due to the increase of electricity acquired from OMV Petrom's own production and due to increase in reporting accuracy.
- 6 In 2015, Scope 3 emissions from purchased goods and services and capital goods have been also included. Scope 3 includes total sales amounts from companies under operational or financial control of OMV; pure "trading margin" sales as well as intercompany sales are excluded.
- 7 Decrease 2015 due to reduced production in Yemen caused by the political situation, as well as reporting accuracy and venting reduction projects in OMV Petrom (increase 2014 was due to increased production in Yemen).
- 8 Decrease 2015 due to reduced production in Yemen caused by the political situation (increase 2014 due to increased production and thereof increased associated gas flaring in Yemen).
- 9 Decrease in 2015 due to improvement in reporting accuracy and venting reduction projects in OMV Petrom.
- 10 Excluding water withdrawn for once-through-use (reported separately).
- 11 Increase in 2015 due to increased cooling water demand in CCGT Samsun. Volume of water used for once-through cooling water returned unchanged (excluding thermal effects) to water source as well as groundwater extracted solely for remediation or to control the migration of contaminated groundwater (IPECA 2010).
- 12 Increase 2014 compared to 2013 due to improved accounting methodologies.
- 13 Total waste amounts including those from one-time projects.

GHG intensity of OMV's purchased goods and services and capital goods

	Unit	2015	2014	2013
Purchased goods and services	mn t CO ₂ equivalent	1.29	n.r.	n.r.
Capital goods	mn t CO ₂ equivalent	0.19	n.r.	n.r.
Total GHG (indirect, Scope 3)	mn t CO ₂ equivalent	1.49	n.r.	n.r.
GHG intensity	mn t GHG per bn \$	0.63	n.r.	n.r.

GHG intensity of the OMV product portfolio¹

	Unit	2015	2014	2013
Oil to energy	mn t CO ₂ equivalent	83.4	83.6	89.3
Oil for non-energy use ¹	mn t CO ₂ equivalent	5.3	4.6	53.4
Gas to energy	mn t CO ₂ equivalent	21.2	22.7	29.9
Gas for non-energy use	mn t CO ₂ equivalent	0.6	0.8	1.0
Chemicals	mn t CO ₂ equivalent	0.01	0.01	0.01
Total GHG (indirect, Scope 3) ¹	mn t CO ₂ equivalent	111	112	174
GHG intensity	mn t GHG per mn t oil equivalent	2.7	2.6	3.7

- 1 Decrease in 2014 mainly due to split of "other petrochemicals" in more sub-product groups and therefore more accurate emission factors (around 65% decrease attributed to new emissions factors and 35% due to decreased sales volumes).



Additional performance figures

Human resources

Total headcount by employment type and region per 31.12.2015

Employees	Austria ¹	Romania/ Rest of Europe	Middle East/ Africa	Rest of the World	Total
Total	3,515	17,967	2,155	487	24,124
Status					
White-collar workers	2,703	8,970	1,532	295	13,500
Blue-collar workers	692	8,997	623	192	10,504
Apprentices	120	0	0	0	120
Employment type					
Full-time	3,310	17,937	2,154	487	23,888
Part-time ²	205	30	1	0	236
Gender					
Male	2,664	13,392	1,844	370	18,270
Female	851	4,575	311	117	5,854

Employment type

Temporary ³	111	56	254	1	422
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1 Including Gas Connect Austria GmbH, EconGas GmbH and Adria Wien Pipeline GmbH.

2 In OMV Petrom, employees have the option to reduce the daily working-time to raise a child up to the age of two, respectively three years. These employees are reported as full-time.

3 A temporary contract of employment is of limited duration and terminated by a specific event, such as the end of a project or work phase, the return of replaced personnel etc.; not included in total number of employees, only shown separately.

