

Eni: Who we are

Eni is active in 42 countries in the upstream sector. In particular, we are the world's number one in oil exploration; that success is made possible by substantial investments in research and development. We built Goliat, the largest floating extraction platform in the world and the first in the Barents Sea. We have also developed systems to increase the sustainability of our operations, such as Clean Sea, an underwater robot for the monitoring of plant and sub-sea ecosystems.

**Exploration
and
Production**

**Gas and
Power**

we occupy a leading position in the transport, storage and marketing of natural gas given that we treat over 60 per cent of all gas sold in Europe. At the midstream level we manage the handling of oil and gas through pipelines, LNG carriers and oil tankers

We are an integrated enterprise working in the energy field, with a commitment to grow in the following sectors: research, production, transport, transformation and the sale of oil and natural gas.

Trading

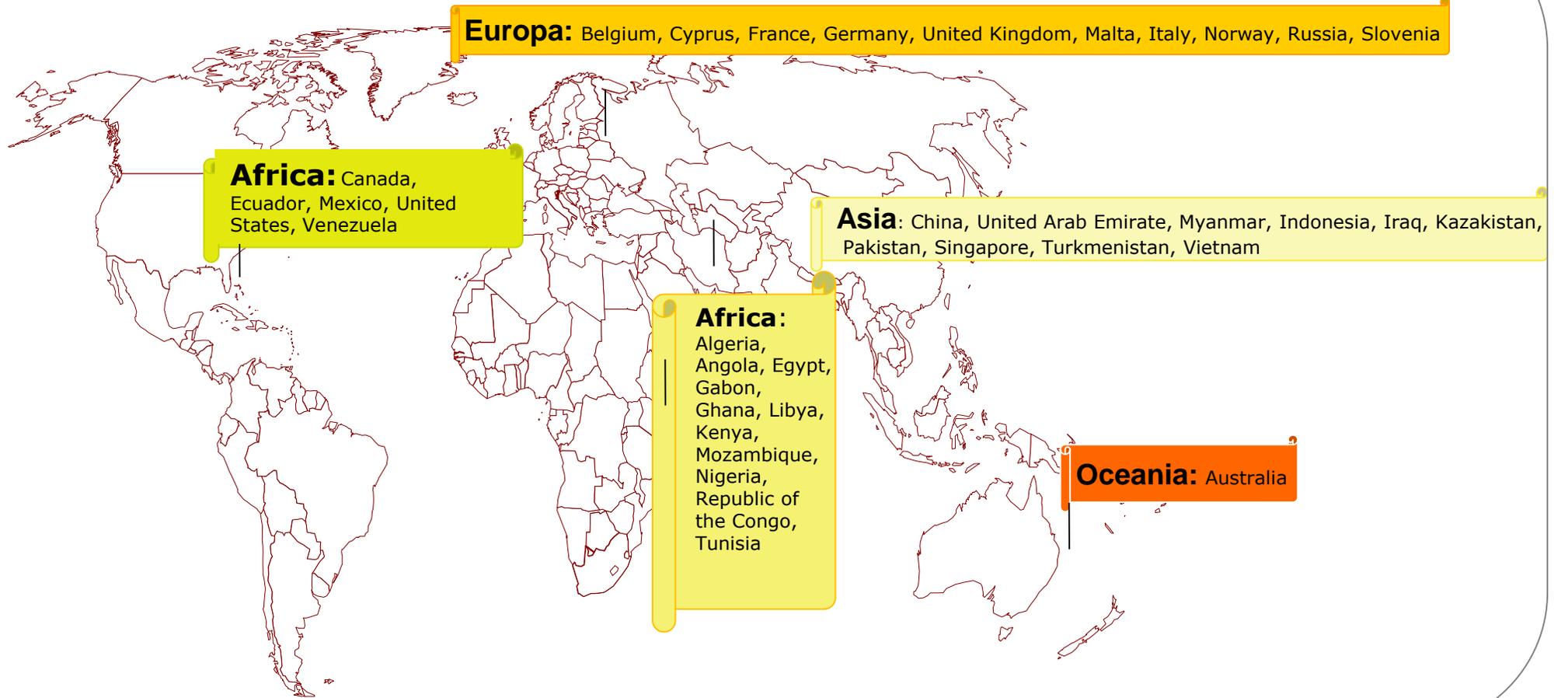
**Refining
and
Marketing**

Eni operates five refineries, where crude oil is processed into high-quality fuel and lubricants. The company sells these throughout Italy and abroad via its network of distributors or through other channels. Most of the company's retail activity takes place in Italy and Europe – particularly Germany, Austria and Switzerland.

