

Operational Excellence



Our model for operational excellence focuses on our commitment to the enhancement of people and the protection of the environment in which we operate. Basic corporate values that are embodied in approaching and conducting every activity with the utmost attention to sustainability, promoting the health and safety of workers and operating with integrity and transparency, while respecting human rights.

In this way, Eni Rewind ensures a concrete contribution to the ecological transition, tracking down the opportunities brought by the new environmental challenges and circularity through technological innovation, skills and experience gained in the field over the years.

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Each of us



WHY IS IT IMPORTANT TO ENI REWIND?

The keys to Eni Rewind's success are its people, their skills and their energy. The women and men who work here are, in fact, a unique asset and a strategic factor in the constant pursuit of operational excellence and always taking on new challenges. The people share the company's values, like the enhancement of human capital and respect for the environment and the local community. The Company promotes the creation of a discrimination-free working environment that provides opportunities on the basis of shared merit criteria.

Gennaro Cangiano
HR Business Partner

POLICIES AND OTHER REGULATORY INSTRUMENTS

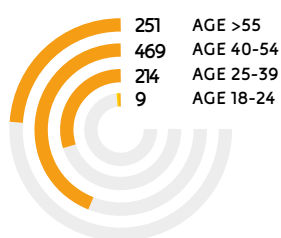
"Our People", "Integrity in our Operations", "Operational Excellence" Policies

MANAGEMENT AND ORGANISATION MODELS

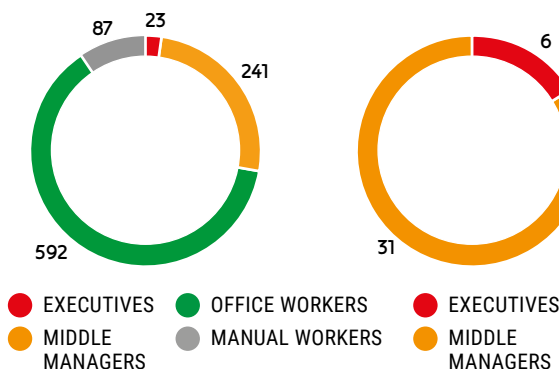
Integrated health, safety and environment and quality management system: compliant with ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:07 standard for health and safety management.

The Eni Rewind team consists of around 1,000 people:

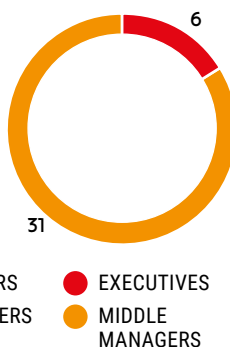
EMPLOYEES BY AGE GROUP IN 2021



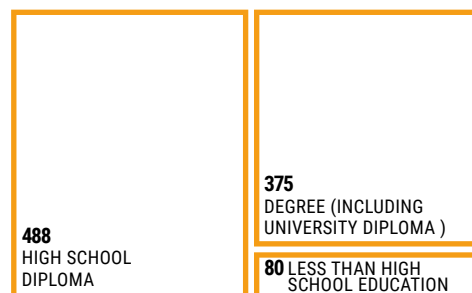
EMPLOYEES BY PROFESSIONAL CATEGORY



WOMEN IN POSITION OF RESPONSIBILITY



EMPLOYEES BY EDUCATION



Diversity and inclusion The culture of plurality

Eni's approach to Diversity & Inclusion is based not only on the fundamental principles of non-discrimination and equal opportunities but on the active commitment to creating a working environment where personal and cultural diversity is considered a source of mutual enrichment

and an indispensable element of business sustainability. Eni Rewind together with Eni ensures that all its people are treated fairly regardless of any differences in gender, religion, nationality, political opinion, sexual orientation, social status, physical abilities, medical conditions, family circumstances and age and any other irrelevant aspects.



