

# GRI Data Tables

Within the Resources and Relationships section of our Annual Report we provide information of Inmarsat’s development, performance and position and the impact of our activity relating to environmental matters, employees, social matters, respect for human rights and anti-corruption and anti-bribery matters.

We have utilised the GRI Standards to structure our disclosure and have included our GRI-aligned data tables in the section below.

## Anti-Corruption

### 205-3 Confirmed incidents of corruption and actions taken

	2015	2016	2017
Number of confirmed incidents of corruption	0	0	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
Number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases	0	0	0

## Energy

### 302-1 Energy consumption within the organisation

	2015	2016	2017
Natural gas consumption (MWh)	3,787	3,585	3,311
Petrol consumption (MWh)	148	144	412
Diesel consumption (MWh)	4	44	34
Gas oil (MWh)	390	296	201
LPG (MWh)	1	1	0
Electricity consumption (MWh)	27,928	27,434	26,709
Total energy consumption (MWh)	32,258	31,505	30,667

## Emissions

### 305-1 Direct (Scope 1) GHG emissions

### 305-2 Energy indirect (Scope 2) GHG emissions

### 305-3 Other indirect (Scope 3) GHG emissions

Greenhouse gas emissions (tCO <sub>2</sub> e)	2015	2016	2017
Scope 1 GHG Emissions	978	1,164	1,047
Scope 2 GHG Emissions (location-based)	12,141	11,743	10,870
Scope 2 GHG Emissions (market-based)	14,010	10,559	8,664
Other indirect emissions (Scope 3)	15,681	13,568*	20,647

See 2017 CDP Climate Change response for more detail.

### 305-4 GHG emissions intensity

	Location-based approach			Market-based approach		
	2017	2016	2015	2017	2016	2015
tCO <sub>2</sub> e per full-time equivalent employee	6.9	6.8	7.0	5.6	6.2	8.0

## Employment

### GRI 401-1: Total number and rates of new employee hires and employee turnover by age group, gender and region

Age Group	2017		
	New Hires	Total Turnover	Voluntary Turnover
Under 30 years old	111	100	57
30-50 years old	210	159	91
Over 50 years old	40	68	40
<b>TOTAL</b>	<b>361</b>	<b>327</b>	<b>188</b>
% Under 30 years old	31%	31%	30%
% 30-50 years old	58%	49%	48%
% Over 50 years old	11%	21%	21%

Gender	2017		
	New Hires	Total Turnover	Voluntary Turnover
Male	236	188	104
Female	125	139	84
<b>TOTAL</b>	<b>361</b>	<b>327</b>	<b>188</b>
% Male	65%	57%	55%
% Female	35%	43%	45%

Regions	2017		
	New Hires	Total Turnover	Voluntary Turnover
ASIAPAC	26	33	17
EMEA	275	199	137
North America	60	95	34
<b>TOTAL</b>	<b>361</b>	<b>327</b>	<b>188</b>
% ASIAPAC	7%	10%	9%
% EMEA	76%	61%	73%
% North America	17%	29%	18%

## Occupational Health and Safety

**GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities**

Disclosure	2015	2016	2017
Injury Rate	1.35	1.1	1.35
Frequency rate	0.142	0.005	0.142
Lost Time Injury Rate (incidents per 200,000 working hours)	0.65 hours	0.9 hours	1.35 hours
Total accidents (number)	13	18	27
Fatalities (number)	0	0	0

Omissions: figures by region and by gender are not reported, occupational disease rate and absentee rate not reported.

## Training

**GRI 404-3: Percentage of employees receiving regular performance and career development reviews**

Gender		2016	2017
% of employees who received a regular performance and career development review	Male	75%	9%
	Female	78%	12%
	Total	77%	11%

Employee Categories		2016	2017
	Exec	0%	0%
	Senior Managers	63%	4%
	Other Employees	78%	12%
	Total	77%	11%

Currently systems are not in place to measure which employees receive regular performance reviews. Percentages are calculated using data from performance review completion date which are logged through.

# Diversity and Equal Opportunity

## GRI 405-1: Diversity of governance bodies and employees

Percentage of employees per employee category by gender and age group

Employee Category	Age Group	Male	Female
The Board	Under 30 years old	0%	0%
	30-50 years old	0%	0%
	Over 50 years old	83%	17%
Senior Managers	Under 30 years old	0%	0%
	30-50 years old	42%	12%
	Over 50 years old	40%	7%
Other Employees	Under 30 years old	6%	5%
	30-50 years old	49%	20%
	Over 50 years old	15%	5%
Exec	Under 30 years old	0%	0%
	30-50 years old	27%	9%
	Over 50 years old	55%	9%

Count of employees per employee category by gender and age group

Employee Category	Age Group	Male	Female
The Board	Under 30 years old	0	0
	30-50 years old	0	0
	Over 50 years old	10	2
Senior Managers	Under 30 years old	0	0
	30-50 years old	38	11
	Over 50 years old	36	6
Other Employees	Under 30 years old	105	75
	30-50 years old	802	328
	Over 50 years old	248	77
Exec	Under 30 years old	0	0
	30-50 years old	3	1
	Over 50 years old	6	1

Omission: minority groups not reported

## GRI 405-2: Ratio of basic salary and remuneration of women to men

Disclosure	%
% Male Employees	69%
% Female Employees	31%
Gender Pay Gap - Mean	24.5%
Gender Pay Gap - Median	24.4%