

SAP Fieldglass

Solution for contingent Labour and Services Procurement

Inger S. Tjensvoll Vadset, 23rd October 2019



Disclaimer

This Document includes and is based, inter alia, on forward-looking information and statements that are subject to risks and uncertainties that could cause actual results to differ. These statements and this Document are based on current expectations, estimates and projections about global economic conditions, the economic conditions of the regions and industries that are major markets for Aker BP ASA's lines of business. These expectations, estimates and projections are generally identifiable by statements containing words such as "expects", "believes", "estimates" or similar expressions. Important factors that could cause actual results to differ materially from those expectations include, among others, economic and market conditions in the geographic areas and industries that are or will be major markets for Aker BP ASA's businesses, oil prices, market acceptance of new products and services, changes in governmental regulations, interest rates, fluctuations in currency exchange rates and such other factors as may be discussed from time to time in the Document. Although Aker BP ASA believes that its expectations and the Document are based upon reasonable assumptions, it can give no assurance that those expectations will be achieved or that the actual results will be as set out in the Document. Aker BP ASA is making no representation or warranty, expressed or implied, as to the accuracy, reliability or completeness of the Document, and neither Aker BP ASA nor any of its directors, officers or employees will have any liability to you or any other persons resulting from your use.

Agenda



HRIS Agenda

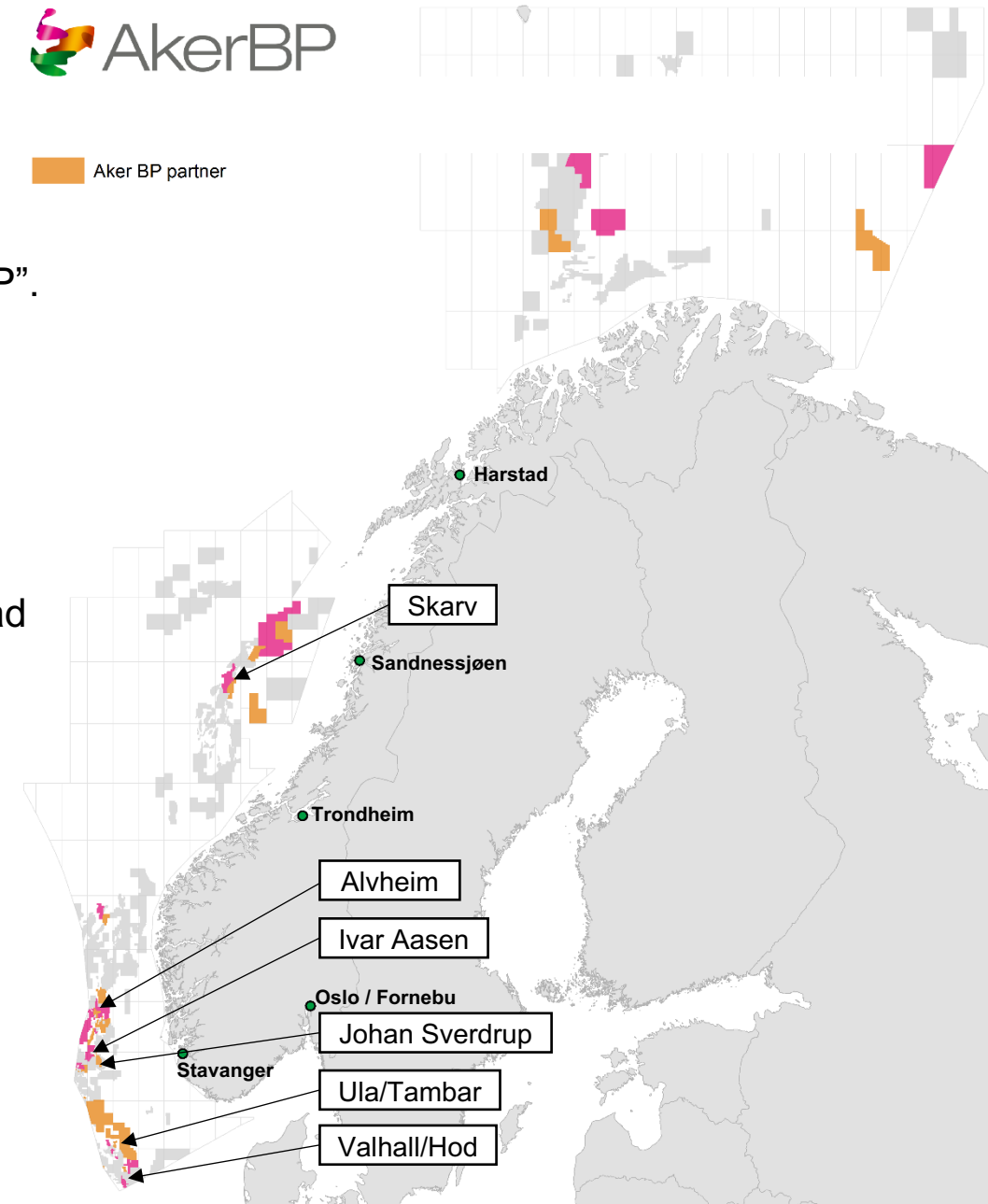
Blocks

1. Introduction
2. Why SAP Fieldglass
3. Experience/lesson learned

Block 1: Aker BP Introduction



- Aker BP is listed on the Oslo Stock Exchange under the ticker “AKERBP”.
- Owners are Aker (40%), BP (30%) and others (30%)
- 1 700 employees
- Offices at Fornebu, in Trondheim, Stavanger, Sandnessjøen and Harstad



Growth Through M&A



Acquisition of Norwegian subsidiary for a cash consideration of USD 2.1 billion (2014)



Merger between Det norske and BP's Norwegian subsidiary, creating Aker BP (2016)



Acquisition of Norwegian subsidiary for a cash consideration of USD 2.0 billion (2017)

Targeting new opportunities:

- Financially accretive
- Operated assets
- Predominantly liquids
- Upside potential



Acquisition of Norwegian subsidiary for USD 75 million (2015)



Acquisition of Norwegian subsidiary for USD 120 million (2015)



Acquisition of license portfolio in Norway, incl. NOK 45 million (2016)



Acquisition of license portfolio in Norway (2016)



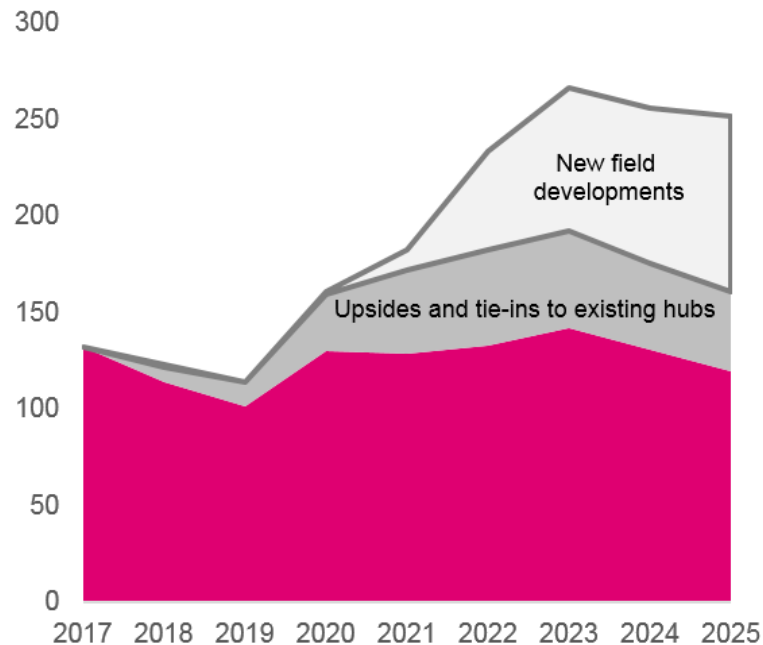
Acquisition of license portfolio in Norway (2016)



