

Message to our Stakeholders and Rightsholders

"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**



We are living in a time of disruption that calls us to act with even more responsibility to affirm our values: peace, respect for human rights and sense of community. As everyone, I am witnessing the escalation of the humanitarian emergency in Ukraine with great concern. The war is destroying human lives and livelihoods and deteriorating international relations, drawing us to join forces to seek our common good.

As Eni, we are close to the Ukrainian people, both in our thoughts and actions. Together with our colleagues, we have launched a fundraising initiative in support of the

citizens affected by the conflict; we donated materials as well as promoting support and welcome initiatives for Ukrainian children and young people hosted in Italy.

Since the very beginning of the crisis, we have been working closely with the Italian government and with our partners to strengthen Europe energy security, by finding alternative supplies to Russian gas.

Our goal stands clear in this context: we want to work for the security and sustainability of the energy system, while keeping a sharp focus on a just transition that will be people-centred. We will achieve

a just transition only if we share its costs fairly, without burdening workers and vulnerable communities, while accelerating decarbonisation to achieve the Paris Agreements' objectives.

In this direction, for Eni, respecting human rights means to grow in an inclusive way, recognizing the value of each person, ensuring their dignity, safety and health, equal working conditions and promoting diversity.

To this aim, in 2021 we have continued consolidating our systemic approach to respect for human rights. We can now rely on our hu-

man rights due diligence, centred on a risk-based model and mitigating measures implemented in each area of our salient human rights issues: workers, suppliers and business partners, communities, and security services.

In 2021, we carried out four specific human rights studies in relation to the industrial projects considered more at risk in Angola, Albania, Oman and United Arab Emirates, with the support of prominent experts and consultants in the field of human rights. These practices led us to the creation of concrete Human Rights Action Plans, tailored on the specificities of each country. Furthermore, as part of the work Eni is doing within the framework of the Voluntary Principles on Security and Human Rights (VPI), in 2021 the VPI Steering Committee approved Eni's Voluntary Principles Implementation Plan. We also updated our procedures to manage grievances coming from the communities, and we are investing on training activities for our workers and for our suppliers.

In January 2021, Italy began the ratification process of the International Labour Organization Convention on the elimination of violence and harassment in the workplace. In October 2021, the process came to an end, marking an epochal milestone as it recognizes that violence and harassment in the workplace can constitute, in addition to a violation of human rights and a threat to equal opportunities, a real risk to health and worker safety. Eni has decided to move in advance to the issuance of the national implementing decrees and in December 2021 we published our Zero Tolerance Policy that prohibits all forms of violence and harassment at work, without exception.

In December 2021, we also signed the United Nations Women's Empowerment Principles, as we strongly believe that all dimensions of diversity are of utmost importance. In particular, gender equality is paramount in view of women's fundamental role in the human development of every social group, from family to community, and to businesses.

In addition, we are leveraging our integrated approach to ensure that the most innovative projects we are developing are fully aligned to human rights and sustainability policies. For example, in Kenya and Congo we have started to monitor the impact on the communities of our agri-feedstock initiatives aimed at producing vegetable oil for biorefining. In these countries, we are working closely with farmers to recover marginal land by growing crops for energy use, not in competition with the food value chain, for example in degraded areas subject to erosion, drought and pollution. These projects will provide income opportunities and market access to thousands of farmers in rural areas. To ensure it, we are carrying out socio-economic studies to evaluate over time several indicators, such as the improvement of the revenues that the system introduces on the lives of farmers, as well as the proper land management. This practice will allow us to promote the integration of African countries into the bio-fuel value chain with the utmost respect for the environment and human rights.

Looking ahead, we will also work to ensure our approach is aligned with upcoming regulations. The EU Commission has recently published its proposal on Corporate Sustainability Due Diligence Directive, which would require member States of the European Union to

legislate at national level the human rights and environment due diligence obligations for companies. While the legislative process is ongoing and several aspects of the proposal still debated among the different stakeholders, Eni welcomes the Commission's proposal. Eni is indeed already committed to human rights due diligence processes and the system developed according with the UN Guiding Principles on Business and Human Rights certainly makes the company well prepared for the forthcoming regulatory requirements.

In conclusion, the work carried out by Eni in recent years allows us to rely on a solid path, also recognized by our stakeholders, which will in any case require constant verification and improvement to ensure its full effectiveness. It is time to be aware that as a Company we are credible when we demonstrate that we are capable of working in a respectful and inclusive way.

This is the real key to community and a guiding principle to be followed regarding the role of companies on human rights.

Claudio Descalzi
Chief Executive Officer