We are also leader in the fuel market, with 4,000 service stations in Italy and 1,600 abroad.



Total number of employees: around 33.000



Human rights and ILO Convention in Eni policy

4 fundamental rights considered the cornerstone of the decent work:

Freedom of association and collective bargaining

Prohibition of child labour

Prohibition of hard labour

Prohibition of discrimination at work place

8 FUNDAMENTAL ILO CONVENTIONS

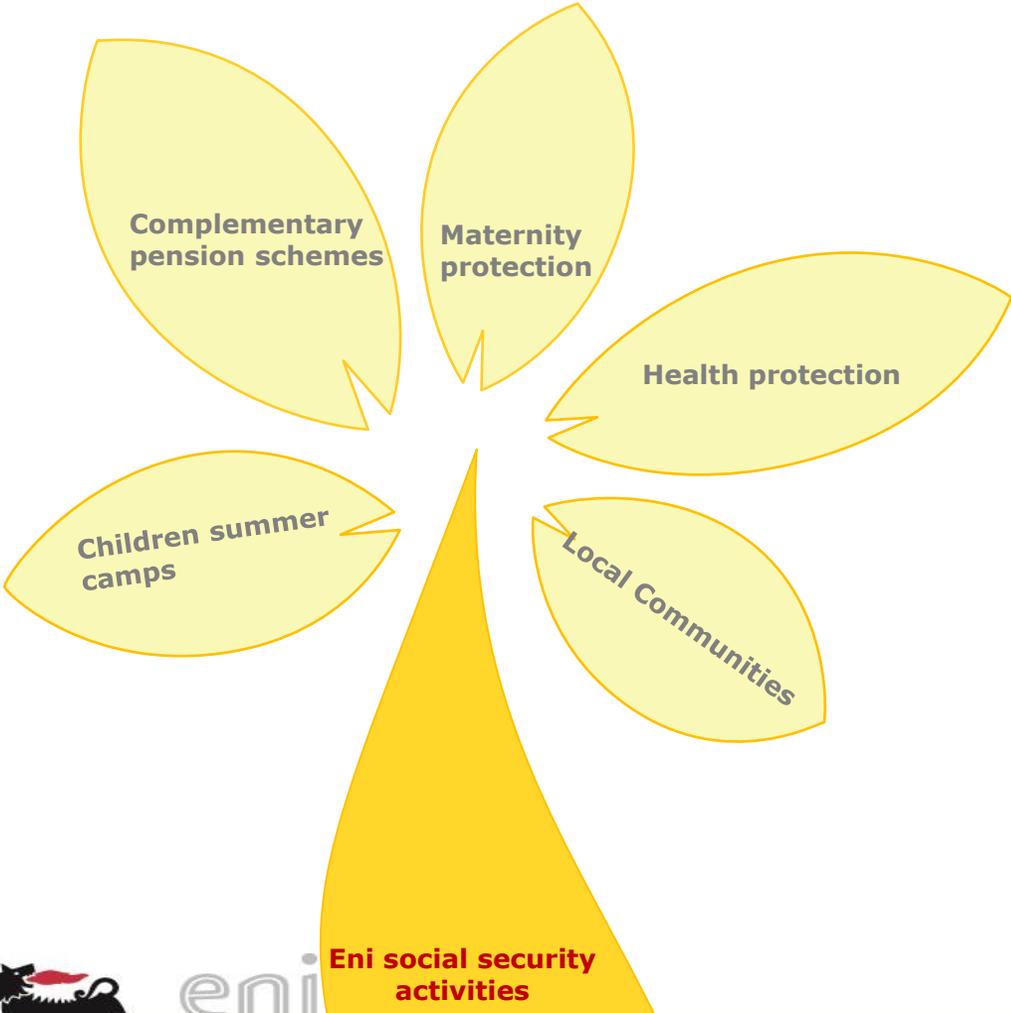
1. No. 87 Freedom of Association and Protection of the Right to Organize Convention, 1948
2. No. 98 Right to Organize and Collective Bargaining Convention, 1949
3. No. 29 Forced Labour Convention, 1930
4. No. 105 Abolition of Forced Labour Convention, 1957
5. No. 138 Minimum Age Convention, 1973
6. No. 182 Worst Forms of Child Labour Convention, 1999
7. No. 100 Equal Remuneration Convention, 1951
8. No. 111 Discrimination (Employment and Occupation) Convention, 1958

