

# Global Framework Agreement on International Industrial Relations, Corporate Social Responsibility and a Just Transition

January 13, 2026



femca cisl  
FEDERAZIONE ENERGIA, MODA, CHIMICA E AFFINI



industriall  
global union



Eni,  
IndustriALL Global Union  
and the General and National Secretariats of Filctem CGIL,  
Femca CISL, and Uiltec UIL  
sign

**the Global Framework Agreement  
on International Industrial Relations,  
Corporate Social Responsibility  
and a Just Transition**

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On January 13 2026, in Bolzano, Eni S.p.A., also representing its subsidiaries, IndustriALL Global Union and the General and National Secretariats of Filctem CGIL, Femca CISL, and Uiltec UIL met.

## 1. PREMISE

Eni is an energy tech company engaged in the entire value chain: from the exploration, development and extraction of oil and natural gas, to the generation of electricity from natural gas and renewable sources, traditional and bio refining and chemical activities, and the development of circular economy processes. Eni extends its reach to end markets, marketing gas, power and products to local markets and to retail and business customers also offering energy efficiency and mobility services.

Eni is an integrated energy company supporting a socially fair energy transition which, through concrete and economically sustainable solutions, aims to face the crucial challenges of our time: contributing to combating climate change and giving access to energy in an efficient and more sustainable way for all.

The business model is aimed at creating long-term value for all stakeholders through a consolidated presence along the entire energy value chain. The Company's mission integrates the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda and a distinctive approach permeates all its activities.

Eni continues its commitment to contribute to energy security, continuing to ensure value creation while advancing its transition strategy with a technologically neutral and pragmatic approach aimed at maintaining the competitiveness of the production system and increase social sustainability. These objectives are based on a diversified geographical presence and a portfolio of technological solutions to enable the creation of an increasingly decarbonized energy mix. Essential to the achievement of these objectives are partnerships and alliances with stakeholders to ensure active involvement in shaping Eni's activities and in transforming the energy system.

The model combines the use of proprietary technology with the development of an innovative satellite model. This involves the creation of dedicated companies capable of independently accessing the capital market to finance their growth while bringing out the real value of each business.

Eni has embarked on an industrial transformation based on a mix of levers and technologies to achieve the Net Zero targets by 2050, as defined on a global scale.

The pathway that will lead Eni to Carbon Neutrality in 2050 is composed of a series of targets, confirmed to the market during the Capital Markets Update on February 27, 2025, that involve first achieving net zero emissions (Scope 1+2) from the Upstream business to 2030 and from all of Eni to 2035, and then achieving net zero emissions in 2050 of all emissions (GHG Scope 1-2-3) associated with the life cycle of energy products sold, both in absolute terms and in terms of intensity.

On September 12, 2024, a significant evolution of the current structure was unveiled, where evolutions of projects and assets are consolidated to make Eni's strategy centered on decarbonization and energy security even more impactful. The Company has therefore chosen to reorganize its business activities into three structures:

- the new "Chief Transition & Financial Officer" structure, which, in addition to overseeing the development and implementation of Eni's economic and financial strategy, will also include Plenitude and Enilive, maximizing value extraction from these two companies;

- the “Global Natural Resources” which will oversee the technical, operational and engineering capabilities required to execute its projects. It is integrated with the Power Generation & Marketing business and Oil Trading activities to capture all downstream margins across the value chain. Moreover, it will manage the operational development of the new CCS and agri-hub businesses as well as the organic development of upstream projects with low break-even, reduced emissions, multi-local strategy and new business combinations to maximize growth opportunities;
- the new “Industrial Transformation” that will focus primarily on accelerating the transformation of chemistry assets by maximizing the circularity and specialization that Versalis introduced some time ago and on progressively transforming traditional downstream (refining) through the new company Eni Industrial Transformation, which will aim to ensure the management of traditional assets and consolidate the path of industrial transformation, as well as strengthening environmental remediation activities (Eni Rewind) towards new markets.

The Corporate maintains its role of guidance, coordination, and provision of specialized services. The central Technology department maintains its role as a center of competency, know-how and control, pooling cross-functional experiences and innovation, and focusing on R&D, Digital, Artificial and Quantum Intelligence.

In this challenging context, Eni and Italian Trade Unions have chosen to adopt a new model of industrial relations and signed an agreement called “INSIEME”, already in December 2020, which establishes the birth of a new model of industrial relations to support the energy transition path in Italy.

