

FOR

HUMAN RIGHTS

EXECUTIVE SUMMARY





ENI'S APPROACH TO HUMAN RIGHTS

ENI'S VISION ON HUMAN RIGHTS BUILDS ON THE DIGNITY OF EVERY HUMAN BEING AND ON COMPANIES' RESPONSIBILITY TO CONTRIBUTE TO THE WELLBEING OF LOCAL INDIVIDUALS AND COMMUNITIES

Eni works in 67 different Countries, with around 31,000 employees all over the world.

Eni's approach to human rights is integrated into its mission and it is carefully explained in [Eni's Statement on Respect for Human Rights](#), approved by the Board of Directors on December 2018.

Eni believes that businesses must respect internationally recognized human rights, as established in the UN Guiding Principles on Business and Human Rights. They apply to all states and all businesses worldwide and are currently being implemented by companies, governments and their stakeholders everywhere in the world.

Eni's approach to human rights mirrors the UN Guiding Principles' structure:

COMMITMENT TO RESPECT FOR HUMAN RIGHTS

- Eni's Statement on Respect for Human Rights
- Human Rights embedded in Eni's policies and governance processes
- Continuous engagement and training on human rights for its people and its business partners
- Partnership with other organizations to promote the implementation of the Business and Human Rights agenda

DUE DILIGENCE

- Wide range of processes and tools to assess salient human rights issues, risks and impacts
- Application of the Due Diligence requirement to salient human rights issues
- Design, implementation and reporting of Eni's Human Rights Due Diligence process to ensure alignment with the UN Guiding Principles on Business and Human Rights

ACCESS TO REMEDY

- Grievance Mechanism to manage communities and individuals' grievances
- Whistleblowing process that enables anyone to send information concerning violations of the Code of Ethics, including human rights issues

ENI'S SALIENT HUMAN RIGHTS ISSUES

HUMAN RIGHTS IN THE WORKPLACE

- Equal treatment
- Safe and healthy working conditions
- Freedom of association and collective bargaining

HUMAN RIGHTS IN ENI'S RELATIONS WITH SUPPLIERS AND OTHER BUSINESS PARTNERS

- Modern slavery
- Migrant workers
- Freedom of associations and collective bargaining
- Working conditions
- Safe and healthy working conditions

HUMAN RIGHTS IN HOST COMMUNITY RELATIONS

- Land rights
- Environmental impacts that affect livelihoods, health, availability of water
- Closing of projects

HUMAN RIGHTS AND SECURITY

- Excessive use of force by public and private security forces
- Employee safety in high-risk environments

ACCESS TO REMEDY



ENI'S COMMITMENT TO RESPECT FOR HUMAN RIGHTS

Eni began working to **integrate respect for human rights into its policies and practices** in the 2000s and has experienced renewed impetus in the last four years.

IN 2018 PUBLISHED ENI'S STATEMENT ON RESPECT FOR HUMAN RIGHTS

In 2018, Eni published its **Statement on Respect for Human Rights**, whose ultimate goal is to illustrate Eni's approach to human rights, the standards adopted and the commitments to meet its responsibilities.

