

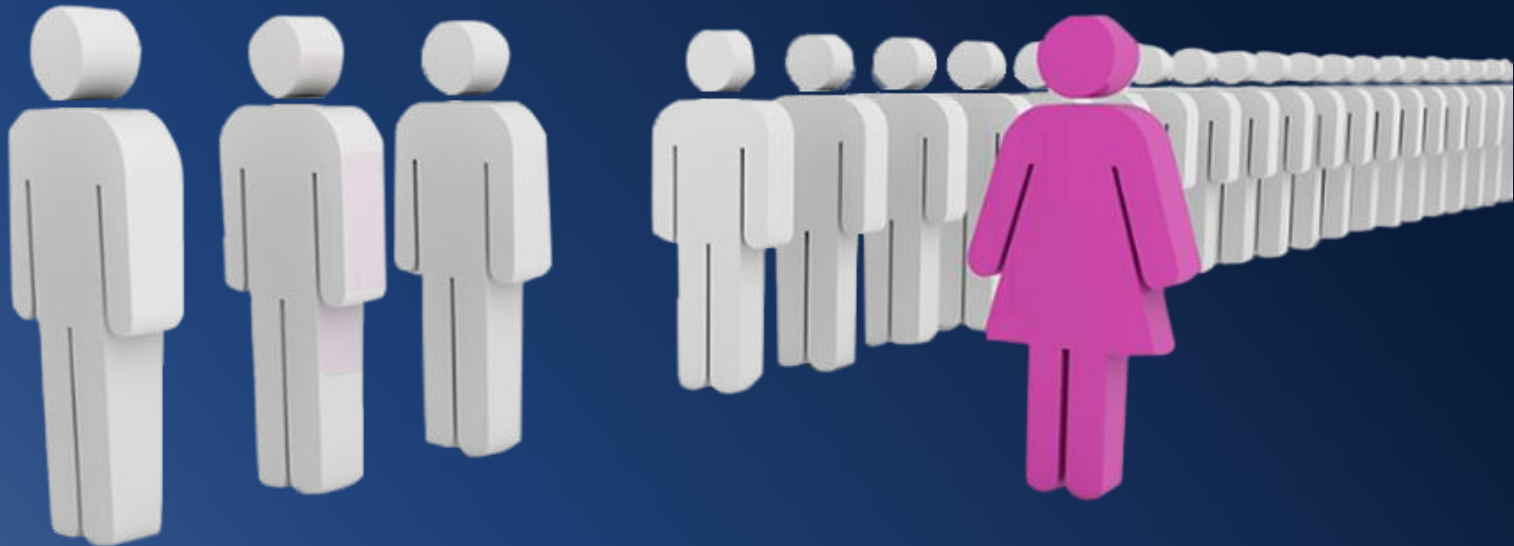
Support of Dual Careers and Permits Foundation

Aaron Gatt Floridia

President -Reservoir Characterization Group

Schlumberger

Inception 1994, Supported by our CEOs



Euan Baird (1994): 15% women by 2015 (6% in 1994 - 15% professional reached in 2011)

Andrew Gould (2005): Gender Steering Committee

Paal Kibsgaard (2012): 25% at all levels by 2020

Supporting Gender Balance

Connect Women



Gender Balance SteerCo

Parenting Supports



Schlumberger-Private

Dual Career Mobility



Minimum requirements



Field Locations

Teleworking, flexi-hours



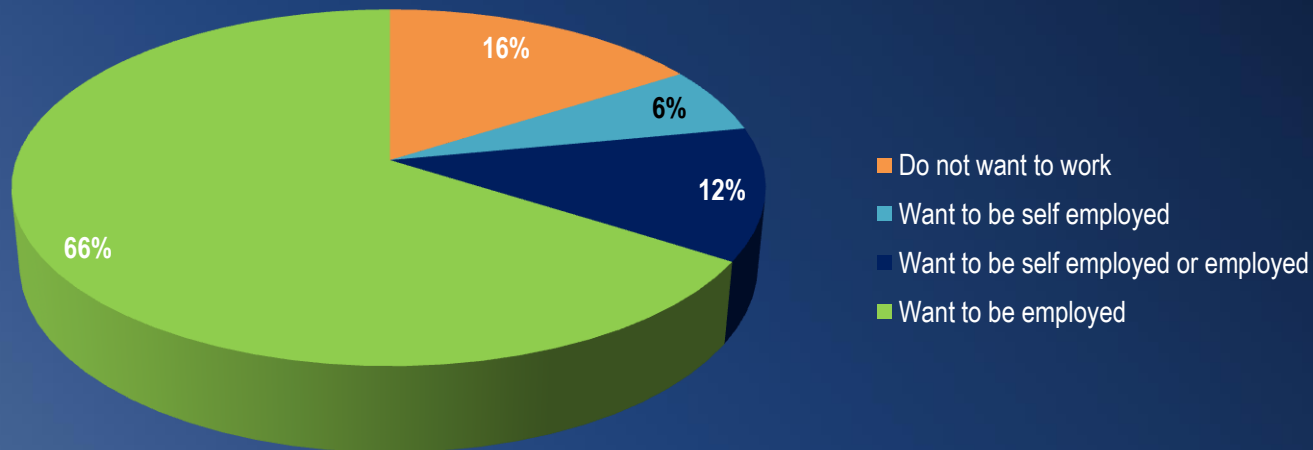
Gender Balance
AMBASSADORS

Schlumberger

Why do we support Dual Careers?

- Talent Management
- Facilitates International Mobility
- Supporting Gender Balance

Transnational move of dual careers, following partner wants to...



How do we support Dual Careers?

❑ Dual Career Standard

- Communication and training of the Dual Career standard to HR & management
- Utilization of our existing Talent Management Tools
- Help to set realistic expectations for the employees

❑ Affiliated Dual Career Support via NetExpat:

- Further education/ recertification
- Work permit support
- Job search
- Language training
- Support can be adapted for those seeking Self Employment support

❑ Permits Foundation

- Active Supporter



Dual Career Mobility: enabling 2020 Vision

- Geographic mobility is key for global leadership development
- Supporting dual career mobility is a critical component to develop our top men and women and achieve our 2020 ambition
- Paal Kibsgaard (2012): 25% women at all levels by 2020

We must continue to work together to make it easier for both partners to have meaningful careers as they are developed across geographical boundaries



THANK YOU