The economic scenario and present and future challenges related to the great strategic path of decarbonization undertaken by Eni with the new Plan to 2050 will require a strong collective commitment and constant sharing of information, objectives, initiatives and results. For this reason, the parties have agreed to define a new relational strategy capable of supporting the ongoing evolutionary path, in the belief that a participatory industrial relations system is the most effective to accompany ongoing and future transformation processes.

IndustriALL Global Union represents 50 million workers in 140 countries in the mining, energy and manufacturing sectors and is a force in global solidarity taking up the fight for better working conditions and trade union rights around the world. IndustriALL fights for another model of globalization and a new economic and social model that puts people first, based on democracy and social justice.

All these principles and actions must be fully consistent with the national and company-level collective agreements signed by Eni with the trade union organisations recognized by IndustriALL, also in order to prevent social and contractual dumping, in respect to fundamental international labour standards.

Since 2002, when the first Eni Global Framework Agreement was signed, Eni and IndustriALL have been working together in a constant dialogue based on the mutual interest in promoting and implementing socially responsible behaviour. They have done so by sharing and applying a set of fundamental values and principles of human and labour rights, each within their own spheres of influence, including protection for workers, equal opportunities, and respect for socio-cultural diversity of the countries where Eni operates.

With the renewal of this Global Framework Agreement, the Parties reaffirm their commitment to fundamental human and labor rights, responsible development and environmental advocacy, and a just transition, and reaffirm their willingness to build new momentum to strengthen their shared principles and goals.

## 2. SCOPE OF APPLICATION

This Global Framework Agreement applies to Eni SpA and its Subsidiaries worldwide (hereinafter in this Agreement collectively referred to as “Eni”), without prejudice to the provisions of the paragraph “Final provisions”. In the event of a merger or acquisition of a new company in which Eni SpA holds a majority stake, the new company will be subject to the provisions of this Agreement.

## 3. RESPECT FOR AND PROMOTION OF HUMAN RIGHTS

With this agreement and in compliance with industrial relations agreements signed at national and international levels and under the auspices of the European Works Council, the signatory Parties recognise the inalienable human rights of all individuals, without distinction, by virtue of their being a part of humankind.

They pledge to respect the principles of the Universal Declaration of Human Rights (1948), the Declaration on the elimination of all forms of discrimination against women (1967), the Declaration on the rights of the child (1959) and International Covenant on Civil and Political Rights (1966). Eni is also committed to respecting the principles concerning fundamental rights that are the subject of the conventions referred to in the ILO (International Labour Organisation) Declaration on Fundamental Principles and Rights at Work.

Eni also adheres to the principles contained in the ILO’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; in the OECD Guidelines for Multinational Enterprises; in the United Nations Guiding Principles on Business and Human Rights; in the United Nations Global Compact; in the United Nations Women Empowerment Principles (WEP) signed in 2021, which constitute the main international references for adopting responsible and sustainable conduct in business activities.

This commitment is consistent with the following company documents:

- Eni’s Code of Ethics which, together with Eni’s values, contains general principles and concrete rules of conduct, which provide practical guidance in business operations.
- ECG Policy “Respect for Human Rights in Eni” which outlines Eni’s vision and commitment to human rights. In addition, the so-called Salient Human Rights Issues are detailed - i.e., the issues considered most significant for Eni, defined on the basis of business activities, the contexts in which Eni operates and sharing with relevant local and international stakeholders, adopting a risk-based approach - on which the management model and activities on Human Rights are developed.
- ECG Policy “Diversity & Inclusion”, which includes the D&I model, the reference principles and the commitments undertaken by Eni in its activities in Italy and abroad. In particular, reference is made to the principles of valuing diversity, equity, uniqueness and inclusion.
- Eni Supplier Code of Conduct, which describes the minimum requirements expected by Eni and the characteristics that all its Suppliers are required to meet, in order to continuously improve their activities and services.
- ECG Policy “Zero Tolerance against harassment and violence in the workplace”, which implements the principles and rights provided for by the International Labour Organization (ILO) Convention No. 190 of 2019.
- Eni’s Slavery and Human Trafficking Statement which describes the measures taken by Eni to prevent slavery and human trafficking along its supply chain or in any area of its business.

- TOGETHER – INSIEME - Industrial relations model to support the energy transition process.
- Eni's commitment to a just transition for workers, suppliers, communities and consumers, signed by the CEO in 2022.