37%
of women in
engineering / R&D

27%
women in positions
of responsibility

Main welfare initiatives promoted in 2021

With regard to gender diversity, Eni Rewind focuses particular attention on promoting initiatives aimed at attracting female talents, as well as developing managerial and professional growth careers for women in the company. In the course of 2021, together with Eni, it promoted a series of initiatives with a focus on gender parity for students in STEM (Science, Technology, Engineering and Mathematics) subjects with the aim of constantly enriching its processes and operational practices. Activities include:

- InspirinGirls: an initiative that started 4 years ago, involving some 7,000 junior high school boys/girls, to help them overcome prejudices by becoming aware of their own talents, including with the international social campaign #ThisLittleGirlsMe so that girls all over the world can learn about the stories of thousands of women and feel free to choose any profession;
- Think About Tomorrow: an event in high schools aimed at helping young people make a conscious educational and professional choice to overcome gender stereotypes, stimulating girls' interest in STEM studies and raising awareness among the male audience on issues related to gender equality.
- Participation in the work of the STEM1 Intercompany Committee promoted by Valore D with the aim of proposing an action plan to complement the implementation of the Manifesto for Women's Employment also signed in 2016 by Eni.

34,787
total hours of training

62%
HSEQ content

WELFARE

Even in 2021, our people, through the Smart Working instrument, continued to ensure normal operations during the health emergency phases, while reconciling the new personal and family life require-

ments created by the extraordinary situation. The experience gained in the two-year period 2018-2019, when Eni Rewind had been identified as a pilot company in Eni for the adoption of organisational Smart Working, had facilitated

the widespread use of this mode of working since the beginning of the COVID-19 pandemic. For more information on the main welfare initiatives promoted together with Eni during 2021:

[Eni For p. 50](#)

TRAINING

Eni Rewind enhances human capital with initiatives that promote the integration and growth of the skills necessary in the Company. In addition, it supports and promotes professional development, offering opportunities in different work contexts. In conti-



nuity with what has been achieved over the last three years, in 2021, initiatives have been organised to enhance human capital, incentivising the contribution that each individual can make and encouraging the development of knowledge and skills. The new digital and virtual training

methods, which were already enhanced last year to cope with the limitations imposed by the health emergency, were consolidated. Interventions focused in particular on environmental issues, while maintaining the usual focus on safety and human rights issues.

UPGRADING SKILLS IN THE TRANSITION PROCESS: THE MAIN INITIATIVES OF ENI REWIND

Waste treatment technologies: initiative in cooperation with the University of Ferrara, which involved 26 colleagues working in the technical field for a duration of 32 hours focusing on technologies applied to waste.

Hydrogeology specialists a training intervention aimed at enhancing the skills of colleagues in the Environmental Studies unit, and fostering the insourcing process of hydrogeological site management and numerical modelling activities. The 12-module course involved 25 colleagues for a total of about 2,000 hours and will continue in 2022.

The circular economy in waste management initiative of *upskilling* included in the training plan foreseen by the expansion contract and realised in collaboration with Eni Corporate University (ECU) with the teaching of the Turin Polytechnic. The training course, delivered in virtual classroom mode, aimed to strengthen skills in the field of waste management and the best technical and engineering solutions for its treatment, enhancing the exchange between the academic and engineering worlds. The 20-hour course divided into 5 modules was attended by 54 resources with proven experience in the relevant fields.

HUMAN RIGHTS TRAINING ACTIVITIES



During 2021, the training plan on the issue of human rights continued, involving more than 100 people engaged in a course structured in 4 modules and aimed at promoting a corporate culture on the issue, improving understanding of the possible impacts of business on human rights and learning about Eni's commitment to respecting those rights.

TO FIND OUT MORE:

Learn more about the importance of respecting human rights at Eni [Eni For 2021 p. 68-73](#)

Health

In 2021, Eni Rewind adopted Eni's new health guidelines together with the corresponding operating procedures. The health management system aims to promote and maintain the health and well-being of people and to ensure appropriate risk management in working environments.

HEALTH SURVEILLANCE

944 health surveillance visits were carried out for personnel at the sites, in compliance with the COVID-19 procedures. Medical check-ups on returning from COVID-related illnesses were carried out regardless of the days of leave.

