



## Our initiatives and tools to raise awareness on Human Rights

### 1. Building a common understanding of Human Rights

Over the last few years, Eni has developed a wide range of training courses on Business and Human Rights which differ in terms of format and content, in order to offer our colleagues the training options that best suit their needs.

✓ Business and Human Rights workshops and training sessions

The first meeting of the newly established Eni internal Human Rights and Business Working Group hosted a training session on Business and Human Rights in 2017, run by the Danish Institute for Human Rights.

Moreover, a [workshop dedicated to Top Managers](#) was held in San Donato Milanese in October 2016. The event was chaired by Eni's CEO, who highlighted the importance of Human Rights and introduced the new e-learning program on the topic, which involves all Eni staff.

Human Rights training sessions were also part of the [Human Rights Assessments and relevant follow-ups](#) held in Angola (2018 and 2017), in Mozambique (2018 and 2014) and in Myanmar in 2016.

A Human Rights training session moderated by the Danish Institute for Human Rights was held in San Donato Milanese in 2014. The session involved around 50 managers and professionals from high-risk support functions.

The first Eni Human Rights Working Group was appointed in 2011 and hosted several training sessions relating to either Business and Human Rights or more specific subjects for the sub-groups which had been appointed to deal with specific areas for improvement (labour standards, land management, impact assessment and grievance mechanisms).

The [Human Rights Compliance Assessments \(HRCAs\)](#) carried out between 2008 and 2011 were preceded by training sessions held by the Danish Institute for Human Rights, both at support function and business unit level and in the subsidiaries which were the focus of the HRCAs.

✓ Business and Human Rights training programs

Eni began working on a Human Rights e-learning program in 2016 aimed at:

- creating a common and shared language concerning Human Rights within the company by promoting corporate culture on the issue;
- improving the understanding of business’s possible impact on Human Rights;
- promoting Eni’s commitment to respect such rights.

All staff and managers who could be involved in impacts on Human Rights due to their role and the geographic areas where they operate were mapped, and later invited to take part in the program, which was designed and developed in cooperation with the Danish Institute for Human Rights.

More than 24,000 people at Eni, from staff to middle and top managers, completed Human Rights distance training between November 2016 and December 2017.

Additional Human Rights training modules have been planned since 2017, as illustrated in the following table:

Topic	Participants (based both in headquarters and in subsidiaries)	Status
Respect for Human Rights in the management of Security Operations	All employees and managers of the Security function	Launched in 2017
Respect for the Rights of host communities	All employees and managers of the Sustainability function, including Community Liaison Officers	Delivered started in 2018
Respect for Human Rights in the Workplace	All employees and managers of the Human Resources function and all Eni employees responsible for supervising workers	Delivery started in in 2018
Respect for Human Rights in the Supply Chain	All employees and managers of the Procurement function	Developed in 2018, delivery will start in 2019.

New hires and Eni employees joining high-risk functional areas from other departments will attend these courses in the coming years.

Furthermore, the internal Eni Human Rights Working Group designed a learning strategy aimed at reaching all Eni people on a continuous basis, in order to off-set unintentional effects deriving from internal and external mobility as well as turn-over.

✓ Training initiatives on salient Human rights issues

Given the high exposure to Human Rights risks, in the last decade Eni has been developing and rolling out training initiatives on specific Human Rights topics and targeted groups:

- a. [Security](#);
- b. [Human Resources](#);
- c. [Relations with Communities](#)

In addition, in 2018 Eni has developed another course, aimed at raising awareness on the issues typically addressed by the people operating in the procurement department. Indeed, the module dedicated to Human Rights risks in the supply chain was finalized in 2018, in order to be delivered in 2019 to Eni's Procurement professionals and contract holders.

✓ Training on the Global Framework Agreement

The training course focused on the contents and implementation of the Global Framework Agreement on International Industrial Relations and Corporate Social Responsibility was developed and delivered in 2018, involving all Eni employees worldwide. This measure was also set out in the GFA itself.

✓ Webinar on Human Rights in International Negotiations

Following to the design of [Human Rights clauses](#) to be proposed during negotiations of Petroleum Contracts and Joint Venture Agreements, in November 2018 Managers from both Sustainability and International Negotiations Departments held a webinar to disseminate knowledge on the new clauses and their contents, including the international standards mentioned. The event was also meant to shed a light on potential risks deriving from contract negotiations' activities as well as from Business Partners' relationships. All Eni upstream negotiators, commercial managers and managing directors have actively participated in the webinar. In addition, a technical guide has been provided to all the upstream negotiators soon after the webinar so that they become more acquainted with Human Rights principles and guidelines.