### 3.1 LABOUR RIGHTS

Eni is committed everywhere, within its sphere of competence, to upholding and complying with the principles enshrined in the international instruments listed below. Eni is committed to complying with local regulations in the conduct of its activities. In cases of potential divergence between local and international standards, including possible conflict with local regulations, Eni seeks possible solutions that provide the best protection for its employees, in full compliance with local law.

In particular, Eni undertakes to recognize:

#### **Freedom of association and collective bargaining and non-discrimination of workers' representatives (ILO Conventions No. 87, No. 98 and No. 135)**

Eni guarantees the right of workers and employers to set up trade unions by their own free choice, as well as the right to collective bargaining in compliance with applicable legislation. Eni, acknowledging and enhancing the particularities of each industrial relations system, respects the role of Trade Unions representing workers in the Company in accordance with the applicable legislation and regulation.

In this scenario, Eni prohibits any form of discrimination against workers' representatives in relation to their trade union representation activities. In accordance with applicable national laws and collective agreements, Eni undertakes to engage in good faith and to refrain from any anti-union activity, as well as to remain neutral with respect to workers' preference to join or not join a trade union organization of their choice.

In accordance with ILO convention n°. 135, Eni also undertakes to make available to worker's representatives, elected or designated at company level, appropriate facilities to enable them to carry out their functions in a timely and efficient manner taking into account the needs, size and capabilities of the undertaking concerned. In this scenario, meetings may be attended, with prior notice to the employer, by external leaders of the union that formed the company union representation.

#### **Protection of dignity, equal opportunities and non-discrimination (ILO Conventions No. 100 and No. 111)**

Eni prohibits any form of discrimination, distinction, exclusion or preference based on personal identifiers (origin, nationality, religion, sexual orientation, political affiliation, mental and physical diversity, health condition, age and any other personal data) unrelated to the requirements necessary to perform a certain job, which nullifies or impairs equality of opportunity or treatment in employment or occupation. Eni also undertakes to strengthen the principle of equal pay for work of equal value between men and women through pay structures based on objective, gender-neutral criteria.

#### **Effective abolition of child labour (ILO Conventions No. 138 and No. 182)**

Based on the provisions of international labour laws, and in line with the applicable national laws, Eni is committed to respecting the minimum age of access to employment, which cannot be lower than the age at which a child completes compulsory schooling and, in any case, not below 15 years of age. Minors and adolescents under the age of 18 cannot be employed in hazardous work. Eni also undertakes to comply with the measures laid down

in the applicable international and national norms on child labour and on the employment of minors, including those related to the prohibition of the worst forms of child labour.

#### **Prohibition of forced and compulsory labour (ILO Conventions No. 29 and No. 105)**

Eni rejects any form of forced or compulsory labour as well as any exploitative labour practices including, for example: human trafficking, restriction of freedom of movement and seizure of identity documents.

#### **Promotion of a healthy and safe workplace (ILO Conventions No. 155 and No. 187)**

Eni is committed to ensuring a safe and healthy work environment through adherence to the highest international health and safety standards and the specific laws and regulations of the countries in which it operates. Eni ensures that it manages health and safety at work based on the principles of precaution, prevention, protection and risk management, including through a gender-based perspective, that integrated into its operating models. Eni operates with a view to continuous improvement and empowerment of all levels in the company. In this context, Eni promotes the health and psychophysical and social well-being of its people, through a management system that includes occupational medicine and industrial hygiene, healthcare and management of medical emergencies and health promotion, guaranteeing the implementation of a gender-based perspective as well as a special focus on situations of greater vulnerability. Eni promotes a culture of health and access to adequate health services.

#### **Maternity protection (ILO Convention No. 183) and parenting support measures (ILO Convention No. 156)**

As part of its promotion of measures to support parenthood, Eni protects maternity, and acknowledges no less guarantees than those provided by the international regulations on the subject, both in terms of duration and extent of maternity leave compensation to its persons in all the countries in which it operates, and promotes additional measures to assist parenting, such as paternity leave, including those aimed at guaranteeing the right to non-discrimination held by people with family responsibilities.

Specifically, where maternity benefits guaranteed by the local law, contracts and/or company regulations and practices are considered to be inferior, Eni applies the provisions of the ILO Convention 183/2000, providing for a mandatory period of maternity leave of at least 14 weeks and a benefit equal to 100% of the annual salary, recalculated over the same period.