HEALTHCARE

In terms of healthcare, 194 medical check-ups were carried out for employees and 32 for contractors at the medical facilities. The main reasons for using medical facilities concerned:

- Check-ups of pre-existing conditions (arterial hypertension) or administration of therapies prescribed by GPs or specialists;
- symptoms affecting the osteo-muscular system, mostly for previously diagnosed cases;
- symptoms affecting the respiratory system, mostly as a result of cold-related illnesses.

In addition, 12 employees and 10 contractors approached company

medical services for suspected COVID-19 symptoms.

Health promotion initiatives continued where compatible with the COVID emergency, both at local level and through participation in Eni projects (campaigns for cancer prevention and prevention of cardiovascular diseases).

With regard to the recognition of diseases of suspected occupational origin, a total of 18 applications were received in 2021: 17 from former employees (4 from heirs), with no particular clusters of origin. The downward trend in the number of complaints is therefore confirmed.

2021 health surveillance check-ups

790

periodic check-ups, in line with the program

60

preventive pre-recruitment medicals

21

medical check-ups on the resumption of work after being absent for health reasons

31

pre-termination check-ups

19

job change check-ups

3

check-ups at the worker's request

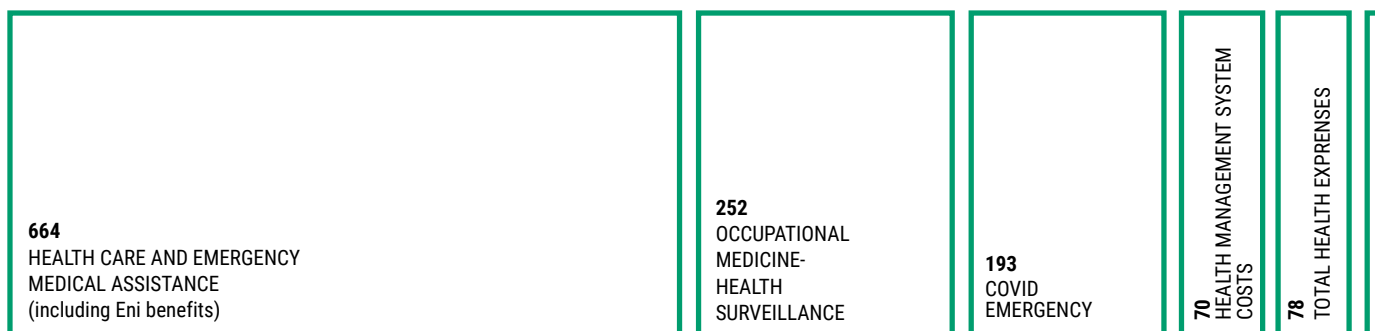
20

extraordinary check-ups

Expenses incurred in 2021 (€/000)

1,273

Total health expenses



Safety and Environment



WHY IS IT IMPORTANT TO ENI REWIND?

The implementation of Eni Rewind's HSEQ initiatives and projects, while respecting and protecting the environment and workers, contributes substantially to the achievement of business results. HSEQ results are achieved with the involvement and contribution of everyone's professionalism, because unity concretises the effectiveness of our work and enables us to promptly face new challenges, including international ones.

Commitment to constant dialogue, continuously involving field staff, local communities and suppliers, has enabled the growth of a culture that is increasingly sensitive to, and strongly oriented towards, HSEQ issues in order to be able to prevent accidental events.

Francesco Massimo Manglaviti

HSEQ - Health, Safety, Environment & Quality Manager

POLICIES AND OTHER REGULATORY INSTRUMENTS

SAFETY: "Our People", "Integrity in our Operations", "Sustainability" Policies, Eni Declaration on Respect for Human Rights; Code of Ethics.

ENVIRONMENT: "Sustainability", "Integrity in our Operations", "Eni Biodiversity and Ecosystem Services" Policies, Code of Ethics.

MANAGEMENT AND ORGANISATION MODELS

SAFETY AND ENVIRONMENT: Integrated environment, health and safety and quality management system: adopted by the organisation and certified under ISO 45001:2018 for health and safety management and ISO 14001:15 for environmental management; Legislative analysis and regulatory updates on Safety and Environment issues; Technical meetings for analysing and sharing experiences on specific Safety and Environment issues.