Both the fundamental labour rights and the ILO Conventions No. 29 and 111 are mentioned in Eni Code of ethics (*Any form of discrimination, corruption, forced or child labor is rejected. Particular attention is paid to the acknowledgement and safeguarding of the dignity, freedom and equality of human beings, to protection of labor and of the freedom of trade union association, of health, safety, the environment and biodiversity, as well as the set of values and principles concerning transparency, energy efficiency and sustainable development, in accordance with International Institutions and Conventions*).

Eni adhered to the ONU Global Compact principles



Eni social security activities



What next?

- Improving the paternity protection
- Flexible working hours for mothers
- Company's kindergarten



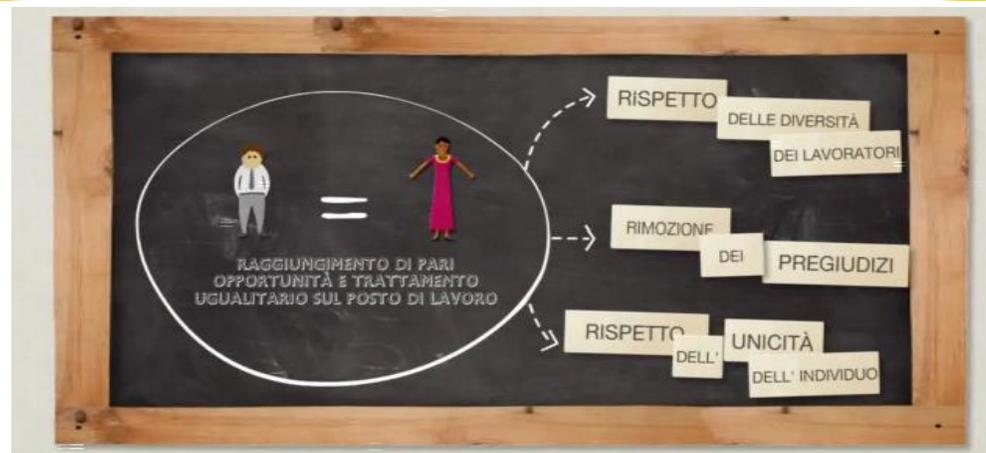
eni

Eni initiatives in favour of equal opportunities in the workplace

The Eni initiatives launched on non-discrimination and equal opportunities include

