



us operating

December 1, 2020

Alaska Indigenous Peoples Policy

In the development of our activities in the state of Alaska in the United States (US) and in the framework of our wider commitment to respect human rights and promote sustainable development, expressed in Eni's Statement on Respect for Human Rights, we commit to respect the special rights and expectations of the Indigenous Peoples, as recognized by National and International Laws and conventions.

It is, therefore, Eni US policy to:

- Conduct our operations in a way that is respectful of the dignity, rights, aspirations, culture and natural resource-based livelihoods of the Indigenous Peoples.
- Consult with Indigenous Peoples before taking any decision that may affect them directly with the objective to achieve their agreement and consider their perspectives in our company decision-making.
- Avoid adverse impacts of projects on Indigenous Peoples, or when avoidance is not feasible, minimize, mitigate, or compensate for such impacts.
- Foster opportunities for Indigenous Peoples to benefit from appropriate participation in our activities.

In order to keep to this policy and in collaboration with the existing responsible government agencies and authorities, we commit to:

- Establish, in agreement with Indigenous Peoples, an effective and inclusive framework for the free and informed participation and consultation of Indigenous Peoples, cognizant of their social and cultural values and of the disclosure of information about our activities, in local languages and through appropriate methods of communication.
- In cooperation with Indigenous Peoples, undertake an appropriate process of due diligence, in order to assess, anticipate, avoid, mitigate the adverse impacts that the development of our operations may have on them. A mutually agreed Plan will take into account the findings of such assessments; define mitigation and compensation measures in case of identified impacts, according to the outcomes of the consultation process.
- Seek agreement, wherever possible, with the Indigenous People communities on activities that affect land rights. In particular, where these activities include relocation of Indigenous people, or affect their critical cultural heritage, namely *natural areas with cultural and/or spiritual value*, their prior consent will be sought and obtained.
- Establish or cooperate with effective and culturally appropriate grievance mechanisms in order to contribute to access to remedy.

This policy expectations are intended to be applied to Eni US personnel, business partners and other parties, directly linked to the Business operations, products or services by a business relationship.

A periodic reporting on policy implementation will be issued.

Loris Tealdi
President & Chief Executive Officer