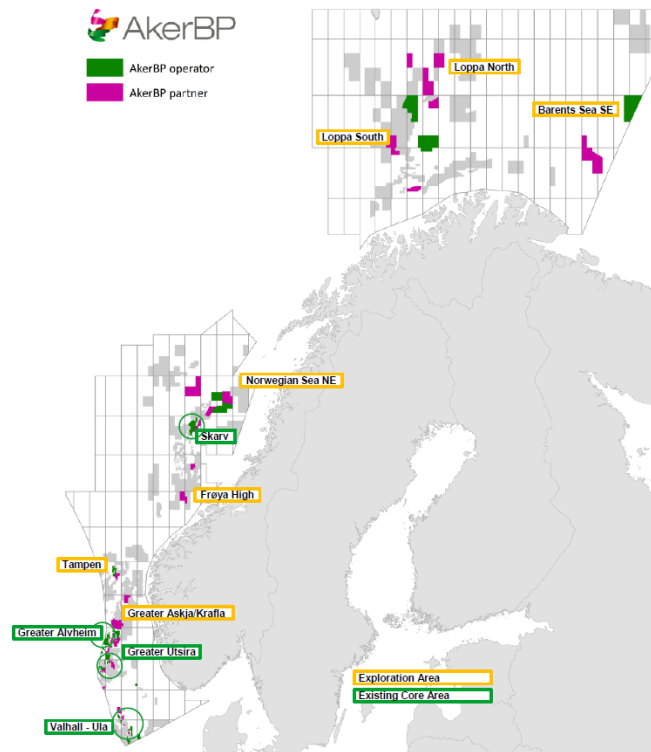
Acquisition of license portfolio in Norway (2018)

