

## Message to our Stakeholders and Rightsholders



More than 70 years have passed since the Universal Declaration of Human Rights, a milestone in our history, which laid the foundation for protecting the universal and intangible values that guarantee the freedom and dignity of every human being. A commitment enshrined in the aftermath of the horrors of World War II, setting the vision for building a more just society. This responsibility is even more important today, given the continuation of the war in Ukraine and of conflicts and oppression in many areas of the World.

We need to build a resilient human rights system and each of us is called to play its part. As Eni, we strongly feel this imperative and we concretely support a just transition focusing our path on four key dimensions - workers, suppliers, communities and customers - to create together with our stakeholders a responsible, shared and widespread human rights culture.

In this context, since 2016 we have worked to ensure greater systematization in terms of human rights within our company.

We intensified our training activities, on a three-year basis, with more than 66,000 hours of lessons delivered; we signed a specific commitment on the subject, approved by the Board of Directors; we assessed more than 6,000 suppliers in 2022 on social responsibility and carried out 350 in-depth assessments on human rights, documented also with field audits. Moreover, we have continued our efforts towards the supply chain through the Open-es platform, a tool based on the pillars of the World Economic Forum's Stakeholder Capitalism

Metrics, joined by 3,600 suppliers in Italy and more than 10,000 companies so far. In addition, we continued to consolidate our management model to ensure respect for human rights in all relevant projects and conducted impact studies focused on the most innovative areas.

Among these studies, it is worth mentioning the ones on the Kenya and Congo agri-feedstock projects, aimed at producing vegetable oil for biorefining use, from crops on degraded, semi-arid or abandoned land, not in competition with the food chain. The studies will allow us to monitor the socio-economic impacts on farmers from the very start of the projects, so to ensure that the benefits for them are maximized.

In 2022, we also consolidated our commitment on Diversity & Inclusion, implementing an action plan aimed at developing an inclusive work environment with precise targets. To date, more than 100 nationalities are represented in Eni, with around 87%

of local staff abroad. We have developed an action plan on gender equality and women empowerment linked to the UN Women Empowerment Principles, with the participation of more than 20 corporate functions. In addition, the percentage of promotions from white collar to middle management and from middle management to senior management for women increased from 29% in 2021 to 35% in 2022, as did the rate of recruitment, from 32% to about 37% of the total.

An important aspect of Eni's commitment to human rights - in line with the expectations of the UN Guiding Principles and the stakeholders - also concerns transparency with respect to our actions and performances. This includes engagement with benchmarks dedicated to human rights aspects, such as human rights due diligence, gender equality, and the rights of workers and suppliers. This also includes the publication of this report - Eni for Human Rights - now in its 5th edition, which integrates our sus-

tainability reporting and aims to provide a unique and comprehensive picture of our commitment to human rights.

This path will continue over the next years, becoming even stronger in line with regulatory developments and stakeholder expectations. We are supported by the Board of Directors, particularly through the Sustainability and Scenarios Committee, which dedicates periodic meetings to the subject.

Moreover, we are guided by Eni's vision on human rights that builds on the dignity of every human being and on the responsibility to contribute to the well-being of individuals and communities.

**Claudio Descalzi**  
Chief Executive Officer