



Message to our Stakeholders

Last year was marked by the world health crisis due to COVID-19, which will be remembered over time for the impact it has had on global economies, energy use and on society as a whole. Profound effects of the crisis will be evident in particular in non-OECD countries.

In tackling COVID-19, we reacted promptly, making the most of the experience we have gained in past pandemics, such as SARS-CoV-1 and Ebola. We mobilised relevant resources in terms of economics, and human and technological capital, to support our country, our people and the communities where Eni operates.

As the world continues to cope with the impacts of COVID-19, it is essential that the efforts to support economic recovery are aligned with the path to net zero. That is why, during the last year, we have worked even harder to make our targets stronger. We have taken the momentum to strengthen our climate commitment and our role in a just energy transition, boosting the strategy that will allow Eni to reach complete carbon neutrality by 2050.

The commitments we have made to continue our transformation process are concrete, sound and scalable. Our plans are in line with the Paris Agreement's highest ambition to keep global warming within 1.5°C. At the same time, we want to be a leader in delivering a transition that is fair and inclusive from a social perspective. We are now at an historic turning point and each of us needs to play an active role. To be successful in delivering on such a complex and delicate process as the energy transition, we need to shape ad hoc solutions for each economic entity and country, taking into consideration the specificities of different stakeholders and different geographical contexts. We can follow different paths, pursuing the common goal to protect our planet while giving access to energy to everyone. We cannot move on too quickly, leaving others behind. We cannot move on too slowly, risking missing our target.

We want to grow in an inclusive way: for us, respecting human rights means recognising the value of each person, ensuring their dignity, health and safety, and equal working conditions, as well as promoting diversity. This starts with the relationships we have with our employees and co-workers, and extends to our relationships with local communities, governments, suppliers and business partners, as well as to security activities and labour rights. We commit to fostering an open dialogue wherever we operate, by building bridges with host countries, especially in critical areas, and supporting them towards sustainable development.

June 2021 marked the 10th anniversary of the unanimous endorsement by the United Nations Human Rights Council of the UN Guiding Principles on Business and Human Rights (UNGPs), a cornerstone in defining an authoritative international framework outlining the role and responsibilities of enterprises in relation to human rights. With the introduction of the UNGPs, companies are expected to make a clear commitment to respecting human rights and practising due diligence by proactively seeking information about the human rights impacts of their activities, while mitigating the negative impacts, whether these impacts are directly or indirectly connected with their own operations.

For Eni, this anniversary represented an opportunity to take stock of the work done over the past years to give new strength to our approach to human rights. It has been a fruitful journey to progressively consolidating our commitment on human rights. In 2016, I chaired the internal event 'Raising awareness of human rights in Eni's activities' and thereafter many people were involved in an internal programme to spread and disseminate responsibility on human rights. In 2017, a multifunctional working group was established and over 150 colleagues from more than 50 Eni functions were involved in implementing a challenging action plan. One of the key outputs achieved by the Working Group is Eni's Statement on Respect for Human Rights, approved by the Board of Directors in 2018. To make concrete the commitments made in the Statement, in 2020 we consolidated our due diligence framework, defining specific risk models for all the riskiest processes.

We have also consolidated our operational tools to evaluate and manage risks related to human rights: we have acquired expertise on carrying out Human Rights Impact Assessments on the most at-risk industrial projects and defining specific action plans to manage the impacts identified; we have become an 'Engaged Company' in the Voluntary Principles on Security and Human Rights, a multi-stakeholder initiative dedicated to ensuring human rights in security operations; we have structured our collaboration approach with suppliers by adopting a Code of Conduct. With this in mind, we have also launched the JUST programme – Join Us in a Sustainable Transition – aimed at involving our suppliers in the energy transition process, promoting further collaboration with the best companies in the market, in the hope of protecting our mutual commitment to the fundamental values of sustainability,

integrity of behaviour and protection of human rights; and we have launched the digital platform Open-es to foster measurement and management of suppliers' environment, social and governance (ESG) metrics.

The solidity and effectiveness of our approach has been recognised by the Corporate Human Rights Benchmark, which in 2020 ranked us first together with another company from a different business sector, evidenced by the results obtained from other specific initiatives we have voluntarily taken part in – acting as pioneers in the industry – such as the Workforce Disclosure Initiative.

We are aware of the growing interest on the subject by both investors and policymakers, especially from European institutions. We firmly believe that the efforts made in recent years will allow us to properly address society and investors' expectations: we are ready to face the regulatory requirements emerging internationally, which will require companies to adopt mandatory due diligence on human rights.

It is time to be aware that the challenges of the current global context can only be faced and overcome by looking to the future, with the dignity of every human being as a compass. To be successful, each of us must play a role in a just transition process, placing ourselves at the service of others.

Claudio Descalzi
Chief Executive Officer

"The recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world."

Universal Declaration of Human Rights Proclaimed by the United Nations General Assembly in Paris on 10 December 1948

