



ENI'S STATEMENT

ON RESPECT FOR HUMAN RIGHTS

From December 11, 2023 this document is entirely replaced by the "Respect for human rights in Eni" Policy.

<https://www.eni.com/en-IT/sustainability/people-community/human-rights.html>



ENI'S STATEMENT ON RESPECT FOR HUMAN RIGHTS

1. OUR VISION ON HUMAN RIGHTS

Eni's vision on human rights builds on the dignity of every human being and on companies' responsibility to contribute to the well-being of local individuals and communities.

Eni's approach to human rights is integrated into its mission as an energy company that works to build a future where everyone can access energy resources efficiently and sustainably; is committed to long-term partnerships with host countries and communities; and grounds its work in passion and innovation, in the quality and development of its people, and in the recognition that diversity across all aspects of our operations and organisation is something to be cherished.

Consistent with these objectives, Eni contributes to meeting domestic energy needs in countries where access to energy is critical, by allocating a significant share of gas production to domestic demand as well as by building power plants and related downstream infrastructures. This represents the precondition to help meet the needs connected with economic diversification, education and training, health and access to water, all of which are addressed by means of specific initiatives. Through its "dual flag" cooperation model, Eni promotes a fundamental dimension of human development and dignity. This vision goes beyond obtaining a social licence to operate: it is an integral part of Eni's identity and its way of doing business. It also contributes to embedding the Sustainable Development Goals within our host countries' national development plans, in line with the United Nations 2030 Agenda.

Within such frameworks, this Statement is focused on Eni's specific commitment to respecting human rights. The values and commitments set out in this document represent a core part of Eni's heritage and culture, and underpin the business integrity principles included in its Code of Ethics and spread through on-going training and awareness-raising programmes.

2. OUR AIM: RESPECT FOR HUMAN RIGHTS

Eni is committed to respecting human rights in its own operations and expects its Business Partners¹ to respect the aforementioned rights with regard to the activities assigned to or carried out with them as well as to the activities they may carry out in Eni's interests.

Eni reaffirms its commitment to respect the human rights contained in the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the other applicable human rights as set out in international Treaties and Standards.

Eni adheres to the UN Guiding Principles for Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ten principles of the United Nations Global Compact.

As a consequence, Eni will avoid infringing on the human rights of others and will address any adverse human rights impacts in which it might be involved.

Eni undertakes to ensure that the principles included in this Policy Statement shall be disseminated and implemented at all levels, both in Italy and abroad in every country in which Eni operates.

The principles and contents of this Statement apply to Eni², Eni's directors, statutory auditors, managers and employees as well as by all those who operate in Italy and abroad in the achievement of Eni's objectives.

Furthermore, Eni operates in compliance with local laws of the countries where it is present. In the event of obstacles to the implementation of this Statement deriving from divergence between national local laws and its operating standards, Eni shall strive to develop alternative measures aimed at promoting respect for human rights.

3. OUR SPECIFIC COMMITMENTS

Eni is committed to actively cooperating with state authorities and government entities in the implementation of their human rights agenda. Being a major operator in

1 - Any third party, non-employee providing products or services for Eni or any third party that acts on behalf of or for Eni's interest.

2 - "Eni" means Eni S.p.A. and its direct and indirect subsidiaries in Italy and abroad.

several countries, Eni believes that, by respecting human rights in its activities and relations, Eni can give a critical contribution to enhancing access to human rights, also in terms of collective awareness on the importance of these principles.

Where necessary, Eni shall identify the most effective approaches to express its concern over potential or actual human rights issues in a country of operation.

Conscious of the complexity of its business and of the challenges deriving from certain operating environments Eni is engaged in a continuous effort to identify potential and actual Human Rights impacts that it may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships. In particular, Eni puts the following processes and measures in place to assess and address the most salient human rights issues pertaining to its business and contexts of operation:

a) Training and awareness raising

Eni considers training and awareness-raising activities dedicated to its employees and Business Partners to be a key element of its commitment to respecting human rights. In this context, Eni undertakes to disseminate this declaration to all its employees by strengthening the training program already in place.

b) Human rights in the workplace

Eni is committed to respecting the four ILO core labour standards as set out in the Declaration on Fundamental Principles and Rights at Work³:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour; and
- The elimination of all forms of discrimination in respect of employment and occupation.

Furthermore, Eni offers a fair remuneration and provides a safe and healthy working environment as well as working conditions in line with international standards. Eni provides its workers with access to preventive and curative health services, including emergencies. This healthcare model offers a standardized service in all operating environments, either through in-house or outsourced services.

Eni is committed to respecting the ILO Convention n. 135 explicitly banning any discrimination of workers' representatives in connection with their activity, providing for proper access to the workplace for union representati-

ves, other than employees, and remaining neutral concerning employee preference to join and remain with a union organization, as well as transfer or abandon their relationship with such an organization.

Any harassment or bullying behaviours in working relationships, either inside or outside the company are forbidden, without exceptions.

Eni commits to ensuring that third-party companies when working for or together with Eni agree to apply the above-described guarantees to their workers, including suitable contractual clauses against possible violations.

c) Human rights of local individuals and communities

Eni respects the rights of individuals and the local communities in which it operates, with particular reference to biodiversity, the rights to ownership and use of land and natural resources, the right to water and the right to the enjoyment of the highest attainable standard of physical and mental health. Moreover, Eni operates according to advanced criteria for environmental and public safety protection. Special attention is given to the rights of vulnerable groups⁴, including a focus on children.