PROGRESS IN 2021

- ▶ **Training** more than 3,300 hours of internal training were provided in the areas of Occupational Safety, Process Safety and Industrial Hygiene and more than 1,100 hours of training for Eni Rewind people and third parties on contaminated site remediation, waste management, asbestos, discharges and emissions.
- ▶ **Implementation of digital initiatives:** AppHSEni (for safety management in operations with ATEX devices), electronic work permit, smart safety project.
- ▶ **Awareness-raising initiatives** for employees and contractors on HSE aspects and the importance of analysing and managing accidents, near misses and sub-standard conditions/actions (so-called weak signals).
- ▶ Initiatives to strengthen competence and knowledge in the field of **occupational safety**.

TARGETS

- ▶ **OCCUPATIONAL SAFETY** in order to achieve the objective of a progressive reduction of accidents, the implementation of the following initiatives will continue:
 - **HSE Eni Safety Pre Sense:** instrument for analysing weak signals entered in the computer database, in order to obtain predictive information with respect to the main risk areas;
 - **RCA (Root Cause Analysis):** specific Eni training for the investigation of accident events to be delivered to HSE Employer Line Managers;
 - **THEME (The Human Error Model for Eni):** methodology to analyse and manage the human factor in the field of safety;
 - **HSEni App:** increasing extension of the App by employees and contractors;
 - **e-WP** implementation of the Electronic Work Permit (e-WP) and updating of the management system in line with Eni procedures.
- ▶ **PROCESS SAFETY** :dissemination of Process Safety Fundamentals identified by Eni.
- ▶ **PRODUCT SAFETY:** Gap Analysis of product safety data sheet management and regulatory compliance for risk assessment and worker health.
- ▶ **awareness Initiatives** efforts will continue to strengthen the level of HS training and culture of employees and contractors, as well as the *Environmental Golden Rules* with the objective of promoting virtuous, more environmentally aware and responsible behaviour by Eni's employees and suppliers.
- ▶ **Environmental skills** Eni Rewind's commitment to strengthening environmental expertise will continue through training initiatives, focusing in particular on field operations and regulatory updates.
- ▶ **Specialist technical support** to the Operational Units.

ACCIDENT RATES AND INTERVENTION ACTIONS

In 2021, Eni Rewind also confirmed its commitment to the prevention and mitigation of health and safety risks for its own workers and suppliers, in order to minimise the occurrence of accidents.

Although there was an increase in the number of accidents during the year, from two in 2020 to five in 2021 (all of which occurred to employees), the Company nevertheless confirmed its commitment to achieving the Severity Incident Rate (SIR) target, Eni's internal index that considers the level of severity of accidents.

The total recordable accident frequency rate (TRIR) of the workforce increased in 2021 compared to 2020, with an increase in the employee rate and a decrease in the contractor rate to zero, but none of the recorded injuries had a prognosis of more than 180 days of absence or with consequences such as total or partial permanent disability. The index value for occupational accidents with serious consequences is therefore zero.

The FI figures (frequency index, ratio of the number of events per million hours worked) and SI (severity index, ratio of total days absent for an accident per thousands of hours worked) for Eni Rewind record a slight worsening compared to the previous year due to the number of

absent days related to the five incidents recorded.

The results of 2021 drive our commitment to further improve our safety performance and those of our contractors. For each accident that occurs, as well as for the most serious accidents and near misses, in-depth investigations are conducted to identify the root causes of the events and the most effective corrective actions, using Eni's RCA (Root Cause Analysis) investigation method. Lessons Learned are also elaborated to be shared with all personnel of the different Eni Rewind Operational Units for increasing awareness among employees and contractors.