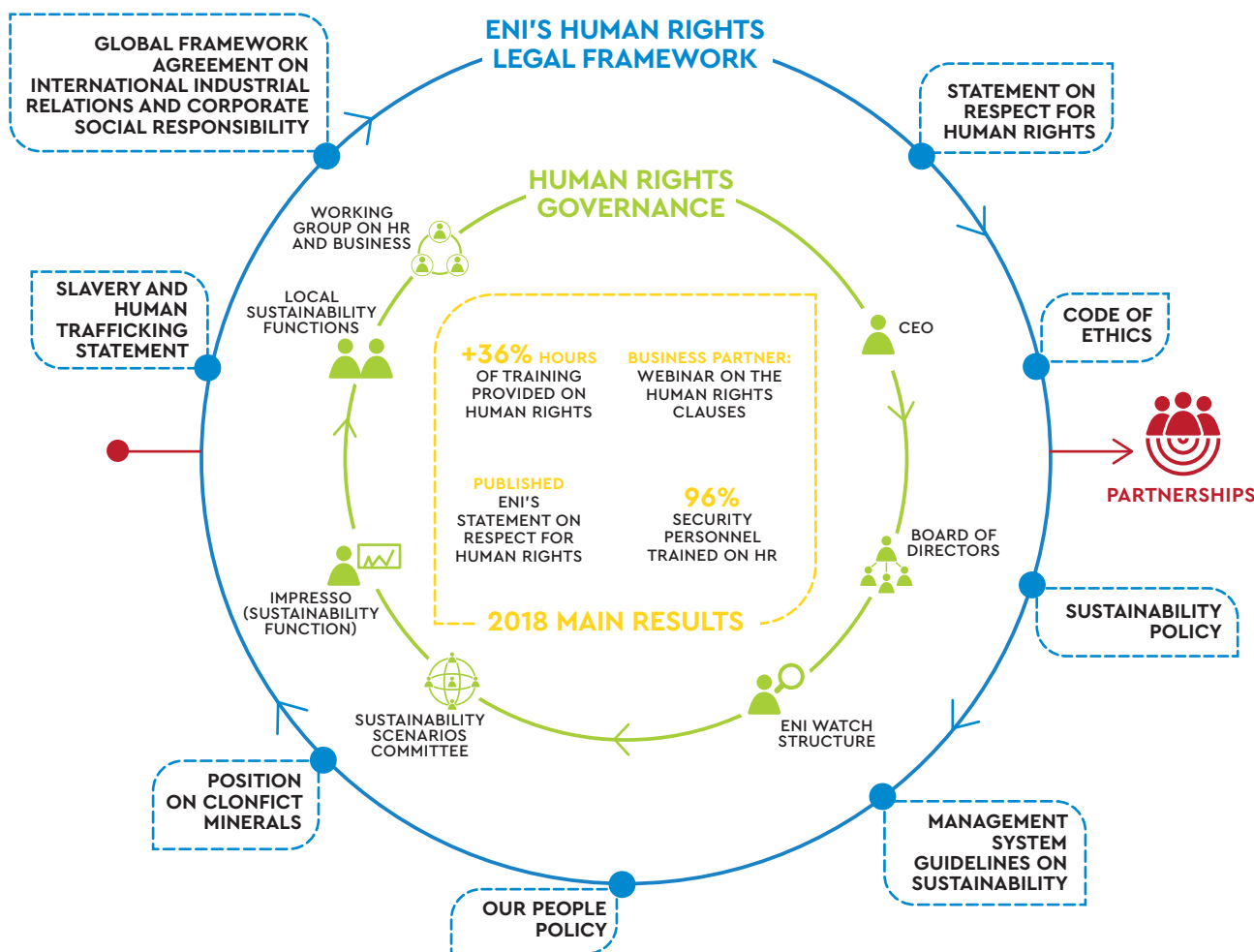
Eni's Statement represents both Eni's manifesto on human rights and the summary of its journey over the last decade whose strategic landmark was the integration of human rights both into the **internal legal framework**, and a number of policies and procedures.

2017-2018 INTERNAL WORKING GROUP ON HUMAN RIGHTS AND BUSINESS

The CEO and the Board of Directors were actively involved from the beginning and committed in spreading along the entire organization Eni's vision on human rights. In 2017, an internal **Working Group on Human Rights and Business** (HRBWG) has been appointed to design the Company's Human Rights agenda.

91%
EMPLOYEES TRAINED ON HUMAN RIGHTS

To ensure that everybody who works in or for Eni is aware of the company's commitment to respect human rights, Eni developed **training and awareness-raising activities** dedicated to its employees and Business Partners.





