



Our internal Human Rights Working Group

Eni's [Top Management Workshop](#) on Business and Human Rights held in October 2016 added momentum to the Company's Human Rights agenda. The renewed commitment from Eni's CEO led to the launch of a training program and to the appointment of the second Working Group on Human Rights and Business (HRBWG) in 2017, led by the Sustainability function. The HRBWG had a cross-cutting nature and was composed by approximately 20 members, covering the following functional areas and business units: Exploration, Refining & Marketing, Upstream Operations, Versalis, Sub-Saharan Region Sustainability Manager, Procurement, Human Resources, Compliance, Health, Safety, Environment, Security, International Negotiations, Integrated Risk Management, Investor Relations, Governance, International Relations and External Communication. While carrying out its activities, the composition of the HRBWG has changed and additional colleagues from other departments were involved.

This Working group was established following an intensive effort to integrate:

- outcomes of previous Human Rights assessments, and
- conclusions and proposals approved by the first Human Rights Working group.

The strategic mission of the HRBWG was to design the Company's Human Rights agenda. To this aim, the HRBWG goals were:

- i) identifying the main improvement areas,
- ii) defining the actions required to fill the identified gaps, and
- iii) developing an action plan for the implementation of the actions.

The steps undertaken by the Working Group were:

- The organization of a Workshop aimed at identifying [Eni's salient Human Rights issues](#));
- Conducting a Company-wide Human Rights gap analysis carried out by the DIHR as a pre-condition for meeting its planned goals.

The working group was also meant to focus on new trends and requirements deriving from the evolution of the field of Business and Human Rights.

The HRBWG closed its activities in June 2018 and was finalized with a Report. The Report has identified 35 actions, whose 29 to be completed by December 2018 and the remaining ones by December 2019.

Actions were linked to the three pillars of the UN Guiding Principles on Business and Human Rights: policy commitment, due diligence and access to remedy.

Actions belonging to the due diligence cluster were then associated to the Human Rights salient issues, previously identified by the HRBWG.

The main achievement of the HRBWG was to define the model for the governance of Human Rights in the Company, which sees the Sustainability Function having a coordination role in the Human Rights due diligence, whose responsibility for its proper execution remains under each department in charge of the most salient processes.

More in details, the actions ranged on a number of topics such as:

- A brand new [policy commitment on Human Rights](#), setting the internal standards on Human Rights and Eni's expectations towards business partners;
- A model to assess E&P projects in terms of potential Human Rights impacts, aimed at identifying the most risky projects requiring a deeper understanding and assessment of their impacts on rights-holders. By applying this new prioritization model the company will be able to select the projects worth of dedicated measures, such as a Human Rights Impact Assessment.
- A comprehensive mapping of the Indigenous Peoples living in areas where Eni has operations in place, to allow the adoption of the necessary measures to not infringe human rights of this vulnerable group.
- A methodology to integrate the Human Rights view in the Environmental, Social, Health Impact Assessment that the Company carries out before entering into each gate of an E&P project;
- A clause on Human Rights to be applied in the agreements with state authorities, government entities and Business Partners;
- A methodology to screen potential Business Partners on the basis of their previous Human Rights track records and performances, aimed at foreseeing the adoption of specific measures to exert company leverage and require Business Partners to improve their Human Rights standards;
- Training initiatives on Human Rights salient issues in the areas of security, relations with communities, work place and supply chain;
- New tools to scrutinize and evaluate suppliers based on their labour and Human Rights standards;

- A tighter cooperation and engagement with international and local partners in the field of Human Rights, such as IPIECA, the Institute for Human Rights and Business, the Italian Inter Ministerial Committee for Human Rights (CIDU), AVSI, IndustriAll, etc.
- New measures to further improve Security activities and the degree of their alignment to the Voluntary Principles on Security and Human Rights.

Over 100 colleagues belonging to over 50 units were involved in the HRBWG, with over 100 meetings held between March 2017 and December 2018.

The process to assign [Management Objectives](#) to the senior management in charge of several departments was implemented as a crucial trigger to allow the achievement of such ambitious targets.

The results of this HRBWG were brought to the attention of the Chief Services and Stakeholder Relations Officer and, some of them, to the attention of the Sustainability Committee of Eni.

The appointment of an internal Human Rights Working Group was decided for the first time in 2011, following the completion of the first eight [HRCAs](#) (one in the Headquarters and seven in Eni's subsidiaries).

The activities of this first Working Group on Human Rights and the achieved goals are summarized in the following table:

Activity	Outcomes
Follow-up to the first HRCA conducted in the Corporate and E&P division in 2008	<ul style="list-style-type: none"> • Monitoring of the Action plan's implementation • Discussion and management of the outcomes of the seven HRCAs carried out in Eni's subsidiaries with Headquarters functions
<p>Five Workshops moderated by the DIHR in the following areas:</p> <ol style="list-style-type: none"> 1. Impact on local communities and FPI Consultation; 2. Workers' Rights and Labour Standards; 3. Human Rights in the Supply Chain; 4. Security and Human Rights; 5. Legal Human Rights issues. 	<p>Facilitation of discussions between managers of subsidiaries and global functions aimed at:</p> <ul style="list-style-type: none"> • sharing critical aspects and opportunities identified during the HRCAs; • Monitoring progress in the implementation of the Action Plans associated to each HRCA.

<p>Appointment of four interdepartmental task forces to address Human Rights in the areas of Impact Assessment, Land Management, Human Resources and Grievance Mechanisms.</p>	<p>Development of solutions and tools to address salient Human Rights issues, capitalizing on the commitment and expertise emerging from the HRCAs.</p> <p>Information on how Eni has been addressing these issues starting from the first Human Rights Working Group is available in the Human Rights Due Diligence section.</p>
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