The identification and analysis of the causes of the events made it possible to implement immediate actions to prevent a recurrence:

- identification of basic operations for the safe execution of routine plant activities and preparation of related operating procedures/instructions to be made available to all plant operators, implemented by training and learning tests;
- training of managers to improve resource management and teamwork;
- training, with verification of learning, on the correct way of carrying out work and work permits;
- coaching or leadership courses aimed at reinforcing safety messages and the application of 'stop work authority';
- updating of specific Operating

Instructions for the use of equipment and application of checklists to verify the integrity of equipment;

- intensification of controls on work permits.

In order to further reduce accidents Eni Rewind has committed itself to

- enhance the capacity to analyse the data recorded in the HSE databases, using the Safety Presence instrument, with the aim of taking preventive action through corrective actions on situations with a potential accident risk;
- apply on operational sites human factor analysis methodologies in the field of behavioural safety to identify intervention strategies that act on human barriers, such as the implementation of the THEME methodology;
- introduce new, increasingly digital-intensive technologies to increase the safety level of its operators, such as Smart Safety or CCTV cameras for fire detection.

Furthermore, in line with Eni, to focus the company's commitment on the pursuit of employee safety, specific safety parameters and related commitments are identified, such as the aforementioned Severity Incident Rate (SIR) and the Safety Culture Program (SCP - a preventive safety management indicator involving aspects such as the analysis and management of weak signals, the implementation of safety awareness campaigns and emergency preparedness).



		2019	2020	2021
Hours worked (ML/h)	Workforce	5,186	5,020	5,362
	Employees	1,501	1,644	1,610
	Contractors	3,685	3,376	3,752
Number of accidents (contributes to FI calculation)	Total	5	2	5
	Employees	-	1	5
	Contractors	5	1	0
Days absent from work (contributes to SI calculation)	Total	56	169	222
	Employees	-	8	222
	Contractors	56	161	0
Frequency rate (accidents with days absent from work/ hours worked) x 1,000,000	Workforce	0.96	0.40	0.93
	Employees	-	0.61	3.11
	Contractors	1.36	0.30	0
Severity index (days absent/hours worked) x 1,000	Workforce	0.011	0.034	0.041
	Employees	-	0.005	0.138
	Contractors	0.016	0.048	0
TRIR Total recordable accident frequency rate [(accidents + work restrictions + medical treatments)/hours worked] x 1,000,000	Workforce	0.96	0.60	0.93
	Employees	-	0.61	3.11
	Contractors	1.36	0.59	0
Safety expenses and investments (excluding ILCV) – €/000		2019	2020	2021
TOTAL CURRENT SAFETY EXPENSES		700	500	560
TOTAL SAFETY INVESTMENTS		1,500	1,500	6,200
TOTAL CURRENT HSE EXPENSES		170,000	180,000	200,000
TOTAL HSE INVESTMENTS		33,300	46,100	62,000

The culture of Safety and the Environment

Eni Rewind is committed to ensuring that everyone can become a leader and example when performing their activities in complete safety and with respect for the environment at starts with management and trickles down to all employees and contractors. In order to ensure safety in all workplaces and environmental protection, the company promotes various initiatives aimed at raising awareness, developing skills and adopting re-

sponsible and proactive behaviour, in full compliance with HSEQ principles.

The initiatives were conducted on an ongoing basis, taking advantage of the “online mode”.



MAIN INITIATIVES:

Safety & Environment

Safety and Environment Pact: Subscribing by Eni Rewind and its contractors of a commitment that binds the parties to adopt and use a series of common instruments identified with the aim of carrying out works under contract without significant occupational accidents or accidents, permanently improving the safety culture and environmental management of contractors. Eni Rewind, with the support of the HSEQ Eni SCC (Safety Competence Centre) structure, signed Safety and Environmental Pacts at the Avenza and Siti Minerari, Ponte Galeria, Porto Torres, Porto Marghera, Cengio, Pieve Vergonte, Gela, Avenza and Brindisi sites.

HSE Day: program to raise awareness among employees and contractors on HSE aspects, on the importance of analysing and managing near misses and unsafe conditions/acts and to share the main Lesson Learned developed by Eni and Eni Rewind. In 2021, HSE Days were held at the Pieve Vergonte, Porto Marghera, Porto Torres, Crotone, Brindisi and Avenza service stations.