HUMAN RIGHTS DUE DILIGENCE

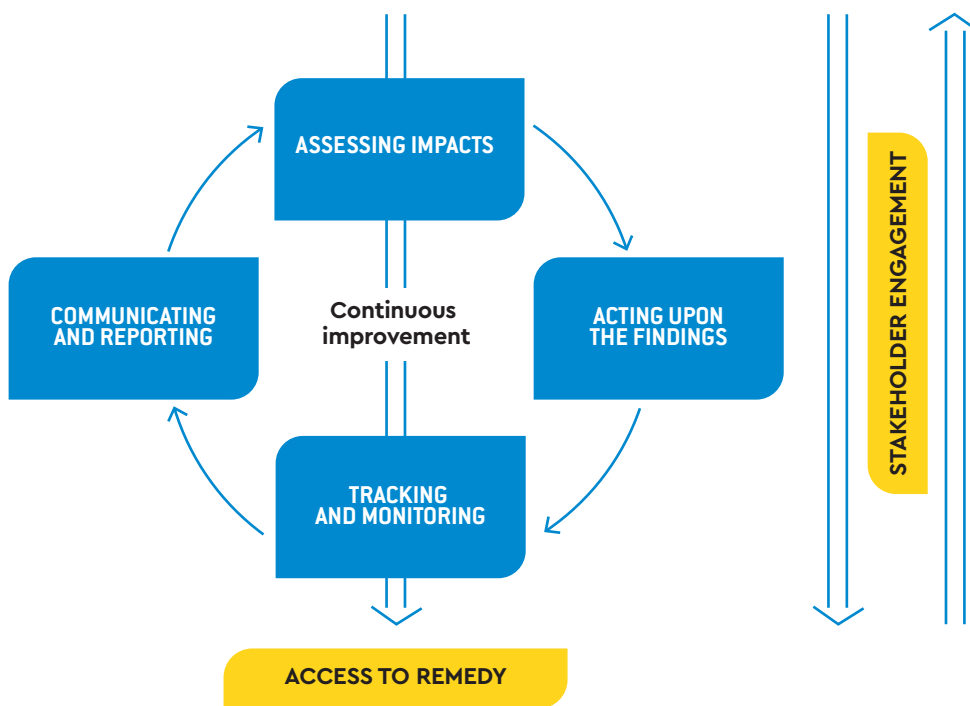
THE FINAL LIST OF HUMAN RIGHTS SALIENT ISSUES WAS SHARED WITH EXTERNAL STAKEHOLDERS IN 2018

In 2017, the HRBWG started its activities by hosting a Workshop aimed at launching the identification of the company's salient human rights issues, with the support of the Danish Institute for Human Rights. In 2018, the **final list of salient issues identified** by the participants to the workshop was shared with external stakeholders and experts.

ENI APPLIES THE HUMAN RIGHTS DUE DILIGENCE TO ITS SALIENT HUMAN RIGHTS ISSUES

The due diligence process is applied to the functional areas which are most exposed to human rights risks, and namely Human Resources, Suppliers and other Business Partners, Security and Community Relations, with a focus on salient human rights issues associated with each specific function.

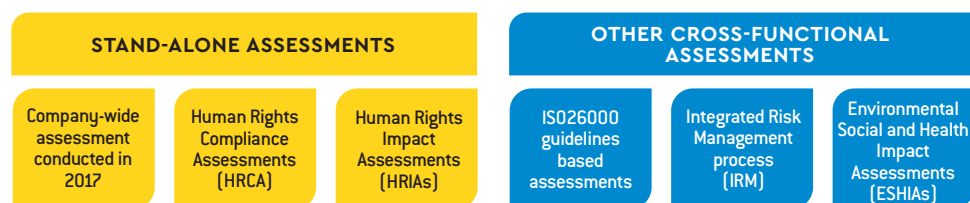
Adoption of a Commitment on Business and Human Rights



The UN Guiding Principles require companies to **identify, prevent, mitigate and account for how they address their impacts on human rights.**

Some of the impact assessment processes carried out by Eni are specific stand-alone human rights assessments, while other assessments are company processes aimed at achieving a wider set of company goals, in which human rights related content is integrated.

