



Eni signs the United Nations Women's Empowerment Principles to strengthen gender equality in the workplace and business practices

San Donato Milanese (Milan), 1 December 2021 – Eni has adopted the United Nations Women's Empowerment Principles (WEPs) as part of its commitment to promoting gender equality and women's empowerment in the workplace, business practice and community.

“At Eni we 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 to businesses. Furthermore, gender equality is deeply integrated into the United Nations Sustainable Development Goals to which Eni's current corporate commitments and future targets are aligned. By signing the WEPs, Eni will have access to new and interesting opportunities to further strengthen its support to gender equality and empowerment and make progress in its journey towards reaching these goals”, said Eni CEO Claudio Descalzi.

“For over a decade, the Women's Empowerment Principles (WEPs) have helped companies accelerate gender equality and advance women's empowerment in the workplace, marketplace and community. With women representing half the world's population yet remaining under-represented in business, the WEPs provide the necessary roadmap to break down barriers to women's economic empowerment. I welcome you to this growing community of Signatories and thank you for using the WEPs as a guide on your journey to sustainability, to lead and shape the path towards a more equitable world where women and girls thrive.”, said Sanda Ojiambo, UN Global Compact Executive Director.

The WEP's adoption reinforces Eni's approach to gender equality and empowerment, which is based on the fundamental principles of non-discrimination, equal opportunity and inclusion, as well as on work-life balance. Eni's regulations and corporate governance mirror this commitment.

In line with this approach, the company is committed to integrate a gender-sensitive perspective into its internal and external processes, as well in its local development projects,

also by conducting gender-responsive assessments, to ensure that activities are genuinely inclusive and that women are both beneficiaries and leaders of its initiatives. Eni is also involved in education's initiatives with its stakeholders, such as Coding Girls, to spread the culture on women empowerment and encourage their access to STEM (Science, Technology, Engineering and Mathematics) careers.

The Women's Empowerment Principles (WEPs) guide businesses on how to promote gender equality and empower women in the workplace, marketplace and community. Jointly established by the UN Global Compact and UN Women, the WEPs are underpinned by international labour standards and human rights and by the recognition that businesses have an important role in promoting gender equality and women's empowerment. Adopting the seven principles is the best way that businesses can deliver on the ambitions for gender equality and women's empowerment as outlined in the 2030 Agenda on Sustainable Development and in the 17 SDGs.

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