HSE Takeaway: informal sharing moments organised by Eni Rewind during the course of the year to raise staff awareness of safety and environmental aspects, in an atmosphere of discussion and experiential exchange.

Safety Competence Assessment carried out assessments aimed at strengthening the HSE culture and competences of specific figures at the Porto Torres and Priolo sites.

Worker for the HSE ++ pact carried out at the Porto Marghera and Porto Torres sites a survey addressed to contract workers on their knowledge of HSE aspects, to assess through interviews and questionnaires, the level of culture on safety and environmental issues.

THEME the Ravenna site acted as a pilot for the behavioural analysis project proposed by Eni to assess the impact of the human factor on individual safety performance.

Coaching SCC (Safety Competence Center): implemented in the GTP employer line of the Brindisi, Porto Torres and Gela sites the awareness-raising initiative promoted by Eni to improve company safety and which the SCC already carries out for contractors.

Programme for the dissemination of environmental culture which received an award at Eni's Safety & Environmental Day 2021, involved all Eni Rewind employees in training, information and awareness-raising initiatives on environmental issues such as:

- **Normative Pills** dissemination of regulatory aspects of key environmental issues via internal e-mail
- **Relay Project:** monthly meetings, called "workshops", aimed at sharing company know-how among colleagues;
- **Flyers:** periodic sending of leaflets by e-mail in order to raise awareness of particular environmental issues among Eni Rewind people.

'Good morning HSEQ':

- meetings with the Protection and Prevention Service Managers, Protection and Prevention Service Managers, the HEALTH Unit and "Coordination meetings with Employers" aimed at ensuring coordination in the context of the COVID emergency situation at all Eni Rewind sites and providing the relevant regulatory updates;
- "Meetings with Workers' Representatives" to disseminate and share HSEQ issues and to receive requests from sites;
- "Safety & Environment Meetings" with Employers, Unit Managers and HSEQ, to strengthen the dialogue between headquarters and operational sites.

Eni Rewind 100%: in 2021, 3 streaming meetings were held by the CEO and Eni Rewind Top Management with all personnel aimed at raising awareness of occupational safety issues, preventive risk planning and assessment, and the timely execution of operating activities

Digital Safety

e-WP: (Electronic System of Work Permits) implemented the computerised version of the paper work permit at the Avenza, Cengio, Ferrara, Ravenna and Brindisi sites.

Smart Safety Operator: IT system applied at the GTP employer's line at the Brindisi site to support the management of worker safety for solo activities.

Safety Pre Sense: software, applied in the centre-South operational sites, that can analyse the accumulation of data and information related to accident events recorded annually in the Eni database, in order to identify keywords and recurring patterns and then intercept the weak signals on which to intervene to avoid an accident occurring.

HSEni App: extended the use of the Safety Golden Rules App proposed by Eni to another 6 Eni Rewind sites, in addition to the pilot site in Priolo. It is a digital working instrument, downloadable to smartphones, which can be used for field audits, start-of-work analyses, safety moments, instrument-box talks, site visits, safety meetings, tracking and reporting on unsafe conditions, as well as being a digital convergence instrument for all HSE-related instrument material developed and for promoting HSE culture (videos, information material, etc.).

Smart Safety: the "smart safety - man-down" project at the GTP plant in Brindisi, which allows the use of the man-down detection device for the protection of operators working in unmanned outdoor areas.

In addition, to ensure more direct and effective communication, an online page on the company intranet dedicated to HSEQ Eni Rewind and accessible to all Eni employees was created. An online channel (mbx) dedicated to collecting HSEQ ideas and suggestions from Eni Rewind workers was also launched. As well as implementing suggestions, mbx is also promoting a series of awareness-raising initiatives, including the proposal of an online course for all employees in 2021 on the principles of standard ISO 45001 on occupational health and safety issues.

Process safety

At Eni Rewind, the commitment to process safety is fundamental in order to prevent and control accident risks, with the aim of safeguarding the safety of people, the environment, assets and corporate reputation. Specifically, Process Safety Management enables the proactive identification, assessment, prevention and mitigation, in accordance with the best applicable technical and safety standards, of risks associated with uncontrolled releases of hazardous substances that could

result from process or equipment malfunctions or inadequate regulatory instruments.