Net employment creation, average turnover and contract terminations segmented by region 2015

Employees	Austria ¹	Romania/ Rest of Europe	Middle East/ Africa	Rest of the World	Total
New recruitments	102	684	104	30	920
Thereof new jobs created	55	149	17	5	226
Thereof replacements	47	535	87	25	694
Contract terminations ²	164	1,704	310	52	2,230

1 Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

2 Including Social Plan terminations and retirements.

Additional information

Percentage of employees who have the right to exercise freedom of association and collective bargaining	97.51%
Percentage of employees represented by local trade unions or works council	81.92%
Percentage of employees for whom minimum wages or salaries were fixed by law or agreed upon by way of collective bargaining	99.07%
Percentage of employees covered by mandatory periods of notice under employment law or collective bargaining agreements for cases of restructuring	97.19%

Details new recruitments by region and age 2015

	Age						Total	
	<30		30-50		>50		Abs.	%
Austria¹	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Male	28	66.67%	39	73.58%	5	71.43%	72	70.59%
Female	14	33.33%	14	26.42%	2	28.57%	30	29.41%
Total	42	100.00%	53	100.00%	7	100.00%	102	100.00%
Romania/Rest of Europe								
Male	98	51.31%	285	69.85%	73	85.88%	456	66.67%
Female	93	48.69%	123	30.15%	12	14.12%	228	33.33%
Total	191	100.00%	408	100.00%	85	100.00%	684	100.00%
Middle East/Africa								
Male	32	68.09%	41	75.93%	3	100.00%	76	73.08%
Female	15	31.91%	13	24.07%	0	0.00%	28	26.92%
Total	47	100.00%	54	100.00%	3	100.00%	104	100.00%
Rest of the World								
Male	6	75.00%	7	41.18%	5	100.00%	18	60.00%
Female	2	25.00%	10	58.82%	0	0.00%	12	40.00%
Total	8	100.00%	17	100.00%	5	100.00%	30	100.00%

1 Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.



Additional performance figures

Human resources

Details contract terminations by region and age 2015

	Age						Total	
	<30		30–50		>50		Abs.	%
Austria¹	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Male	10	100.00%	35	66.04%	86	85.15%	131	79.88%
Female	0	0.00%	18	33.96%	15	14.85%	33	20.12%
Total	10	100.00%	53	100.00%	101	100.00%	164	100.00%
Romania/Rest of Europe								
Male	48	60.00%	682	82.77%	609	82.63%	1,339	81.60%
Female	32	40.00%	142	17.23%	128	17.37%	302	18.40%
Total	80	100.00%	824	100.00%	737	100.00%	1,641	100.00%
Middle East/Africa								
Male	30	66.67%	177	81.57%	43	89.58%	250	80.65%
Female	15	33.33%	40	18.43%	5	10.42%	60	19.35%
Total	45	100.00%	217	100.00%	48	100.00%	310	100.00%
Rest of the World								
Male	10	71.43%	21	63.64%	2	40.00%	33	63.46%
Female	4	28.57%	12	36.36%	3	60.00%	19	36.54%
Total	14	100.00%	33	100.00%	5	100.00%	52	100.00%

¹ Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

Average hours and spending on training and education by region and position in 2015

	Austria ¹	Romania/Rest of Europe	Middle East/Africa	Rest of the World	Total
Senior management					
Number of training participants	48	10	4	0	62
Money spent on training per region (EUR)	62,562	20,872	3,308	0	86,742
Hours per category	715	515	75	0	1,305
Management					
Number of training participants	213	899	240	8	1,360
Money spent on training per region (EUR)	329,085	631,244	181,719	8,825	1,150,873
Hours per category	13,455	28,426	5,393	143	47,416
Experts					
Number of training participants	502	1,954	447	19	2,922
Money spent on training per region (EUR)	1,224,211	2,082,296	508,429	36,743	3,851,680
Hours per category	33,577	66,345	16,292	674	116,888
Project managers					
Number of training participants	45	150	15	1	211
Money spent on training per region (EUR)	79,681	128,666	15,172	852	224,370
Hours per category	3,108	2,828	357	7	6,300
Technicians					
Number of training participants	619	5,044	653	1	6,317
Money spent on training per region (EUR)	658,814	1,585,156	281,248	1,501	2,526,718
Hours per category	20,705	126,676	16,841	14	164,236
Administrators					
Number of training participants	22	208	86	0	316
Money spent on training per region (EUR)	33,820	31,344	5,174	0	70,338
Hours per category	1,111	1,882	1,600	0	4,593
Grand Total					
Number of training participants	1,449	8,265	1,445	29	11,188
Money spent on training per region (EUR)	2,388,172	4,479,578	995,050	47,920	7,910,720
Hours per category	72,671	226,671	40,557	838	340,737

¹ Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH, Baumgarten-Oberkappel Gasleitungsgesellschaft m.b.H and Adria Wien Pipeline GmbH are excluded.



