

**Eni Guidelines on the
Protection and Promotion of Human Rights**

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1. Scope

The present Guidelines define principles of reference regarding the protection and promotion of Human Rights when conducting business activities.

2. Range of application

The present Guidelines will be applied to Eni and subsidiaries that are either directly or indirectly owned by Eni in Italy and abroad.

3. External references

- United Nations Universal Declaration of Human Rights
- International Labour Organization Fundamental Conventions (No. 29, No.87, No.98, No.100, No.105, No.111, No.138)
- ILO Convention No.169 concerning Indigenous and Tribal Peoples
- OECD Guidelines for Multinational Enterprises
- United Nations Basic Principles for the Use of Force and Firearms
- European Convention on Human Rights
- Constitution of the Italian Republic.

4. Internal references:

- Code of Practice
- Principles of Model 231
- Agreement on Trans-National Industrial Relations and Corporate Social Responsibility, signed on 29 November 2002 with ICEM (International Federation of Chemical, Energy, Mine and General Workers' Unions) and the General Secretariats of Filcea, Femca and Uilcem

5. Definitions

Eni

For the purposes of these Guidelines, the term Eni means Eni SpA and the subsidiaries that are either directly or indirectly owned by Eni, in Italy and abroad.

Human Rights

Human Rights are the inalienable rights of all individuals, by virtue of belonging to humankind. They are based on the recognition of the inherent dignity, freedom and equality of all human beings. Human Rights have been sanctioned by the United Nations in the Universal Declaration of Human Rights (10

December 1948) as the “foundation of freedom, justice and peace in the world”.

Human Rights fall into two main categories:

- *civil and political rights*: include, among others, the right to life and physical integrity, the right to freedom of thought and expression, the right to take part in the government of one's own country, the right not to be arrested without due cause, the right to an impartial trial, and the right to own property;
- *economic, social and cultural rights*: include the right to employment, fair and satisfactory working conditions, equal pay for equal work, health and education.

Furthermore, in more recent times, so-called "third generation rights" are gradually making headway. They include the right to self-determination, peace, development and environmental protection.

Indigenous and Tribal Peoples

Convention No.169 of the International Labour Organization defines Indigenous and Tribal Peoples as those who have:

- traditional life styles;
- culture and way of life different from the other segments of the national population, e.g. in their ways of making a living, language, customs, etc.;
- specific social organization and political institutions;
- historical continuity with pre-invasion and pre-colonial societies that developed in their territories.

Self-identification as indigenous or tribal is regarded as the fundamental criterion for determining the groups to which the provisions of this Convention apply.

Children

According to ILO Convention No. 138, the term children means all individuals less than the age of completion of compulsory schooling and, in any case, less than 15 years.

Stakeholders

Stakeholders are those individuals or groups who, regarding Eni activities or one specific project:

1. could be negatively or positively affected;
2. have or could have an influence on activities or projects;

3. have an interest in the outcome of an activity or project.

By way of example, stakeholders are employees, shareholders, clients, suppliers, consumers, local communities, institutions and public authorities, commercial and financial partners, civic organizations, trade associations and trade union organizations.

Stakeholder Engagement

By Stakeholder Engagement¹ Eni means the overall process by which company stakeholders are identified, analysed and consulted.

Forced or compulsory labour

According to ILO Convention No. 29 the term forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

Business Partners

The term Business Partners means the partners of Joint Venture/Consortia where Eni operates, suppliers, contractors, agents or consultants working for Eni.

6. Principles

Human Rights are the inalienable rights of human beings and the foundation for peaceful and equal societies. States bear the primary responsibility for the respect, promotion and protection of Human Rights, but the United Nations Universal Declaration of Human Rights calls for every individual and every organ of society, including companies, to promote respect for these rights and to secure their universal and effective recognition and observance.

Eni refers to the Universal Declaration of Human Rights in its Code of Practice and intends to reaffirm the protection and promotion of Human Rights when conducting both its business activities and those in participation with its Business Partners.