Eni takes human rights issues into account from the very first feasibility evaluation phases of new projects and relevant operational changes. Eni carries out assessments on its potential and actual environmental, social, health and human rights impacts with the aim of preventing and mitigating adverse impacts.

Eni informs and engages local communities by promoting free, prior and informed consultations, with the purpose of considering their legitimate expectations in conceiving and conducting business activities, including community investments. Eni designs and implements community grievance mechanisms as part of its efforts to foster dialogue with local communities over project developments and potential impacts.

Eni is committed to taking action to avoid the resettlement of local communities. In such cases where this cannot be avoided, Eni carries out free, prior and informed consultations with the affected people in order to reach joint agreements, fair compensation and improvements to living conditions, in line with the IFC Performance Standards.

Eni respects the distinctive rights of indigenous peoples, with particular reference to their cultures, life styles, institutions, bonds with their homeland and development models in line with international standards.

d) Human rights and Security

Eni shall manage security activities in accordance with current regulations and international standards, inclu-

3 - Such commitments are included in the Global Framework Agreement on International Industrial Relations and Corporate Social Responsibility, signed by Eni, the IndustriALL Global Union and the FILCTEM CGIL, FEMCA CISL and UILTEC UIL trade unions on July the 7th 2016.

4 - Women, elderly people and children are among examples of such vulnerable groups.

ding the United Nations Basic Principles for the Use of Force and Firearms by Law Enforcement Officials and the Voluntary Principles on Security and Human Rights, taking into account the specific needs of the countries where it operates.

Eni also undertakes to minimize the impact of its security arrangements on local communities and prepares the most effective protection plans and mechanisms for their protection. The use of armed guards is allowed only for the purpose of protection of personnel and assets subject to a security risk. Preventive and defensive measures are designed and implemented to minimize the necessity for active response by state and/or private security forces to threats to personnel and assets. The use of force and firearms is restricted to self-defence, to prevent the perpetration of a serious life-threatening incidents and always and only in a manner proportionate to the offence.

e) Human rights in our business relationships (Business Partners and suppliers)

Eni takes into account the potential impact on human rights deriving from activities carried out by Business Partners in the management of its business relations and plans specific measures in this regard.

Eni expects its Business Partners to respect the principles and content of this Statement and makes all reasonable efforts to include contractual obligations to respect human rights into its agreements with them when working for or together with Eni.

Eni shall engage its Business Partners in the prevention and mitigation of any adverse human rights impacts that their operations, products or services might cause, or contribute to or are directly linked to.

Eni undertakes, as far as possible, to ensure that the principles included in this Statement are integrated into the internal legal framework of the Joint Ventures in which it participates. Where Eni's leverage is relatively limited (for instance with non-operated Joint Ventures and in general where Eni has a low level of participation), Eni will make all reasonable efforts in order to guarantee that the Joint Ventures' policies and practices are fully aligned with the principles included in this Statement.

Eni ensures that suppliers are aware of Eni's commitment to respecting human rights and promotes communication and awareness-raising activities aimed at meeting this goal.

Eni's suppliers are contractually required to commit to respecting the principles and international standards of human rights, including the Universal Declaration of Human Rights, the UN Global Compact and the Eni Code of Ethics, as well as the specific health and safety requirements that Eni adopts. Eni assesses suppliers on a risk basis and performs processes aimed at preventing human rights impacts deriving from their conduct. Should critical issues emerge, Eni requires the implementation of corrective actions and monitors compliance with the commitments undertaken from suppliers over time. Where

suppliers' performance on human rights falls below Eni's minimum acceptable standards, Eni limits or prevents their participation in tenders and terminates the contracts. Aware of the increasing saliency of slavery and human trafficking in global economies, Eni is committed to maintaining and improving its practices to identify and combat these human rights violations in its supply chain. Furthermore, Eni demands that, in case of subcontracted activities, the latter be carried out in line with the same requirements.

4. HUMAN RIGHTS DUE DILIGENCE

Eni is committed to carrying out human rights due diligence in its activities. Eni assesses and monitors its human rights potential and actual impacts on an on-going basis and identifies customized strategies and solutions, in an on-going effort to improve prevention and mitigation of its impacts. As part of the integration of human rights into its processes and practices, Eni issues specific instructions and delivers focused training to its employees and other awareness-raising initiatives dedicated to contractors and other Business Partners. Eni assesses and monitors the effectiveness of its activities and reports on its performance.

5. REMEDY AND GRIEVANCE MECHANISMS

Eni is committed to verifying and providing, or cooperating to provide, remediation in case of adverse human rights impacts it might have caused or contributed to, and to make all efforts to promote the achievement of the same goal in cases where the impact is directly linked to its operations, products or services.

Grievance mechanisms and other reporting channels, both at operational level and company-wide, are made available to enhance the opportunities for the company to identify and promptly investigate potential and actual human rights impacts and take appropriate action.

Furthermore, Eni does not prevent access in any way to state-based judicial or non-judicial mechanisms and co-operates in good faith with such mechanisms.

Eni prohibits, and undertakes to prevent, retaliation against workers and other stakeholders for raising human rights-related concerns, and neither tolerates nor contributes to threats, intimidation, retaliation or attacks (both physical and legal) against human rights defenders and affected stakeholders in relation to its operations.

6. PARTICIPATION IN MULTI-STAKEHOLDER INITIATIVES

Eni contributes to initiatives, networks and working groups that deal with human rights on a local, national and international level, and develops public – private partnerships concerning these topics.