**Training on human rights**

In October 2016, a "raising awareness" event to disseminate corporate responsibility on human rights have been held with the CEO and all Eni's top and senior management (around 200 participants). A video is now available in the intranet to all the Eni personnel to raise awareness of potential human rights impacts of business activities.

Moreover, on the basis of a cascading process, starting from November 2016 a large part of Eni's employees, in Italy and abroad (around 20.000 people), have been invited to follow a training on” Business and Human Rights” in e-learning modality. The course "Business and Human Right", available in Italian, English and very soon in French, has been structured in two modules:

1. Human Rights Fundamentals (including hints to main international standard, UNGP, ILO Core labour standards, IFC Performance Standards, Voluntary Principle on Security and Human Rights, GC 10 principles)

2. Eni and human rights, describing mainly:

- Eni’s policy commitment (as contained in the Code of Ethics and in the Sustainability Policy);

- its actual embedding in the company’s management system (the MSG Responsible an classifies human rights as a key sustainability issue, identifies the relevant business functions dealing with these issues, and recalls salient steps of due diligence process relevant also for human rights);

- most relevant and recent Eni’s operating instructions concerning the management of critical issues (grievance mechanism and land management).

The content of the course has been provided internally by the Responsible and Sustainable Enterprise Dept. of Eni, supervised by the Danish Institute for Human Rights and the e-learning modules have been developed by Eni Corporate University.

|  |  |
| --- | --- |
| **Main features of the Eni’s Training Course on Business and Human Rights** | |
| Main Content: | Introduction to the course; opening Video; I Module Human Rights; II module Eni and Human Rights  to spread the culture of human rights and to understand the impacts that the business may have on human rights; to learn the Eni’s commitment and action on this issue |
| Modality: | e- learning course |
| Participants | 20.000 among ENI’s employees, middle and top management |
| Period of training: | Starting from November 2016 |
| Length: | two hours |

In 2017 other e-learning initiatives to Eni’s employee will follow, focused on the main processes relevant for Human Rights (ie. Supply Chain, Security, Labour, Relations with Communities).