Eni considers the promotion of measures to support parenthood to be of paramount importance. 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.

In addition, in order to protect parenthood, Eni guarantees fathers a period of leave up to 20 working days, even non-continuous, to be taken within five months after the child's birth or within the broader time limit envisaged by law and/or by any agreements, regulations and company practices, recognising during the same period a benefit equal to 100% of the annual salary, recalculated over the 20 days.

#### **Training and professional development (ILO Convention No. 142)**

Eni recognizes and promotes the development of employees' skills without any discrimination and on an equal basis. It is also committed to promoting the enhancement of people's professional skills and adopts a career development and progression model that promotes the individual's potential, under conditions of equality and non-discrimination. Eni also recognizes training as an essential tool for knowledge development, as well as a



strategic element towards the achievement of business objectives, and it therefore provides its employees with the means to acquire, maintain and develop their skills.

### **Elimination of violence and harassment in the world of work (ILO Convention No. 190 and ILO Recommendation No. 206)**

Eni forbids, without exception, every form of violence and harassment at work, including gender-based violence and harassment: it therefore offers extensive protection against such conduct particularly for women and those who are most vulnerable or in situations of greatest vulnerability.

Eni takes appropriate steps to prevent violence and harassment, including gender-based violence and harassment, starting from the assessment of relevant risks, with the participation of workers representatives, and including the identification and implementation of preventative and mitigating actions.

Eni – also in consideration of the evolution related to new technologies and new ways of working – condemns and undertakes to combat all forms of violence and harassment that occur at work, in connection with work or that arise from work, including those that, going beyond the physical workplace, occur through the use of telematic tools. Eni's corporate culture is based on respect, professionalism, non-discrimination and equal opportunities.

All people who work at Eni, including third parties, have the right to work in a world of work free from all forms of violence and harassment and also have the responsibility to work together to create a work environment based on respect, promoting a culture of combating violence and harassment through adequate information and training activities supporting those who report conduct and/or episodes of violence and harassment.

In this respect, Eni makes available the appropriate reporting channels provided by Eni and regulated in the relevant regulatory instruments and confirms that any episode of violence and harassment, including gender-based violence and harassment, subject to reporting, will be duly taken into account, ensuring confidentiality and protection against victimization and retaliation of reporting persons, of victims and witnesses. Eni also confirms that it has adopted, also through specific internal regulatory instruments, specific measures to prevent, recognize and combat the risks and conduct of harassment and violence at work, including gender-based violence and harassment.

With reference to the Conventions on Discrimination at Work, Child Labour, Freedom of Association and Collective Bargaining and Working Conditions, Eni has adopted a Due Diligence Model which, in line with the international and corporate regulatory framework, aims to verify the consistent supervision of human rights in the workplace by its subsidiaries. Particular attention is paid to raising awareness among subsidiaries operating in contexts where human rights are most at risk.

## **3.2 HEALTH AND SAFETY AT WORK AS FUNDAMENTAL RIGHTS**

In June 2022, the International Labour Conference included "a safe and healthy working environment" among the fundamental principles and rights of work. In line with international standards, Eni considers health and safety in the workplace an absolute priority and a distinctive value of its Sustainability model.

Eni is committed to ensuring the best possible standards of health and safety for employees in all the areas of the world in which it operates. In line with its Supplier Code of Conduct, Eni requires its suppliers and subcontractors to take all necessary measures to ensure a healthy and safe work environment, for the benefit of their workers. Eni's activities will be conducted in compliance with current health and safety regulations and international standards and laws.

Eni's OHS system is based on the following rights:

- The right to work in a healthy and safe environment where the risk of work-related injuries and illness is minimized.
- The right to be informed about occupational risks and to receive adequate training on how to perform the job safely.
- The right to refuse or to stop hazardous work activity, with the assurance of an adequate joint review of the activity aimed at eliminating the risk.
- The right to be updated on health and safety decision-making processes in the workplace, also through workers representatives' bodies, in constant dialogue with the employer to identify and assess risks, propose recommendations, and promote the application of prevention protocols.