Additional performance figures

Human resources

Diversity in 2015 (Headcount as per 31.12.2015)

	Gender				Age						Nationality		Total
	Women		Men		<30		30-50		>50		Non-Austrian/ Non-Romanian	Total	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%	Abs.	%			
Supervisory Board	4	26.67	11	73.33	0	0.00	5	33.33	10	66.67	3	20.00	15
Executive Board	0	0.00	4	100.00	0	0.00	0	0.00	4	100.00	2	50.00	4
Senior Management	8	17.02	39	82.98	0	0.00	23	48.94	24	51.06	21	44.68	47
Austria ¹	747	24.03	2,362	75.97	471	15.15	1,856	59.70	782	25.15	384	12.4	3,109
Romania	4,169	24.91	12,568	75.09	730	4.36	10,580	63.21	5,427	32.43	183	1.09	16,737

¹ Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

Parental leave during 2015

Employees	Austria ¹	Romania/ Rest of Europe	Middle East/ Africa	Rest of the World	Total
Entitled employees as per 31.12.2015					
Male	2,362	13,383	975	370	17,090
Female	747	4,559	276	116	5,698
Took parental leave during 2015					
Male	29	40	42	1	112
Female	101	170	23	18	312

¹ Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

Percentage of female employees 2015

Austria	
Austria ¹	24.0%
Rest of Europe	
Romania	24.8%
Bulgaria	48.2%
Czech Republic	34.3%
Germany	12.1%
Hungary	35.6%
Norway	39.0%
Republic of Moldova	50.8%
Serbia	52.2%
Slovakia	75.1%
Slovenia	60.6%
Switzerland ²	9.9%
United Kingdom	29.2%
Middle East/Africa	
Abu Dhabi	0.0%
Iran	20.0%
Libya	19.2%
Madagascar	40.0%
Pakistan	4.9%
Tunisia	24.0%
Turkey	17.8%
Kurdistan Region of Iraq	0.0%
Yemen	9.3%
Rest of the World	
Kazakhstan	19.5%
New Zealand	39.4%
Singapore	100.0%

Percentage of local employees 2015

Austria	
Austria ¹	87.6%
Rest of Europe	
Romania	98.9%
Bulgaria	100.0%
Czech Republic	94.3%
Germany	90.3%
Hungary	100.0%
Norway	82.9%
Republic of Moldova	100.0%
Serbia	100.0%
Slovakia	72.9%
Slovenia	100.0%
Switzerland ²	1.1%
United Kingdom	72.6%
Middle East/Africa	
Abu Dhabi	0.0%
Iran	100.0%
Libya	100.0%
Madagascar	100.0%
Pakistan	100.0%
Tunisia	100.0%
Turkey	100.0%
Kurdistan Region of Iraq	100.0%
Yemen	100.0%
Rest of the World	
Kazakhstan	84.4%
New Zealand	62.8%
Singapore	100.0%

¹ Austria: Data covers only companies that use the Austrian SAP payroll accounting system. Other companies, such as EconGas GmbH, Gas Connect Austria GmbH and Adria Wien Pipeline GmbH are excluded.

² Including OMV International Oil & Gas GmbH.



Assurance statement

To the Board of OMV Aktiengesellschaft

Independent Assurance Report

Limited assurance over selected indicators in the Sustainability Report 2015 of OMV Aktiengesellschaft

Engagement

We were requested to perform a limited assurance engagement related to selected indicators in the "Sustainability Report 2015" including the separately published "GRI Content Index 2015" (hereafter "Report") according to the GRI G4 CORE Option of OMV Aktiengesellschaft (hereafter "OMV").

