



Performance Framework for Sustainability

Peter Milhofer and Flora Moon
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Who We Are /Format

- Peter Milhofer
- Flora Moon
- Presentation and discussion
- Please submit your questions – we will get to as many as we can during our webinar



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Poll Question

What is your main role in Sustainability performance management?



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Today's Webinar Takeaways



- Emphasize the importance of matching sustainability efforts to business objectives
- Discuss broader business objectives that should be supported by sustainability performance
- Identify criteria for a few critical metrics that business should be using



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Performance Background



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Current State Oil & Gas Industries



- Some of the first companies to do sustainability monitoring and reporting
- Complying with a large range of regulatory requirements
- Improved safety performance over last 20 years – linked to business objectives
- Performance and objectives (beyond compliance) in other areas is very varied



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Sustainability & Performance



Correlation between organizational capability and sustainability performance ability

- Sustainability performance requires capabilities often found outside of operations
- HES or social performance information is used to make business decisions
- Performance measurement data is readily available in analyzable forms



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Poll Question



In your organization who sets the business objectives from a Sustainability Perspective?



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Who sets the business objectives?



- Shareholders
- Board of directors / senior management
- Regulators and government bodies
- Non governmental organisations (NGOs)
- Local communities and the public at large
- The media
- Standard setters such as SASB, GRI and SDGs



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What Should We Stop Doing?




- Trying to do everything
- Spending time on false accuracy
- Focusing on low risk activity
- Being defensive

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What Should We Continue to Do?




- Comply with regulation
- Measure performance
- Manage performance
- Communicate performance externally

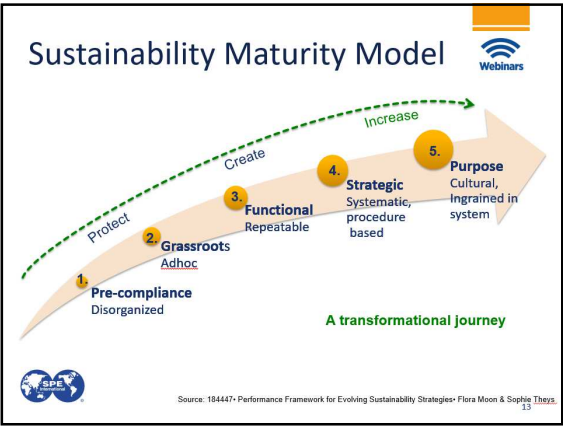
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What More Should We Do?




- Prioritise based on relevance
- Identify desired business benefit(s)
- Clearer objectives to define success
- Manage any conflicting objectives
- Externally communicate:
 - Objectives and rationale
 - Performance achieved

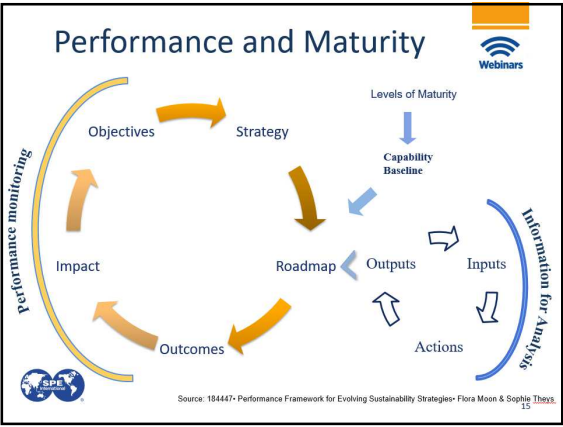
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Poll Question

How would you describe the sustainability maturity level in your company?

Source: 184447- Performance Framework for Evolving Sustainability Strategies- Flora Moon & Sophie Theys. 14



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Is Water a critical metric?



- A range of factors need to be considered to determine whether a metric is sensitive – for example:
- Local availability/scarcity
- Type of use – consumed, contaminated or returned
- Volume used
- Any other local impacts of use
- It is ultimately a judgement call - not a set of rules



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Next Steps



- Let us know if you'd like to explore this topic further
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Questions?



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