Eni is committed to the ongoing search for improvement and implementation of innovative technologies in the field of safety and health at work, with the aim of consolidating practices in line with the best international standards and adopting all measures, based on criteria of excellence, which allow for further improvement of the risk prevention management system. The Parties acknowledge the importance of this objective and undertake to facilitate the prompt adoption of such technologies. Eni guarantees that in order to protect the privacy of its workers, the data collected through new digital technologies will be processed exclusively to ensure health and safety of workers and other purposes of use are excluded.

The definition, implementation and dissemination of a culture based on the prevention of risks in the workplace has been made possible by an effective industrial relations system. An important milestone in this respect was the signing of the Agreement that established the European Observatory for Health, Safety and the Environment, aimed at promoting the culture of safety, health and environmental protection as a pillar of a sustainable business model. Eni is committed to applying the same standards in all its operations around the world. The Parties also agree to open a dialogue with a view to assessing a possible global extension of the scope of the European Observatory for Health, Safety and the Environment.

Without prejudice to the results achieved so far, on the basis of a constant dialogue with workers' representatives and trade unions in relation to all its activities conducted worldwide, Eni has continued, and still continues, to pay the utmost attention to improving HSE performance, both for people and for operating assets. In order to pursue the maximum targets in this area, Eni is committed to regularly identifying and analyzing potential risks, taking the most appropriate measures to eliminate or reduce them.

In its standards, Eni has adopted the World Health Organization (WHO) definition of health, according to which the concept of health is not only limited to the absence of disease, but consists of a state of physical, mental and social well-being of people. The commitment to continuous improvement on these issues has led to the adoption of Eni's new Management Model for healthcare activities.

In addition to mandatory activities, such as occupational health care, for which high standards are maintained in relation to health surveillance programs, Eni is committed, through the direct or indirect management of health facilities, to pay great attention to the provision of effective health services for its employees and their families, taking into account the relevant country health profile.

In addition, Eni is committed to implementing and improving programmes for the management of health emergencies, epidemics and pandemics, through constant information, training and the adoption of high-quality standards in the construction or maintenance of medical facilities, with a view to continuous improvement. Eni has also adopted a Travel Health Policy, applicable to all workers, which is implemented thanks to targeted health protocols, information interviews before departures and adequate vaccination coverage in relation to the country of destination.

Health and safety results are measured through appropriate indicators, as part of a process of continuous improvement.

### 3.3. HUMAN AND LABOUR RIGHTS IN RELATIONS WITH THIRD PARTIES, IN THE LOCAL COMMUNITIES THAT HOST ENI AND IN SECURITY ACTIVITIES

Eni's approach is aimed at ensuring the full commitment of the entire supply chain to respect for human rights, leveraging not only specific assessments and contractual requirements, but also involving suppliers in initiatives to obtain and concretely monitor the level of awareness and attention to the issue of human rights.

Eni also works to ensure that its partners comply with the principles set out in its commitment documents and makes every effort to include *ad hoc* clauses on respect for human rights in contractual agreements, relating to the activities carried out with or for Eni.

Indeed, Eni is committed to selecting suppliers and external stakeholders who demonstrate adequate professionalism and alignment with its corporate values. In particular in relation to respect for fundamental human and labor rights and throughout the value chain.

As established in the Supplier Code of Conduct adopted by Eni, suppliers, actual and potential, at all levels of their relationship with Eni, to commit to respecting the principles set out in national and international regulations on human and labor rights, including the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines, the ILO Declaration on Fundamental Principles and Rights at Work, as well as Eni's Code of Ethics.

In particular, the respect for human rights within the supply chain is a fundamental requirement for Eni, safeguarded through a procurement process that adopts a risk-based assessment model. This model allows for the analysis and classification of suppliers according to their potential risk level, based on the country's context and the activities carried out.

The procurement process includes the assignment of qualification status within Eni's Vendor Register, which summarizes the outcome of the assessment of HSE requirements, human rights compliance, technical and organizational capabilities, ethical and reputational standing, and compliance aspects, as well as any major shortcomings or areas for improvement identified.

Eni provides concrete and innovative tools to support its suppliers—particularly small and medium-sized enterprises (SMEs)—in strengthening their competencies on human rights throughout the supply chain.

Among these tools, particular attention is given to initiatives aimed at promoting awareness and the continuous improvement of ESG performance, including social issues related to human rights.

Furthermore, Eni requires its suppliers to ensure that, in the case of subcontracted activities, these are also carried out in line with the same requirements imposed on the main contractor.