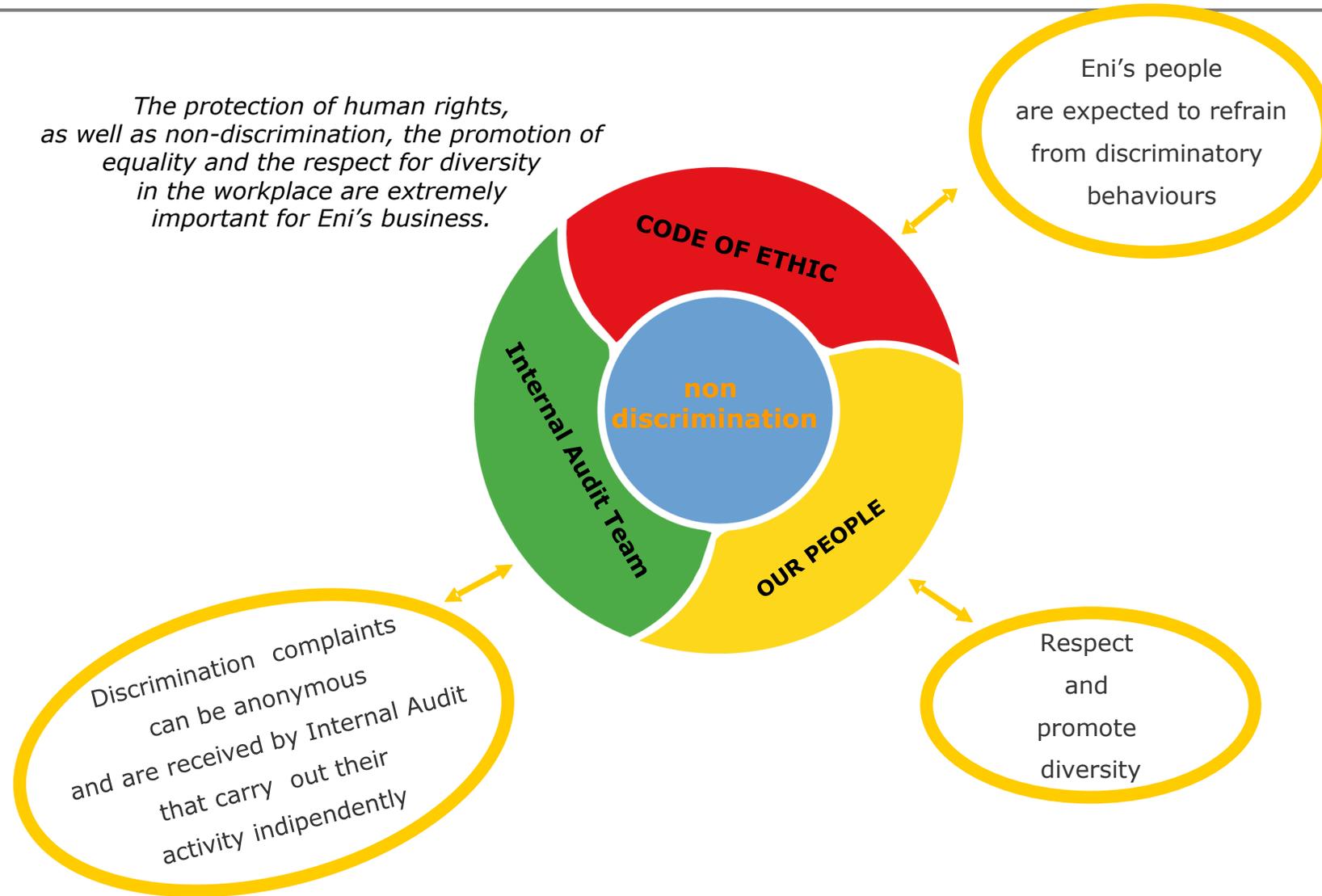
Training
on "non discrimination"
in employment

Maternity Protection



Eni antidiscrimination model

The protection of human rights, as well as non-discrimination, the promotion of equality and the respect for diversity in the workplace are extremely important for Eni's business.