¹ Eni's Manual on *Stakeholders Engagement on CSR issues* provides a methodology of reference and support to set out the guidelines, at operational level, for the relationship management of relevant stakeholders, planning consultation processes.

In particular, in the conduct of its business activities, Eni intends to:

Right to dignity, equal opportunity and non-discriminatory treatment

- Respect everyone's dignity and ensure equality of opportunity and treatment, regardless of race, colour, gender, language, religion, nationality, political opinion, sexual orientation, social status, disability, age or other status of the individual unrelated to the inherent requirements to perform the job;
- Promote specific protection measures aimed at individuals and/or groups that have been discriminated against or, in a specific social context, could be discriminated against in the absence of special protection;

Right to life, freedom of thought and opinion

- Respect, promote and protect everyone's right to freedom of thought, conscience and religion, and the right to freedom of opinion and expression;
- Respect, promote and protect everyone's right to life, liberty and security of person;
- Guarantee that Human Rights of local communities are not limited or violated in the activities aimed at ensuring, also in cooperation with state and private security forces, the security of Eni personnel and assets;
- Refrain from any activity which supports, solicits, or encourages others to abuse human rights;
- Refrain from engaging in or benefiting from war crimes or crimes against humanity (e.g., genocide, torture, forced or compulsory labour, hostage-taking or kidnapping, extrajudicial, summary or arbitrary executions, etc.);

Workers' rights

- Respect the rights of children to be protected from economic exploitation, refrain from using forced or compulsory labour and provide a safe and healthy working environment in accordance with relevant ILO Conventions and local legislation;
- Provide workers with just remuneration and working conditions suitable for an adequate standard of living, favouring, where possible, collective bargaining;
- Ensure the freedom of association and effective recognition of the right to collective bargaining by protecting the right to establish and, subject only to the rules of the organization concerned, to join employee organizations of one's own choosing without distinction, previous authorization, or interference, for the protection of its own employment interests and for other collective bargaining

purposes in accordance with national legislation and the relevant ILO conventions.

- Promote, with regard to activities assigned to Business Partners, the respect of the aforementioned guarantees for workers, pursuing suitable contractual guarantees against possible violations;

Land acquisition, resettlement and indigenous peoples' rights

- Guarantee that land acquisition is carried out and compensated in accordance with local laws and practices and that land owners receive proper information prior to acquisition;
- Consider the resettlement of people as the very last solution and engage in free, prior and informed consultation with the interested people with the objective of reaching an agreement;
- Protect the special rights of indigenous and tribal peoples, with particular reference to their cultures, distinct ways of life, institutions, ties to ancestral lands, control over their economic development and natural resource-based livelihoods;

Rights of local communities

- Respect the right of local communities to participate in development by promoting forms of free, informed and continuous consultation, by taking into consideration their legitimate expectations in the design and conduct of business activities and by supporting adequate revenue sharing schemes;
- Respect cultural, economic and social rights and, where possible, contribute to their fulfilment - with particular reference to the rights to adequate food and drinking water, the highest attainable standard of physical and mental health, adequate housing, education - and refrain from actions which could obstruct or impede the fulfilment of these rights;

Fight against corruption

- Refrain from offering, promising, giving, accepting, condoning, demanding or knowingly benefiting from bribes, illegitimate favours, collusion, pressures, either direct or through third parties, and prohibit those practices when carrying out business activities;
- Ensure that one's own resources do not benefit personally or in terms of career, for themselves or others, from corruption, illegitimate favours and collusion;

Right to information

- Respect and ensure the right of all stakeholders to be informed on Eni activities;
- Promote transparency in the information addressed to local communities, with particular reference to the issues of major interest to them;

Consumers' rights

- Respect the rights of consumers to be offered products that do not threaten their health and physical integrity and to receive comprehensive information on the products marketed;

Environmental Protection

- Carry out its activities in accordance with national laws, regulations, administrative practices and policies concerning the environmental protection and conservation of the countries in which it operates as well as in accordance with relevant international agreements and standards regarding the environment, Human Rights, workers' health and safety, and in general to conduct its activities in a manner contributing to the wider goal of sustainable development.