✓ Integrating Human Rights into company-wide training programs

In 2017, a company-wide training program called "Eni si racconta" was launched. The initiative is based on peer-to-peer storytelling: managers and professionals from different departments meet to introduce their work and find possible synergies as a way to enhance opportunities for cooperation in their future work. Managers from the Sustainability function are part of this program and disseminate information on strategic topics including potential Human Rights risks and issues

and possible preventive and mitigating actions in order to raise awareness on these topics. Between July and December 2017, 230 managers and professionals attended the educational program and 130 were part of the teaching team.

2017 also marked the start of Eni Academy, the training project dedicated to young graduates. The program consists of a 10-day induction divided into three modules and aims at reaching multiple goals including:

- facilitating general knowledge on the company's business, vision, mission and culture, and
- encouraging networking as an opportunity to develop new skills and build strategic relationships. Human Rights are integrated into this program. In each module, a Top Manager meets with young graduates using a storytelling format which allows for the transfer of truly experienced values through direct exchange. In 2017 Eni launched the first module of 3 new courses. In total, the courses have had 90 participants with the involvement of 40 internal trainers.

Newcomers in the Sustainability function, at HQs and subsidiary level, and in other functions involving Human Rights risks also take part in an introductory training program which focuses on ensuring that they receive the most important information on Sustainability activities, responsibilities and the tools and processes in place. Human Rights are part of the introductory training program. This leads to consolidate a network of people able to deal with human rights issues in every country of Eni's presence, as focal points for human rights due diligence and training initiatives.

## **2. Training on the Code of Ethics**

### **✓ Facts and figures**

Training on the Code of Ethics has always been a priority in Eni. The difference between 2008, the year when the Code was issued, and today does not merely relate to content, which has been slightly modified, or the importance attached to it, but in the details of the training program.

In 2008 Eni drafted a training plan, the Board Induction scheme, targeting both new directors and the new members of the Board of Statutory Auditors. The Company's top management managed the project and included the participation of external speakers. Special sessions were also dedicated to the members of the various Committees of the Board of Directors. In the following years and in addition to the Induction program, all directors have participated in regular training initiatives and ongoing training programs.

A web seminar on the Code of Ethics held in 2009 was attended by more than 3,000 participants ranging from senior managers to key officers from both Eni and its subsidiaries. The web seminar - which has English subtitles - is currently available to all of Eni's employees on the company's intranet.

Training initiatives have been growing every year and are far more widespread in the organization today, both in terms of frequency and in the number of Eni people involved.

✓ Roles and responsibilities for training initiatives

Eni's Watch Structure identifies specific ad hoc training initiatives for executives, managers, office workers and manual labourers, together with the relevant legal unit for compliance-related matters and Eni's corporate human resources unit. Similarly, for anti-corruption training Eni's Anti-Corruption Legal Support Unit and its corporate human resources unit can identify specific training requirements. These training initiatives are mandatory and there are systems in place aimed at ensuring both the traceability of the training activity and document storage.

✓ Planning training courses: who, when and how

Indeed, training for Eni staff and management on respect for the Code of Ethics starts at the very beginning of the working relationship: as soon as workers are hired, they are provided with the Code of Ethics and are engaged in a training course including a session on the Code within the following 60 days. Awareness raising on the Code of Ethics is key, since respect for the Code of Ethics is a contractual requirement and failure to comply with it may give rise to disciplinary actions, including termination.

The content of these courses is tailored to the level of risk exposure associated with each worker's role and responsibility within the organization. The same training opportunities are offered to the members of the Board of Directors of Eni's controlled companies, together with the Top Management of Eni's subsidiaries. As per Eni's Board of Directors, newly appointed members are engaged in Leadership Meetings focused on the Code of Ethics. The meetings also take place at every Board renewal.

Moreover, face-to-face workshops are offered in order to reach Eni's staff in remote areas or anywhere e-learning is not viable due to logistic constraints.

### **3. Communicating commitment to Business partners**

Business partners are made aware of Eni's expectations in relation to respecting Human Rights during the early stages of business relationships. Besides the [specific provisions](#) on Human Rights included in the Code of Ethics and Management System Guideline on Sustainability, Eni adopts

different [measures](#) depending on the contractual relationship and the leverage it has on the partners. In particular, Joint Venture partners, Suppliers and Public and private military forces are identified as a priority for engagement on these issues.

As for training, initiatives on the Code of Ethics dedicated to Joint Venture partners are delivered in controlled companies as well as in Eni's subsidiaries.

Furthermore, Eni employees and management which are responsible for [procurement activities and suppliers](#) are also invited to participate in ad hoc courses and awareness raising initiatives.

#### **4. The UN Global Compact LEAD Board Programme**

Eni was one of six multinational companies invited to join the pilot phase of the [UN Global Compact LEAD Board programme](#). In Eni, the [Programme](#) involved Robert G. Eccles, Professor of Management Practices at the Harvard Business School, who had the role of facilitating the discussion among the nine men and women that constitute Eni's Board of Directors. The Programme included also a strategic session that made it possible to highlight the Board's strong commitment to sustainability and to discuss the most relevant associated topics.