Continuing Our Growth Journey

Maturing Existing Assets



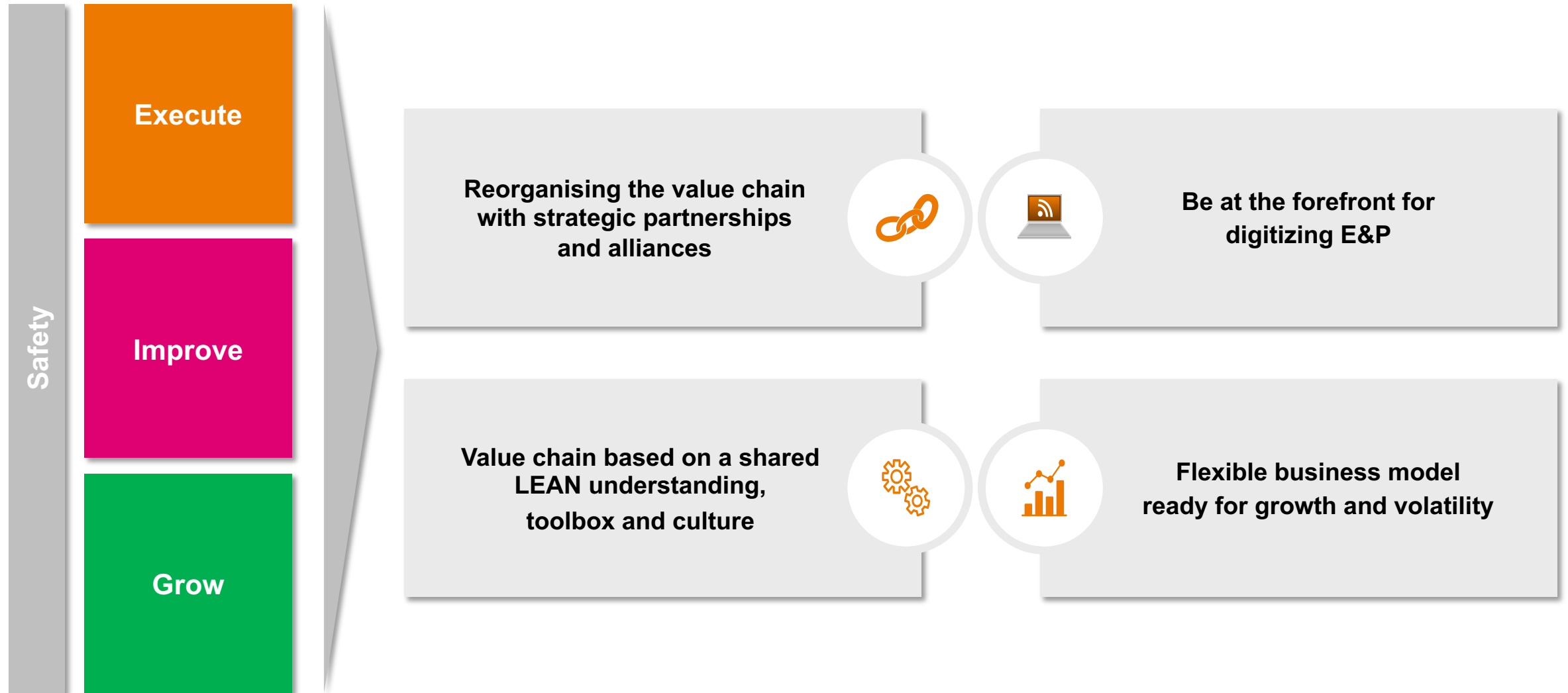
Exploration



M&A



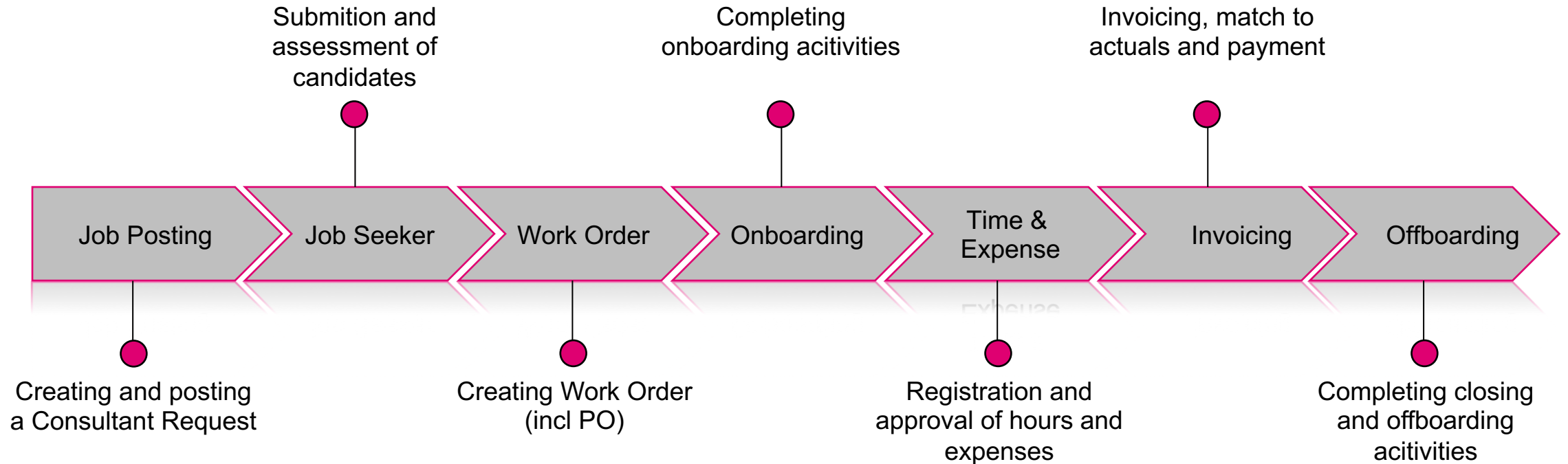
Strategic Toolbox



Fieldglass – Solution for contingent Labour and Services Procurement



Overall Process



Why Fieldglass?



GDPR

■ Data Privacy – supported by SAP/Fieldglass vrs today's solution which is manually

- 25th May 2018 – new privacy regulations
- «..an effort to empower people to protect their privacy and control their footprint..»
- Important as an organisation and as individuals
- Also relevant to contingent labour



Business Benefits

- **On-time** payment
- **Management information** at your fingertips through personalised dashboards and reporting - **Visibility**
- **Faster** time to market with standardised job catalogue with regularly updated benchmark rates - **Efficiency**
- **Buyer protection** through preferred suppliers aligned to Aker BP terms and regulatory requirements - **Quality**
- **Leverage and savings** by focusing fragmented spend – **cost**
- **Correct cost** – Suppliers receive invoice amount from the system
- **Compliance** built into the process through on-boarding and audits
- **One Source**
- **Supplier Performance**
- **Currently solution = manually**

Estimate of savings on internal hours

	Activities per year	Cost in USD	Equals time in minutes	Yearly saving
547 workers x	Time sheet approval	12	18	5 118 152
	Invoice approval	12	18	5 118 152
	On/Offboarding	1,20	210	60 138 398

Internal cost per hour set to 1 800 NOK/hour. USD to NOK = 8,2

NOK 3 072 553,-
~1 man year

= USD 374 702 saving/year

Where Fieldglass Adds Incremental Value

■ Manage Workers associated with each SOW engagement

- On/off boarding and Provisioning
- Tenure & performance tracking
- Expenses
- Contractor record and related documents
- Offload data entry to services suppliers

