**Eni’s policy commitment on Human Rights**

Besides the Sustainability Policy, the Code of Ethics and the Guidelines on Protection and Promotion of Human Rights, which are the documents of open access on our website that supporting the policy commitment of Eni on Human Rights, Eni has several other internal procedures aimed at regulating the approach on salient human rights issues:

* **The Sustainable and Development Enterprise Management System Guideline**, issued in April 2016, aimed to define, implement, evaluate, and report, in accordance with international standards, on the:
* management of key sustainability issues for the business and cross-functional projects, including Human Rights;
* local development and community relations;
* sustainability stakeholder engagement;
* monitoring, reporting and communication on the key sustainability issues.

On Human Rights this document reaffirms that Eni is committed to ensuring respect for human rights, namely those universal, inalienable and indivisible rights recognized by custom and international treaties for every person, regardless of nationality, religion, social status and other factors which could be potentially discriminatory.

For this purpose, all Eni business/support functions, while carrying out their own activities, must:

* Avoid generating or contributing to adverse impacts on human rights through their own activities and, if they arise, take responsibility for these impacts by adopting the necessary measures to manage and mitigate them if they cannot be prevented;
* prevent, mitigate or manage adverse impacts on human rights resulting from Eni services, products or operations. For this purpose, the conduct of counterparties is to be assessed, also during selection, including appropriate clauses on human rights within the relevant contracts and verifying compliance with these clauses;
* report any violations of which they may become aware, also anonymously, using the channels set out in the Eni Model 231 and applicable regulatory instruments.

The Eni sustainability function supports the Eni business/support functions to ensure respect for human rights, in particular by ensuring the analysis and assessment of risks related to possible violations of those rights.

The competent local sustainability function also supports those in charge of industrial projects in ensuring the respect of special rights of indigenous peoples and the responsible acquisition of land, making use of technical assistance provided by the Eni sustainability function.

The main activities regarding the respect for human rights, which are the responsibility of other business/support functions, regulated in the Eni reference regulatory instruments, are Human Resources, Procurement, HSE and Security and Investment and purchase/sale transactions.