In 2021, no process incidents occurred.

In line with the different nature of the hazards and risks associated with specific operational activities, Process Safety is promoted and supported by a culture that is widespread at all levels of the organisation. As part of this process, training was also initiated for all personnel dedicated to the management of GTP plants on the fundamental aspects of Process

Safety and some resources were specifically trained for the role of Auditor in Process Safety. Furthermore, the Company continues the Process Safety Audits on the groundwater treatment plants (GTPs) in line with Eni standards and main best practices, and, with a view to continuous improvement. In 2021, 2 Process Safety Audit were conducted at the GTP plants of Manfredonia and Priolo, aimed at assessing the gaps in Eni plants in view of the implementation of the new Process Safety provisions.

Asset integrity

The asset integrity system, of fundamental importance for Eni Rewind, ensures that assets are managed effectively and

efficiently for the protection of people, the environment and business continuity. Following the census of its main assets on the sites, a specific asset integ-

rity function has been in place since 2021, which will continue to implement the necessary actions to ensure the highest safety standards.

Eni Process Safety Fundamentals

Process Safety Fundamentals (PSF) represent one of the most important safety initiatives in recent years at Eni, as activities must always be conducted through safe operations even in the current global emergency. PSFs aim to provide the frontline workforce with a instrument to improve the safety of operations and spread the culture of process safety and asset integrity.

Eni Rewind in 2021 ensured the dissemination of Eni's PSF (Process Safety Fundamentals) at a further 4 sites: Assemini, Brindisi, Porto Marghera and Porto Torres. In addition, an online workshop and several specific PSF dissemination meetings were organised, involving numerous employees from the operating lines.

Find out more [➔ Eni For page 59](#)

Emergency preparedness and response

Emergency preparedness is regularly tested through drills that serve to test the ability to respond in line with dedicated plans, including the timely alerting of management and the necessary resources and assets to deal with the event.

Despite the continuation of the pandemic, the level of emergency preparedness at the operational sites was maintained at a high level by carrying out more than 100 exercises with fire, environmental, natural events and sickness and accidents scenarios. In addition, an emergency simulation request-

ed by the Civil Protection - coordinated by Versalis and Eni - took place at the Porto Torres site, where the emergency response of Eni Rewind resources was also tested.

In 2021, two fire emergencies were recorded in the area outside the Belvedere di Spinello site.

Suppliers and customers



WHY IS IT IMPORTANT TO ENI REWIND?

The supply chain plays a key role in Eni's Sustainable Transition strategy. For this reason, Eni Rewind has decided to involve its entire supply chain in Sustainable Supply Chain programmes with innovation and industrial transformation initiatives in the economic, social and environmental spheres that aim at a fair and inclusive transition path. In fact, sustainability elements are an integral part of the whole procurement process. The aim is to also make suppliers and customers protagonists of a transformation that allows us to protect our environment and foster positive and profitable growth for all based on clear ESG objectives.

Filippo Saranga
Environmental Procurement Manager

Application of the JUST model in the Eni Rewind Supply Chain



In 2019, Eni launched JUST - Join Us in a Sustainable Transition, aimed at all its suppliers to promote knowledge and skills sharing and stimulate new ideas for supply chain sustainability.

The programme is inspired by the 17 United Nations Sustainable Development Goals (SDGs), in which the principles of environmental protection, social growth and economic development become the guideline for every supplier relationship, with concrete applications and measurable impact at every stage of the procurement process, from Market

Intelligence initiatives, to qualification, to tendering.

Specifically, the JUST parameters take into account the 4 pillars of sustainability: Planet, People, Economic Prosperity and Corporate Governance Principles, underpinning the environmental, social and governance (ESG) metrics of 'Stakeholder Capitalism Metrics', defined by the World Economic Forum and the International Business Council (IBC). The relevant KPIs, included in the tender scoring models, contribute to the assessment of the supplier in addition to the well-established technical and HSEQ parameters, so as to confer a reward for those companies that

are also more virtuous in terms of sustainability.

