



Eni recognises diversity as a key value for human development. Integrating the principles of diversity and inclusion into corporate processes helps enhance the well-being of all Eni people as individuals and as part of the corporate system, generating a greater drive towards innovation and sustainable development.

Risk analysis

Impact of D&I Communication actions on internal and external stakeholders

Discrimination and non-inclusion in HR processes

REFERENCE PRINCIPLES



Enhancement of diversity

Eni is committed to recognising the expression of individual characteristics, considering people as identities that are distinct from each other in order to establish a work environment that prevents incidents of discrimination.



Equity

Eni is committed to ensuring a physically and socially fair work environment, providing each person with the necessary tools to have equal access to company resources and opportunities, based on the principle of equal opportunities and non-discrimination.



Uniqueness

Eni gives voice to the distinctive aspects present in the various working groups through recognition and inclusion of different languages, ways of acting and interacting, skills possessed, operating methods, individual attitudes, propensities, and experiences acquired.



Inclusiveness

Eni promotes a culture of inclusivity for a participatory work environment based on values of transparency, sustainability and listening, supporting dialogue and the dissemination of an inclusive and collaborative mindset.

CHARACTERISTICS OF THE D&I MODEL



Modularity

Progressive and modular implementation of a set of transversal actions aimed at supporting the development of a culture of valuing uniqueness.



Strategy

Translating business strategy into goals and actions that aim to create an inclusive work environment, to encourage internal adherence and sharing.



Listening

To understand the needs and requirements of Eni people in the pursuit of continuous improvement of actions to promote a culture of inclusion.



Shared responsibility

Promoting individual involvement and empowerment through initiatives that support the development of a culture of diversity and inclusion.