With regard to the activities entrusted to suppliers, Eni confirms the presence within the context of existing contractual relationships, of appropriate clauses formulated in such a way as to constitute a guarantee against any violations. In this regard, Eni confirms that any supplier who has relations with Eni must undertake to scrupulously comply with the principles contained in the documents listed above.

If any critical issues arise or the acceptability standards are not met, Eni restricts or prevents the suppliers concerned from being invited to tenders, and may take appropriate measures regarding the supplier's qualification status.

It is understood that any repeated violations of the provisions set out in the Supplier Code of Conduct, in particular within the scope of this Agreement, may result in the termination of the contractual relationship in place with the supplier concerned.

Eni respects the rights of individuals and local communities in the countries where it operates, focusing in particular on the protection of the environment and biodiversity, on the preservation of local cultures and the right to the highest attainable standard of physical and mental health. It promotes initiatives to protect the right to access water, to ownership and use of land and natural resources.

In the environmental field, regulatory trends are increasingly rigorous and stringent and require the company to make a strong commitment to maintaining levels of competitiveness together with high performance on all environmental aspects, locally and globally. For Eni, environmental protection has always been a central theme of its mission; the company operates in compliance with the rules, adopting the best available techniques and international best practices.

The principles of prevention, mitigation and control are the basis of its operational excellence model and ensure the correct environmental management of operations.

The Parties agree that, over all these years, health, safety and respect for the environment have been a key value for Eni, for its workers and for the development of its business activities.

Eni is committed to respecting the specific rights of indigenous peoples in accordance with international standards, the Indigenous and Tribal Peoples Convention (ILO169) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Before initiating business or local development activities, Eni conducts prior, free and informed consultations with stakeholders to meet their legitimate expectations regarding the design and implementation of activities and their participation.

For industrial projects considered to be at higher risk, Eni conducts specific studies, a Human Rights Impact Assessment (HRIA), and a Human Rights Risk Analysis (HRRRA), which include a preliminary analysis of the local context and possible engagement of “rightholders”. This identifies potential negative impacts, recommendations and prevention and mitigation measures that translate into concrete Action Plans.

In line with international reference standards, the Voluntary Principles on Security and Human Rights and the United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, Eni has developed a coherent set of rules and tools to be followed by all security personnel protecting Eni employees and facilities.

This makes it possible to ensure that contractual terms include provisions on respect for human rights; that the suppliers of the security forces are selected, among others, on the basis of human rights criteria; that security operators and supervisors receive adequate training on respect for human rights and finally that the events considered most at risk are managed in accordance with international standards.

### **3.4 ACCESS TO GRIEVANCE AND REMEDIATION MECHANISMS**

All of Eni’s activities, anywhere in the world, must be carried out within a framework of honesty, integrity and compliance with the law.

In line with the United Nations Guiding Principles on Business and Human Rights (UNGPs), with the Guidelines of the Organisation for Economic Co-operation and Development addressed to Multinational Enterprises (OECD Guidelines), Eni has therefore adopted a human rights due diligence system that addresses Human Rights from a twofold point of view: compliance risk for Eni (of incurring judicial or administrative sanctions, material financial losses or reputational damage) and Eni’s risk of causing (or contributing to cause) actual or potential negative impacts.

It also undertakes to periodically assess and monitor the actual and periodic impacts on human rights, in an effort to identify personalized strategies aimed at mitigating these impacts.

The Parties acknowledge that the effective implementation of a Due Diligence system is a key factor in the respect of human rights, as required by the main international standards and in line with the regulatory evolution underway at European level.

Eni is committed to subjecting its human rights activities to a due diligence process. To this end, it constantly assesses and monitors real and potential impacts and identifies specific strategies and solutions aimed at improving the effectiveness of the prevention and mitigation of negative impacts. In particular, carry out awareness-raising initiatives dedicated to subcontractors and other partners.

With this in mind, Eni provides complaint mechanisms and other reporting channels, both at central and operational site level, aimed at ensuring that any possible violations of Human Rights are promptly intercepted, analysed, managed and – if ascertained – are subject to remedial measures.

In particular, two specific tools are available, regulated within the corporate regulatory system, which can also be used in the event of an alleged violation of Human Rights:

- the “Grievance Mechanism”, consisting of the set of procedures defined by Eni for the process of sending, in written or verbal form, requests or complaints in relation to the activities carried out, as well as the related management and resolution. Grievances referring to Human Rights classified as “relevant” provide for a specific process of analysis and response;
- “Reports” consisting of the possibility, for anyone, employees or third parties, to report, even confidentially or anonymously, problems relating to the Internal Control System or other matters in violation of the Code of Ethics, such as business ethics, mobbing practices, harassment, discrimination and respect for Human Rights.