■ Manage Engagement specific supplier performance

- Deliverable level performance tracking
- Engagement and relationship level role up
- Configurable supplier visibility into performance
- Supplier KPI Scorecards

■ Timecard functionality

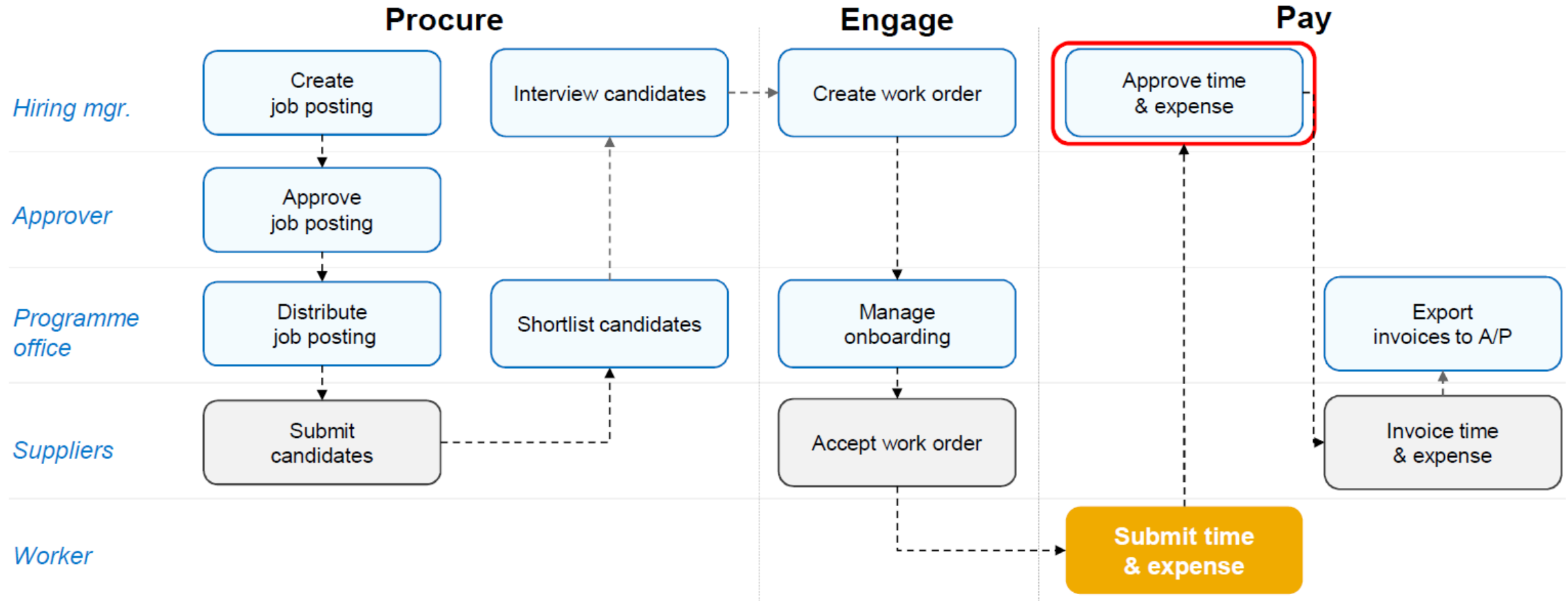
- Seamless allocation of hours across job types, project codes and cost centers
- Complex rate management (e.g. overtime, mark-ups)
- Rate benchmarking
- Mobile capabilities

■ Governance Model

- Native «PMO» architecture
- Administrative panel for alerts and tactical tracking



Typical Process flow Contingent Labour



Two strong partners...

SAP SuccessFactors

- Visualize all workers
- Apply select talent processes: learning, socialization, collaboration
- Plan and analyze the total workforce

Human capital and talent management

SAP Fieldglass

- Procure, manage and optimize the flexible workforce
- Improved talent/service quality
- Risk mitigation and policy compliance