The application of the JUST accounting policies in the Eni Rewind tenders was preceded by a phase of engagement of Eni's qualified suppliers on sustainability issues, aimed both at understanding the level of maturity of the specific sector on these issues and at discussing possible sustainability KPIs to be included in future proceedings.

To this end, 7 workshops were held in 2021, attended by over 160 suppliers from the following sectors: liquid disposal, remediation, decommissioning, waste transport, engineering, groundwater treatment and geognostics.

70%

contracts awarded in 2021 with tenders including the JUST model



LOCAL CONTENT

Eni Rewind pays close attention to the involvement of businesses in the territories where it operates, with a view to the promotion and sustainable growth of the local entrepreneurial fabric and culture. For this reason, Eni Rewind implements procurement strategies that maximise, where the subject matter of the contract and the market warrant it, the involvement of local companies, provided they meet the necessary requirements. This approach brings many benefits, from the smaller environmental footprint determined by on-site supplies, therefore at "zero km", to the development of

new market opportunities with local companies.

The Memorandums of Understanding for Employment signed by Eni with the Basilicata Region (Val d'Agri Oil Unit) and for the Gela industrial area are part of this direction of attention to workers and local communities. These agreements are managed through constant relations with the Prefectures and the competent bodies.

Furthermore, through the territorial and sector associations, Eni Rewind promotes meetings and information sharing with local companies, aimed at "preparing" the territory in view of upcoming tenders.

During these meetings, the project activities and estimated timeframes, the drivers of the related procurement strategies, as well as the minimum requirements for access to tenders and qualifications, and the related accreditation modalities are explained, in full respect of free competition and the market. More recently, in 2021, meetings were held with Confindustria Verbania for the works to move the Torrente Marmazza as part of the remediation of the Pieve Vergonte site, and Confindustria Sardinia for the subsequent activities planned as part of the important remediation interventions at the Minciaredda area (Nuraghe Project) and Porto Torres (SS) plants.



Memoranda of legality

In order to counter attempts of infiltration by organised crime into the contracts and subcontracting of remediation sites, Eni Rewind and the Prefectures promote the Memoranda of Legality, subject to approval by the Ministry of Internal Affairs. In particular, protocols are applied in the most complex sites such as Pieve Vergonte, Brindisi, Crotone, Gela, to prevent organised crime phenomena.

Along these lines, Eni Rewind undertakes, among other things, to request an anti-mafia report on suppliers and subcontractors for all supplies defined as 'sensitive', to require that the same suppliers open 'dedicated' bank accounts for the traceability of financial flows related to the contract, and to send the Prefecture periodic information on the status of works.

All institutional stakeholders and trade unions participate in the Memoranda of Legality, aiming to guarantee legality and transparency in environmental remediation activities, as well as continuous monitoring of sites by law enforcement agencies.

Among the commitments envisaged, occupational safety is of particular importance, and Eni Rewind ensures that the conditions of employment of workers, their health and the protection of the environment are effectively safeguarded.

Learn more about Eni's anti-corruption policies [➤ Eni For pages 74-77](#)

CUSTOMERS

The current global challenges call for an overall vision of remediation and resource regeneration projects, accompanied by greater collaboration between operators, institutions and territorial realities.

Eni Rewind, thanks to its experience in managing even critical situations at sites with very different industrial histories, ensures its customers, both public and private, an effective

and sustainable management of environmental activities, in compliance with the applicable law.

The company has developed specialised skills in environmental design, remediation, and water and waste management to maximise the effectiveness and efficiency of each intervention, offering innovative and sustainable solutions.

As Eni's environmental company, it actively contributes to the dissemination

of best practices in a process of virtuous change to which all stakeholders contribute in pursuit of the interests of the territories and communities that inhabit them.

In 2020-2021, the Company received major assignments on behalf of third party customers related to environmental assessment, soil characterisation and remediation design, and assistance in permitting procedures.

The remediation of the Collina area at the Mantua site for Edison