## 4. FOR A JUST TRANSITION

Eni is working to ensure that the decarbonization process offers opportunities to convert existing activities and develop new production supply chains, which will create significant opportunities in the countries where it operates and for the parties that work within the value chain. At the same time, Eni is committed to managing any potential negative impact of the transition on workers, communities, consumers and business partners leveraging an approach that respects human rights, diversity and inclusion, and women’s empowerment.

Eni dedicates the utmost attention to the environment and ecosystems affected by its business operations and is inspired by the guidelines indicated in the International Development Conventions to which Italy adheres.

Within the Natural Climate Solutions (NCS) area, starting in 2019 Eni launched the forest protection, conservation and sustainable management projects, in particular in developing countries. The forest projects are certified according to recognized standards within climate change mitigation strategies.

In addition, Eni has partnered with the United Nations Development Programme to improve access to more sustainable energy and contribute to the achievement of the UN Sustainable Development Goals (SDGs) in Africa, in particular with regard to the more sustainable consumption and production of affordable and less impactful energy.

The Parties to this Agreement share the principle of a “just transition”, referenced in the Paris Agreement, in the ILO 2015 Guidelines for a Just Transition, and more recently outlined in the Declaration “Supporting the Conditions for a Just Transition Internationally” signed during COP26 and in the recommendations of the “Global Commission on People-Centred Clean Energy Transition” of the International Energy Agency.

Eni is aware of the relevance of the social dimension of the ambitious path outlined. To this end, Eni is committed to a human centred energy transition based on a declined approach to four main categories of stakeholders: workers, suppliers, communities and customers.



The energy transition is first and foremost a technological transition: only with a strong industrial and innovative capacity, as well as the willingness to combine forces and skills, will it be possible to implement the transition while enhancing opportunities for people. In this direction, Eni works to convert existing activities and to develop new value chains with relevant opportunities for workers, economies and communities of the countries where the Company operates.

Digital evolution and Artificial Intelligence are strategic levers for energy transition, accelerators of technological innovation processes and allies for the development of new projects and new skills. Eni is committed to ensuring that Artificial Intelligence is integrated into the company in a transparent, ethical and reliable manner with the aim of creating value for people and for the company.

This ambition necessarily requires engagement with all relevant stakeholders, in particular those who can play a relevant role in the Just Transition such as unions and workers' representatives, institutions, communities' representatives, industry organisations.

Eni is committed to engaging employees in its organisational strategies with listening and communication initiatives and defining and developing the technical competencies as well as the mindset and soft skills necessary for current and future activities. Within this effort and beyond the transition pathway, Eni is committed to providing decent and valuable working conditions and ensuring a working environment where diversity, personal and cultural views are regarded as sources of mutual enrichment, as well as key factors in business sustainability.

Eni is committed to providing access to decent jobs in decarbonized activities and it makes all possible efforts to attract the best talents, while providing equal opportunities for all regardless of gender, age, or any kind of perceived diversity.

Eni is committed to prioritising up-skilling and re-skilling programmes for workers with the aim of making the best effort in supporting their relocation into new or transformed activities (within the company or in other companies). Eni is also committed to supporting workers' social protection, specifically those affected by the company's transition strategy. This may be achieved through multilateral agreements between unions, workers and Eni to promote relocation programmes that are advantageous for both workers and the Company or allowing for a smooth turnover of skills combining favourable incentives for early voluntary exit plans and the hiring of skilled young people in key areas.

Eni is committed to discussing with the trade unions at various levels, starting locally, with particular reference to professional skills and employment levels. Eni will also make its best effort to develop a social dialogue model suitable for the new requirements connected to the transition pathway and characterised by preliminary consultation in order to set out those solutions that can be used in this evolving scenario.

## 5 INDUSTRIAL RELATIONS

### 5.1 EFFECTIVE AND PARTICIPATORY INDUSTRIAL RELATIONS

The Parties recognise the importance of developing constructive industrial relations at various levels that reflect the different socio-economic contexts in which Eni operates with the necessary respect of different cultures and social and economic aspirations.