Contingent labor and services procurement

Total Workforce Management

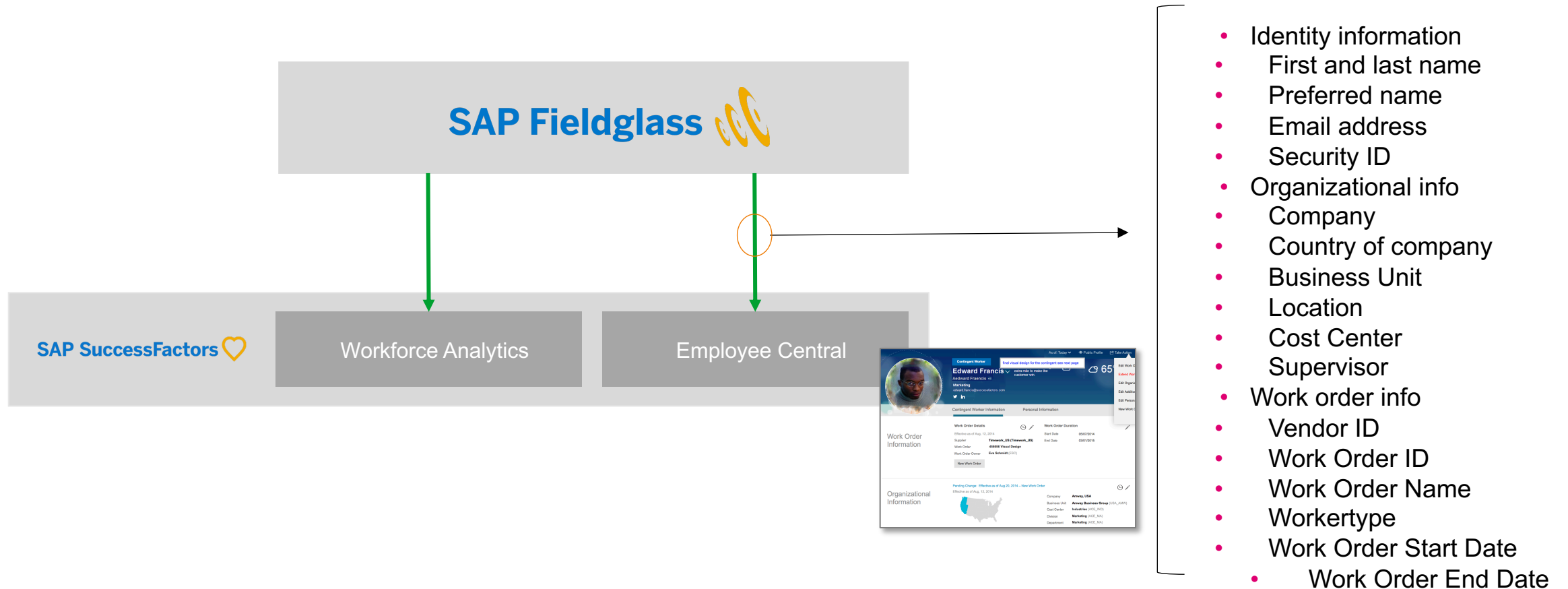
Total Workforce Management requires collaboration between procurement and HR and integration between contingent workforce management and human capital management solution.

(Source: Ardent Partners, State of Contingent Workforce Management ,2015)