7. Description of key company processes

Eni's organizational and regulatory model conforms to the aforementioned principles in order to ensure the respect and promotion of Human Rights when carrying out its activities. In particular Eni shall:

Analysis and assessment of investment projects

During the conception of an investment project, take in due consideration, in environmental and social impact assessments, the protection and promotion of Human Rights in the area where the project is to be carried out, as well as the consequences on stakeholders, the project and Eni's reputation.² Look for measures to maximise opportunities to promote Human Rights and eliminate negative impacts and risks. Include the costs associated with these measures in

²The *Eni Guide on Social Impact Assessment* provides a methodology of reference and a support for the evaluation and management of social impacts generated in the areas where Eni operates.

pre-feasibility and feasibility studies.

Due diligence and business partner relations

When conducting due diligence activities before entering into a partnership, also with governmental agencies, carefully evaluate the policies and behaviour of potential partners regarding the respect of Human Rights. Inform business partners of the principles and content of these Guidelines and draw up contracts/agreements in order to prevent the risk of Eni being associated with or indirectly responsible for Human Rights violations carried out by its business partners.

Supplier relations

Ensure that suppliers are aware of the principles of these Guidelines and ensure that they share Eni commitment to respect and protect Human Rights. It is important that suppliers are screened for their ability and past performance with reference to the fight against corruption, environmental protection, promotion of safe and healthy working conditions, freedom from discrimination, prohibition of forced labour and economic exploitation of children, freedom of association and collective bargaining.

Try to adopt more stringent evaluation measures for the respect of Human Rights when acquiring goods and services from countries where violation of those rights are widespread or with reference to suppliers of higher-risk services like civil construction, laundry, house-keeping, gardening, etc. In circumstances in which violation of Human Rights is common, procurement functions shall promote agreements with suppliers on progressive improvements in the promotion and protection of Human Rights. Human Rights-related clauses are included in contracts and failure to comply with these provisions can result in termination of said contracts.

Project/ investment approval

Include specific measures to manage all potential negative impacts on Human Rights and the consequent risks to the project/investment in project/investment start-up plans. Ensure that adequate resources are allocated to the realization of identified measures.

Control procedures

Include elements and information regarding the protection and promotion of Human Rights in reporting processes.

Stakeholder Engagement

Ensure that Human Rights issues are included in the engagement with stakeholders and that organizations promoting Human Rights are involved in engagement activities.

Human resources

Ensure that human resources selection, management and development activities are respectful of Human Rights. When operating in countries where such rights are restricted, Eni shall strive to develop alternative/compensative initiatives and promote the respect of workers' rights in local legislation and practice.

Security of personnel and assets

Adopt preventive and defensive measures to minimize the necessity for active response by state and/or private security forces to threats to personnel and assets. Engage with state security forces to share the commitment for the respect of Human Rights and to adopt rules of engagement limiting the use of force and firearms. Force and firearms can only be used in self-defence or defence of others against imminent threats, to prevent the perpetration of a serious life-threatening crime and in any case always and only in a manner proportionate to the offence.

Marketing/Sales

Adopt advertising policies based on transparency and truthfulness of information.

Adopt marketing policies aimed at ensuring the quality of goods and services, safety and observance of the precautionary principle. Eni shall also seek to ensure that the goods and services it provides will not be used to abuse Human Rights.

8. Roles and Responsibilities

In the conduct of its activities, Eni management and all Eni personnel shall be committed to implementing the principles stated in paragraph 6. Particular attention shall be given to key corporate processes identified in section 7, in order to guarantee the protection and promotion of Human Rights.

Eni representatives in the corporate bodies of associated companies, in consortia and in joint ventures shall promote the principles and contents of the present Guidelines in the spheres of respective competence.