HUMAN RIGHTS IMPACT ASSESSMENTS



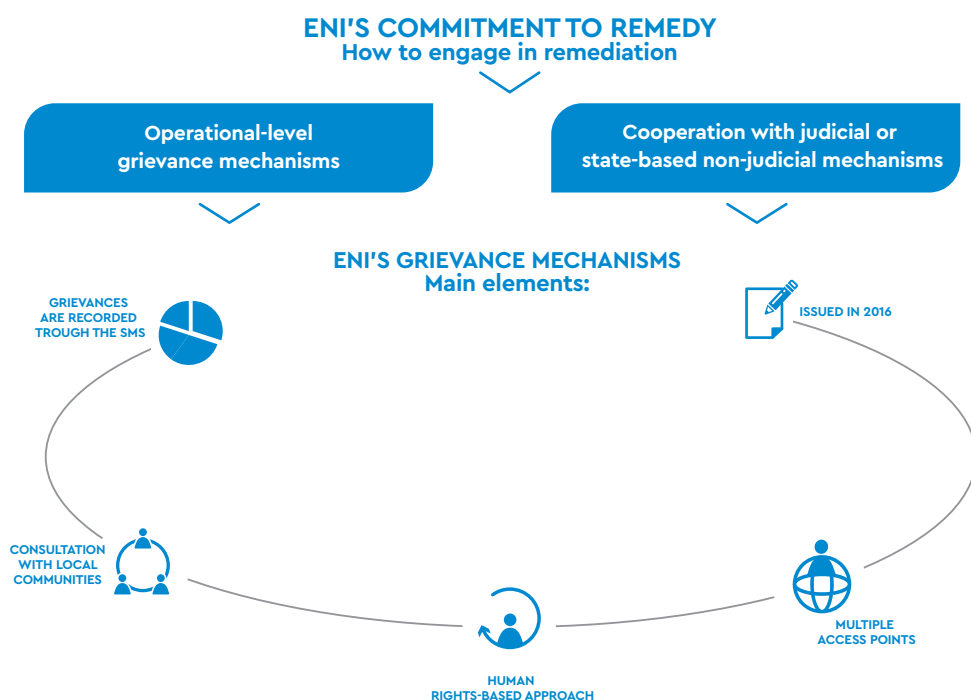


ACCESS TO REMEDY

Eni is actively engaged in assuring a proper access to remediation measures, providing remediation **in case of adverse human rights impacts it might have caused or contributed to** and in cases where the impact is **directly linked to its operations, products or services**.

GRIEVANCE MECHANISMS AND WHISTLEBLOWING

Grievance mechanisms and other reporting channels are made available to enhance the opportunities for the company to identify and promptly investigate potential and actual human rights impacts and take appropriate action. Furthermore, Eni does not prevent access in any way to state-based judicial or non-judicial mechanisms and co-operates in good faith with such mechanisms.



72%
COMPLAINTS RESOLVED AND CLOSED IN 2018

Eni uses a **Whistleblowing** reporting management system that enables anyone - whether Eni's people, stakeholders or other third parties to send reports on issues pertaining to the internal control and risk management system or other violations of the Code of Ethics, including possible violations of human rights.

Eni guarantees confidentiality and anonymity to whistleblowers as well as envisage possible measures for any potential retaliation perceived.

WHISTLEBLOWING

- Anyone, including third parties or employees, can send information
- Eni is committed to protecting whistleblowers
- Whistleblowing reports can refer to:

INTERNAL CONTROL ISSUES:
Laws
Regulations
Corporate rules

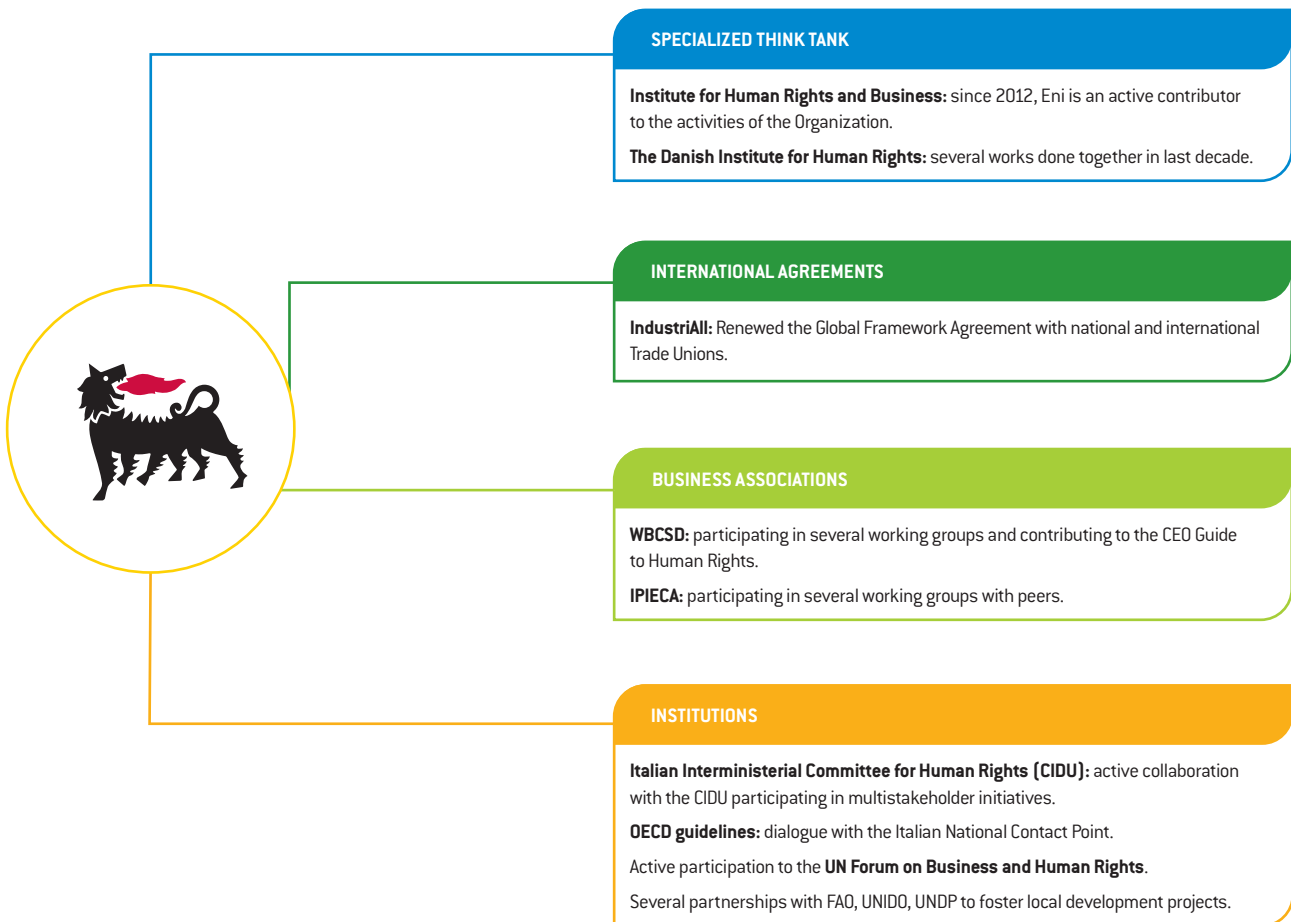
VIOLATIONS OF CODE OF ETHICS:
Including violations of Human Rights

31
REPORTS RECEIVED IN 2018 CONCERNING HUMAN RIGHTS





WORKING WITH STAKEHOLDERS



CORPORATE HUMAN RIGHTS BENCHMARK

Eni confirmed its leadership in designing an effective approach to human rights, ranking in the top 4% among the 200 companies assessed in 2019 by the Corporate Human Rights Benchmark (CHRB)

UN GLOBAL COMPACT

Eni has been confirmed in 2019 as a Global Compact LEAD participant, in a sign of its ongoing commitment to the United Nations Principles for responsible business



Eni SpA

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Piazzale Enrico Mattei, 1 - Rome - Italy
Share capital: € 4,005,358,876.00 fully paid-up
Business Register of Rome,
Taxpayer's code 00484960588

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