Our assurance engagement covers the following:

- Environmental indicators: Direct GHG emissions scope 1 (G4-EN15), Indirect GHG emissions scope 2 (G4-EN16), Indirect GHG emissions scope 3 (G4-EN17), Hydrocarbon spills volume (G4-EN24)
- Workplace safety indicators (employees and contractors): Fatalities, Lost workday injuries, Fatality rate, Lost time injury rate, Total recordable injury rate, Lost time injury severity, Fatal commuting accidents, Commuting accidents (LA-6)

The GRI disclosures covered by our assurance engagement are marked with "X" in the "GRI Content Index 2015", which can be downloaded at http://omv.com/portal/01/com/omv/OMV_Group/sustainability/Sustainability_Report.

Our procedures have been designed to obtain a limited level of assurance on which to base our conclusions. The extent of evidence gathering procedures performed is less than for that of a reasonable assurance engagement (such as a financial audit) and therefore a lower level of assurance is provided.

The "General Conditions of Contract for the Public Accounting Professions"¹, are binding for this engagement. According to that, our liability is limited and an accountant is only liable for violating intentionally or by gross negligence the contractual duties and obligations entered into. In cases of gross negligence the maximum liability towards OMV and any third party together is EUR 726,730 in the aggregate.

Limitations to our Review

- Our assurance engagement is limited to the above specified key performance indicators.
- We did not test data derived from external surveys, we only verified that relevant disclosures and data are correctly quoted in the Report.
- We did not perform any assurance procedures on data, which were subject of the annual financial audit. We merely checked that data was presented in accordance with the GRI Guidelines.
- The scope of our review procedures at operational level was limited to a sample of one site visit in Romania, one in Germany and one site visit in Austria.
- Limited assurance over prospective information was not subject to our engagement.

Criteria

The information included in the Report was based on the criteria applicable in the year 2015 ("The Criteria"), consisting of:

- GRI Sustainability Reporting Guidelines G4²

We assessed the information in the Report against these criteria. We believe that these criteria are suitable for our assurance engagement.

Management responsibilities

OMV's management is responsible for the preparation of the Report and the information therein in accordance with the criteria mentioned above. This responsibility includes designing, implementing and maintaining internal control.

Our responsibilities

It is our responsibility to express a conclusion on the information included in the Report on the basis of the limited assurance engagement.

Our assurance engagement has been planned and performed in accordance with the International Federation of Accountants' ISAE3000 Revised³ and the Code of Ethics for Professional Accountants, issued by the International Federation of Accountants (IFAC), which includes requirements in relation to our independence.

¹ version of February 21st 2011 (AAB 2011) issued by the Chamber of Public Accountants and Tax Advisors, section 8
http://www.kwt.or.at/de/PortalData/2/Resources/downloads/downloadcenter/AAB_2011_englische_Fassung.pdf

² <https://www.globalreporting.org/reporting/g4/Pages/default.aspx>

³ International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or reviews of Historical Financial Information (ISAE3000) Revised, effective for assurance statements dated on or after December 15, 2015.



Assurance statement

What we did to form our conclusion

We have performed all the procedures deemed necessary to obtain the evidence that is sufficient and appropriate to provide a basis for our conclusions. The assurance engagement was conducted at OMV headquarters in Vienna, OMV Petrom headquarters in Bucharest, as well as at the three sites. To form our conclusions we:

- Reviewed OMV's Corporate Regulations (directives, standards and procedures) related to the indicators
- Held structured, directional interviews with group and functional leadership in Austria and Romania to understand key expectations regarding the selected indicators and identify systems, processes and internal controls to support them
- Reviewed Group level, Board and Executive documents and progress reports to assess awareness and priority of the selected indicators and to understand how progress is tracked
- Understood risk management and governance processes underlying the selected indicators
- Understood the management and reporting processes related to the selected indicators at site and group level
- Visited one reporting site in Romania (Asset IX) and one reporting site in Germany (Burghausen) and one site visit in Austria (Gänserndorf) to review processes and progress to obtain evidence of performance
- Reviewed the application of Group guidance to scope 1 and scope 2 greenhouse gas emissions as well as workplace safety and environmental incident data collection and reporting at site level by performing data walkthroughs at site level
- Reviewed data samples for scope 1 and scope 2 greenhouse gas emissions, as well as occupational safety and environmental incidents at site level to test for accuracy and completeness
- Reviewed data samples for scope 1, scope 2 and scope 3 greenhouse gas emissions, as well as workplace safety and environmental incidents at group level to test whether they have been collected, consolidated and reported appropriately at group level
- Performed a GRI Content Index Check

Our Conclusion

Based on the scope of our review nothing has come to our attention that causes us to believe that the selected indicators in the Report were not prepared, in accordance with the criteria identified above.

