

Policy

Our people



Approved by the Board of Directors of eni spa on July 28, 2010.
The English text is a translation of the Italian.
For any conflict or discrepancies between the two texts the Italian text shall prevail.



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The importance of people 1

People are an essential and key factor for the very existence of the organization, and the company can achieve its objectives only through the commitment and expertise of its employees.

eni is committed to upholding the rights recognized in the "Universal Declaration of Human Rights" in the countries in which it operates, condemning any behaviour against those principles and promoting actions inspired by honesty, integrity and respect.

eni safeguards and promotes human rights, as they are inalienable and fundamental rights of all human beings.

eni encourages behaviours based on mutual respect and condemns all forms of harassment in workplace relations.



The culture of diversity 2

The culture of diversity is an essential prerequisite of a business with a strong international focus. eni people are citizens of the world and represent the world by living side-by-side with the local communities in which eni works.

eni is committed to creating a **work environment** in which diversity and personal and cultural views are regarded as resources and sources of mutual enrichment, as well as a key factor for business sustainability.

eni respects the **dignity of each person** and provides **equal opportunities** without any discrimination based on race, colour, gender, religion, nationality, political preferences, sexual orientation, social status, age or any other personal condition not relevant to the work requirements.

eni supports and promotes **international mobility and development**, which represent relevant opportunities for professional and personal growth, and encourages internal communication among different countries in which eni works.



Valuing people, alongside with protecting and developing the skills required to preserve the company's competitive advantage, are strategic factors in achieving the objectives of the company.

eni assesses work behavior, results, professional know-how, experience and potential of its staff, using the most suitable assessment systems for orienting their management and development according to the company's requirements.

eni provides its managers with the appropriate tools and support necessary to manage and develop the company's collaborators.

eni pursues the following aims through occupational planning actions that comply with the company's strategic plan:

- best possible use of the existing skills, expertise and know-how for suitably covering each single role;
- matching needs with available internal resources.

eni promotes geographic, professional and business mobility as a means for the integration and development of its employees.

eni attracts people with the necessary skills for satisfying the company's requirements, through a transparent and documented recruitment process based on pre-defined and uniformly applied procedures and methodologies.



Knowledge and training

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The professional knowledge of employees is a key factor for ensuring sustainable growth and represents an asset to be safeguarded, valued and developed.

Developing a knowledge-sharing culture is a primary means to consolidate the wealth of acquired knowledge and experience.

Training is a primary tool for supporting business activities, organizational integration processes and change management. It contributes to the enhancement of employability opportunities.

eni identifies the professional knowledge required to ensure the company's growth and strives to value, develop and share this knowledge.

eni promotes and supports training initiatives as a means to develop skills, spread common ethical and professional values and consolidate its corporate identity.

eni promotes the use of an internal faculty, the creation of "practice communities" and the use of collaboration tools that encourage discussion and the exchange of ideas (within and outside the company), in order to stimulate contributions from eni personnel and the searching for innovative solutions.



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Remuneration 5

Fairness, valuing employees and non-discrimination constitute the pillars of the remuneration systems.

eni uses **integrated remuneration systems** that value acquired skills and assign employees a fair remuneration based on their level of responsibility and market conditions.

Through remuneration systems, eni aims to recognise the **contribution of its employees to the achievement of the company's objectives.**

eni uses specific remuneration systems **to motivate and retain those employees** that are most suited to its business requirements.

eni uses remuneration systems that contribute to promoting **the international mobility of its employees.**

Internal communication 6

Internal communication promotes a common corporate culture, contributes to the widespread of strategies and encourages the engagement of employees in achieving the company's objectives.

eni strives to ensure that internal communication processes are clear, targeted and widespread. The continuous improvement of internal communication processes is ensured through contributions from eni employees and feedback on the effectiveness of the communication itself.

Organizational well-being 7

Improving organizational well-being is a way of promoting collaboration and participation in the company's objectives.

The organizational solutions guarantee the safety of workers, safeguard their psychological and physical wellbeing and respect their dignity.

eni identifies organizational solutions for maximizing the effectiveness and efficiency of processes and promoting collaboration among employees.

eni is committed to creating a safe work environment by implementing appropriate prevention initiatives.

eni pursues solutions to support people that have suffered serious health problems, and encourages operational solutions for people with disabilities so they may carry out the assigned tasks at specially designed workstations.

eni acknowledges the need for its personnel to have a balanced work-life relationship and promotes the development of welfare policies.