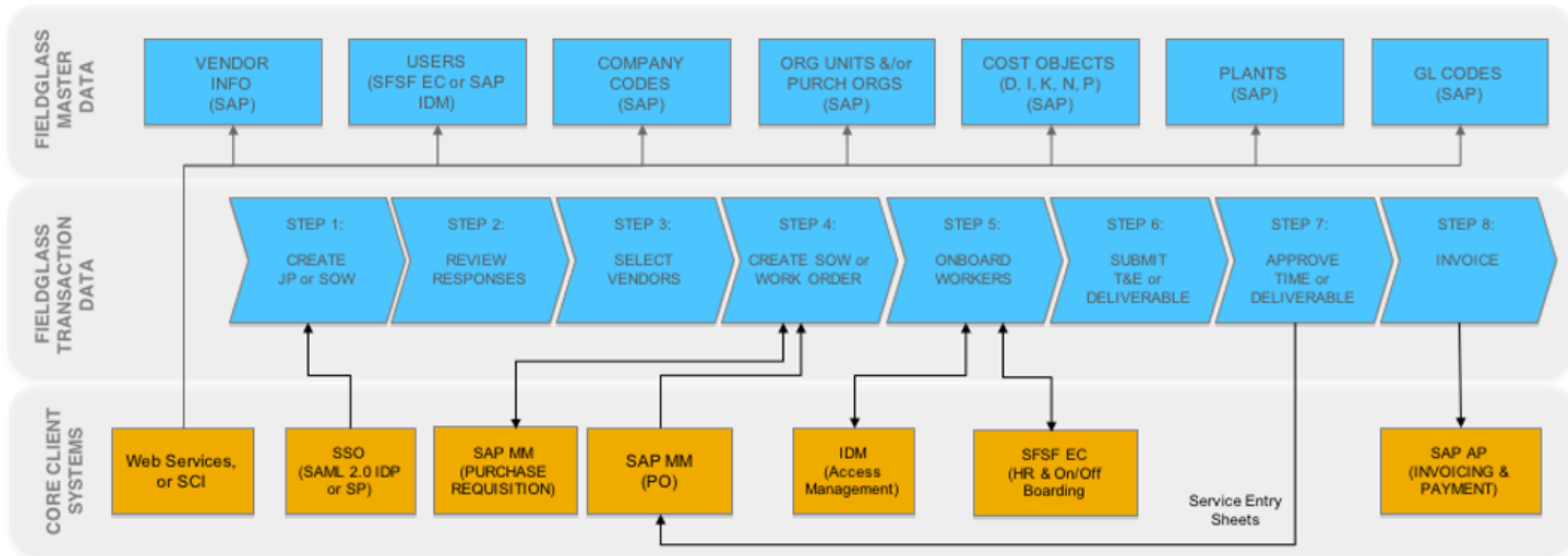
Total Workforce Management

Connecting SAP SuccessFactors with SAP Fieldglass



Integration Overview – S4/HANA

Master & Transaction Data Interfaces



Pros/cons

■ Pros

- Integrated with SAP Successfactors
- One source
- Cost saving
- Less manual work
- Improve service level and operating model
- Quality

■ Cons

- Two systems for timesheet approval
 - Contractors – fieldglass
 - Employees - SF
- Cost



Lessons Learned



Lessons Learned

Project Lessons

■ Project length

- Start August 2018
- Go live February 2019

■ Aker BP Requirements

- Aker BP best practice – Lean and digital?
- SAP Fieldglass best practice?
- Why do we have our best practices - do we understand each other?

■ Empowerment & Quick Decision Making

- Who participates in the workshops?
- What mandate do they have?
- Which key areas might require additional consideration?
- What if we need to change something down the line?

■ Dynamics of the Project Team

- Customer & Vendor?
- One Team?
- Culture?
- Small project team?

■ Integration of SAP SF and SAP FG – challenge

- Testing of both systems should have been done earlier
- Lack of Fieldglass experience/competence from HRIS supplier

Lessons Learned

Operational Lessons

■ Internal Structure & Competencies

- Can our resources manage operational activities from Day 1 and beyond?

■ Next Phase (2 and 3)

- Is there a Next Phase?
- How do we manage continuous improvement?

■ Support from SAP Fieldglass to Operational Team

- Customer & Vendor?
- One Team?
- Culture?

■ Continuous Improvement

- Feedback from users (HM, suppliers and consultants)
- Experience from PMO team
- Rate schedule
- Work flow – internal updates

■ Continuous Improvement

- Feedback from users (HM, suppliers and consultants)
- Experience from PMO team
- Rate schedule
- Work flow – internal updates

■ Norwegian travel state regulative

■ Integration against other SAP modules such as SAP Successfactor and SAP 4 Hana – challenges

■ Is SAP Fieldglass user friendly?

- Time writing / expences

Lessons Learned

Communication & Engagement Lessons

■ Communication

- Workplace
- Email
- Information screens
- Supplier meetings including system introduction

■ Training

- Manuals
- Videos
- Classroom for hiring managers
- Skype session for hiring managers working offshore
- Skype sessions for consultants

■ Support

- Email
- Telephone/skype meetings
- Workplace
- Face-2-face
- Aker Anna

Reflections

■ Workplace by Facebook

- Painful?
- But worth it?

■ Creating A Sense of Availability & Urgency

- How do we help ourselves?
- How do we recognize the customer (hiring manager, supplier and consultant, Finance)?

■ SAP Fieldglass support



www.akerbp.com

- Hvorfor valgte Aker BP fieldglass?
- Tilfredsstiller Fieldglass Aker BP's forventning?
- Utfordringer mht. integrering av andre SAP systemer?
- Er Fieldglass brukervennlig?
- Er systemet tilpasset norsk industri?

Self manage solutions vrs third party solutions

