International Framework Agreement in Statoil

Industrial Relations

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Overview

• Statoil – “Who are we”

• Employee and Industrial Relations in the Statoil context

• The International Framework Agreement (IFA) in Statoil

• Experiences with the agreement
Our business areas

Exploration & production
Norway

International exploration & production

Natural gas

Technology & new energy

Projects & procurement

Manufacturing & marketing
What we do – and how we do it

- A values based performance culture
- Firm commitment to health, safety and environment (HSE)
- Stringent ethical requirements and a code of conduct which promotes personal integrity
People and Leadership

“We believe in involvement of our people and their appropriate representatives in the development of the group.”
Consistent execution of the Statoil book ensuring alignment and compliance

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In-country & European Legislative Framework
- European Work Council
- Universal Declaration of Human Rights
- Global Compact Principles
- Voluntary Principles on Security & Human Rights
- ILO Conventions
- ICEM agreement

International Employee & Industrial Relations Strategy

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International Employee & Industrial Relations Strategy
Industrial Relations – IFA

ICEM - International Federation of Chemical, Energy, Mine and General Workers Unions

• **ICEM** is a global federation of unions covering the oil/energy and mining business with approximately 20 million members.

• The agreement supports the exchange of information and further development of good working practice within Statoil world wide operations

Main Subject Matters ;
• Human Rights Industrial Relations and HSE Issues
• Environmental Issues
• Training Programs
Industrial Relations – IFA

• Experiences with the agreement
  – The mutual commitments in the agreement are aligned with Statoil's own People and Leadership principles
  – The cooperation with ICEM provides an important contribution to managing risk within employee and industrial relations
  – The content level of details in the agreement has demonstrated it can handle the requirements “not to interfere or replace local industrial relations or practices, information problem solving and negotiations
Thank you.

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