Vienna, June 2016

ERNST & YOUNG
Wirtschaftsprüfungsgesellschaft m.b.H

Gerhard Schwartz e.h.

Brigitte Frey e.h.

Douglas Johnston e.h.





Abbreviations and glossary

bcm – Billion cubic meters

Bn – Billion

Boe, boe/d – Barrel oil equivalent, boe per day

CCGT – Combined Cycle Gas Turbine

CCPP – Combined Cycle Power Plant

CEO – Chief Executive Officer

CH₄ – Methan

CLP – Regulation on Classification Labelling and Packaging of Substances and Mixtures

CO₂ – Carbon dioxide

EC – European Commission

EMIR – Financial Market Regulation

EU ETS – EU Emissions Trading Scheme

EWRM – Enterprise Wide Risk Management

GHG – Greenhouse Gases

GHG Scope 1 – Direct emissions from operations that are owned or controlled by the organization

GHG Scope 2 – Energy indirect emissions result from the generation of purchased or acquired electricity, heating, cooling or steam

GHG Scope 3 – Other indirect emissions that occur outside of the organization, including both Upstream and Downstream emissions.

H₂ – Hydrogen

HSSE – Health, Safety, Security, Environment

IDW – Institute of Public Auditors in Germany

IPIECA – International Petroleum Industry Environmental Conservation Association

IPPC – Intergovernmental Panel on Climate Change

ISCC – International Sustainability and Carbon Certification

ISO – International Organization for Standardization

kboe/d – 1,000 barrel oil equivalent per day

KPI – Key Performance Indicator

kW – Kilowatt

m³ – Cubic meter

mg/kg – Milligram per kilogram

mn – Million

MW, MWh – Megawatt, megawatt hour

N₂O – Nitrous oxide

NGO – Non-Governmental Organization

NM-VOC – Non-Methane Volatile Organic Compounds

NO_x – Nitrogen oxide

OHSAS – Occupational Health and Safety Assessment Series

PEM – Polymer Electrolyte Membrane

PJ – Petajoule

Q&A – Questions and Answers

REMIT – Regulation on wholesale Energy Market Integrity and Transparency

SO₂ – Sulfur dioxide

t – Metric ton

Tier 3 event – record of accidental event and situation “near miss” (minor to no actual consequence)

toe – Ton oil equivalent

TÜV – Technical Inspection Association

TW, TWh – Terawatt, terawatt hour

UN – United Nations



Memberships, ratings and awards

Memberships

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Memberships, ratings and awards

Ratings and indices



FTSE4Good

For the first time, OMV has been awarded as a constituent of the **FTSE4Good Global Index** demonstrating strong Environmental and Governance practices



WE SUPPORT

OMV is listed in the **“United Nations Global Compact 100”**



OMV’s **Carbon Disclosure Project (CDP)** score improved from 99 B in 2014 to 98 A minus in 2015 (the performance score has been improved from B to A). OMV AG is sector leader and country leader Austria



OMV is included in the **Euronext-Vigeo Eurozone 120 index** (the most advanced 120 companies in sustainability)



OMV has been reconfirmed as a constituent of the **Ethibel Sustainability Index (ESI) Excellence Europe**



OMV remains a constituent of **STOXX® Global ESG Leaders** indices



OMV is a constituent of **MSCI Global Sustainability Index** and reached **AAA – best in class**

Awards

OMV awarded at **“International CSR Excellence Awards”** for projects **OMV Libya Youth Center, Women’s Empowerment in Pakistan, International Petroleum Academy Leoben Mentoring** and **Employees engagement**.

OMV awarded at **“Medienzukunftspreis”** for project **Austria is looking for the Technikqueens**.

OMV awarded at **“Trigos Preis”** in the category **Best Partnership for Hilfswerk cooperation**.



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