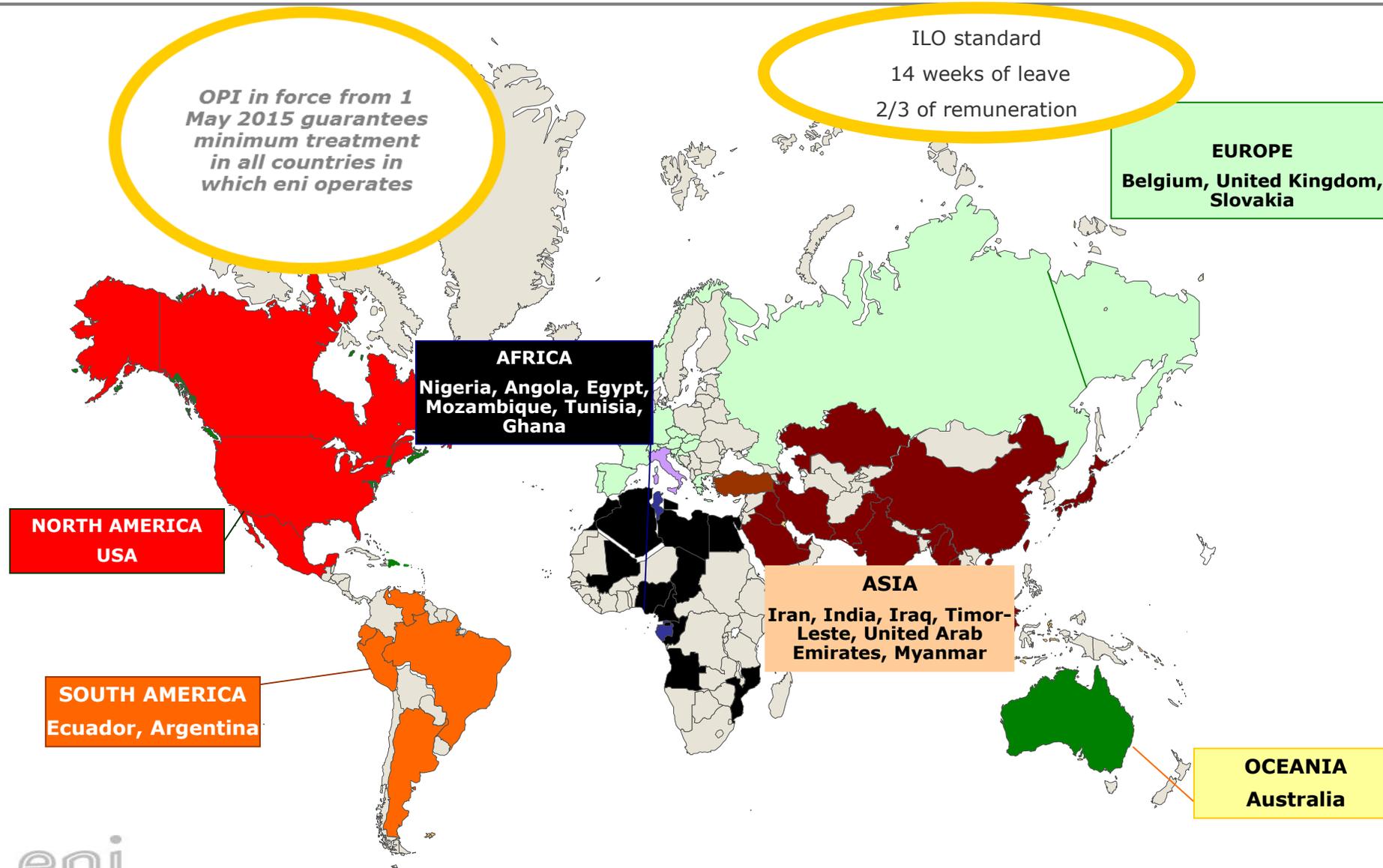
eni

Maternity protection



- ✓ Maternity protection is a fundamental value for Eni, in order to safeguard the health and safety of the mother and child and for the equality of all women in the workforce.
- ✓ Maternity protection is also a tool to retain and motivate employees, aimed at protecting women's jobs and providing temporary financial support to families in a way that is sustainable for the company.
- ✓ Comparison with the provisions of the ILO Convention on maternity protection (no. 183/2000) with specific reference to periods of leave (time) and maternity benefits (remuneration paid).
- ✓ Simulation and estimate - for countries in which the treatment guaranteed (company policies and law) is less than that envisaged by the ILO standard - of the additional cost necessary to align minimum treatments.

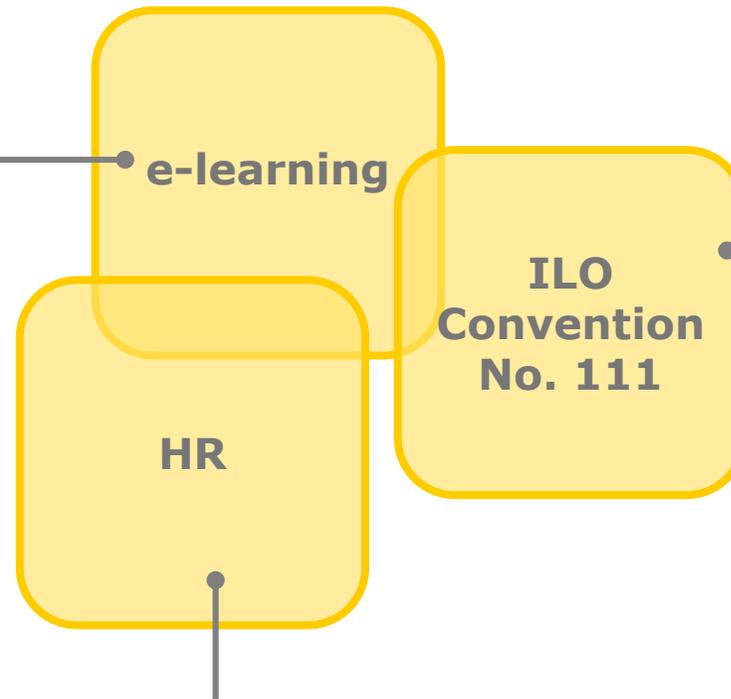
Maternity protection: countries below the ILO standard



eni

Discrimination e-learning

In order to inform and make its people aware of the important issue of sustainability, Eni's labour law HR function, in collaboration with the training center International Labour Organization (ILO), has developed a on-line course which will go over the ILO Convention 111.



ILO Convention N. 111 about employment and occupation, helps us understand when differential treatment is discrimination and when it is a justified management practice. This definition comprises three fundamental components:

- An act of making a **distinction**, excluding somebody or giving somebody else a preference
- A **difference** between workers, which gave rise to this act (gender, ethnicity as a "ground" of discrimination etc.)
- An outcome that has a **negative impact** on certain group of workers

If all three components can be identified, the person who is negatively impacted has been discriminated against.

The active prevention of discrimination and the promotion of equality among workers can bring benefits only if it is done with a systemic approach, throughout the cycle of HR management, and with the support of company level measures to sustain it.

The first basic step for diversity management is the capacity to prevent, detect and address possible discrimination in human resource management practice, in other words the ability to use fair, unbiased and transparent criteria in:

- Recruitment, namely in advertising, selecting, hiring and orienting new staff
- In Retention: for example in managing, training, promoting staff
- And finally in termination and retirement are concerned



Eni Foundation



Founded at the end of 2006, with the aim of strengthening and improving Eni's ability to respond coherently and effectively to the expectations of civil society, Eni Foundation addresses the main issues concerning the safeguarding of fundamental human rights: survival, social development, protection, and education.



Eni Foundation concentrates its action in particular on children, who are most fragile and vulnerable. In line with the value set which has always characterized Eni's work, the Eni Foundation's mission is "to promote the protection of the rights of children with social solidarity initiatives aimed at encouraging their overall well-being and development".



Although it is an independent and autonomous body, in conducting its activities Eni Foundation relies on the know-how and experience acquired by the people who work in Eni and of those who have worked for the company in the past, such as the veterans of the APVE. By drawing on such knowledge, the Foundation aims to strengthen its own ability to make a concrete contribution to resolving critical social problems.

- Until the first October of 2016 in charge of unit international Labour law. Jurist for Eni (www.eni.com) specialized in International and Overseas Labour Law and Dispute: Researching legislations both international and of Countries where Eni is currently present (about 70); creating a communication network of divulgation of information on "labour law and disputes" among the HR offices abroad, drafting employment contract, intercompany agreement (secondment agreement-service agreement) to manage the expatriates employees. Assistance related to labour law regarding transfer of undertakings, companies sales and acquisitions.
- From the first of October 2016 in charge of New Eni Foundation Activities
https://www.eni.com/enifoundation/en_IT/activities/where-we-intervene/where-we-intervene.shtml
- <https://www.youtube.com/watch?v=inKk1oYsKWc>