The participatory model that has always characterised the system of Eni industrial relations has allowed it to consolidate relations with the trade unions and their representatives over time, through a constant process of engagement on corporate objectives to encourage the development of resources and organizational systems.

In the current scenario and in the challenges undertaken, a constant transparent sharing of information, of the objectives that are set, the initiatives that are implemented and the results that are pursued in this way will be required. For this reason, the Parties consider that an even more effective and participatory system of industrial relations is necessary to accompany the transformation processes and, in this perspective, they agree to define a new relational strategy that can support the evolutionary path underway and, at the same time, facilitate the achievement and sharing of challenging business objectives.

In this context, Eni also undertakes to promote, in agreement with the Trade Unions signatories to this Agreement, a review activity aimed at improving social involvement and dialogue with workers' representatives at global, European and national level.

## **5.2 COORDINATOR**

In order to ensure continuous dialogue with company management on issues pertaining to this Agreement, the figure of the Coordinator designated jointly by the Trade Unions is confirmed.

Given the complexity of Eni's businesses and their global distribution, it is agreed that the Coordinator represents a link between the delegates designated at local level and the Trade Unions signatories to this Agreement.

Designation of the Coordinator has to consider his/her proximity to the company departments and units in charge of managing the Agreement, so that the expected managing costs remain sustainable.

The names and addresses of the workers' representatives participating in the annual meeting mentioned hereunder have to be sent to the Coordinator. The Coordinator will forward to the relevant Company department of Industrial Relations at Eni the list of the five workers' representatives designated under 7.1.b below who may participate in the course of the meeting, promoting the participation of female workers among the workers' representatives.

The Coordinator's term shall match the term of validity of this Agreement. Upon expiry, the signatory trade unions shall confirm the outgoing Coordinator or designate the new Coordinator and notify to the relevant Company department for Industrial Relations at Eni of his/her name.

# **6. IMPLEMENTATION AND MONITORING OF THE AGREEMENT**

## **6.1 INFORMATION AND COMMUNICATION**

The Parties mutually acknowledge that one of the fundamental objectives of this Agreement is to raise awareness of the values and commitments related to social dialogue, human and trade union rights and corporate social responsibility. In this regard, the Parties undertake to disseminate knowledge of this Agreement by providing information and communications in their respective fields.

Eni pursues adequate methods for providing information and periodic consultation on its presence and expansion across the world, and intends developing a dialogue with trade unions on the economic and social effect of its activities.

To encourage wider dissemination of information and without prejudice to the particular confidentiality of certain topics, the company will share the materials presented during the annual meeting, by using internal company information systems and other means.

Moreover, during the annual meeting, appropriate methods of engaging local trade unions may be agreed between the Eni relevant Company department of Industrial Relations and the trade unions signing this Agreement.

## 6.2 PUBLICATION OF THE AGREEMENT

Eni and the signatory Trade Unions commit to disseminating and promoting the content of this Agreement, in the appropriate local languages, particularly to workers, managers and suppliers.

After signing of the Agreement, Eni will ensure that it is translated into the languages of the main countries where Eni operates, in consultation with the Coordinator.

The Agreement will be made available on Eni's intranet portals and websites. The company will produce materials explaining the content of the Agreement for HR directors, managers and employees, using all available communication channels.

IndustriALL will publish the Agreement on its website and circulate it among its affiliates.

## 6.3 TRAINING

The Parties agree that training is a fundamental lever for increasing awareness among Eni employees on the content of the Agreement. In this regard, Eni is committed to creating a dedicated e-learning course updated with the contents of this agreement and open to all employees, available on the Company Intranet.

Furthermore, Eni will include the aforementioned course in the institutional training process dedicated to managers.

## 6.4 ACTION PLAN AND MONITORING PROGRAMME

In compliance with the commitments made in the Agreement, the Parties will jointly develop action plans aimed at advancing fundamental human and social rights and good working practices. These practices may consist of information, training and research activities.

Eni is committed to disseminating this Agreement as widely as possible using all available communication tools.

# 7. ANNUAL MEETING AND PERIODIC MEETINGS

## 7.1 ANNUAL MEETING: PARTICIPANTS

An annual meeting shall be held with the General and National Secretariats of FILCTEM CGIL, FEMCA CISL, UILTEC UIL, the General Secretary of IndustriALL Global Union, the Coordinator and representatives from Eni management to help promote the sharing of information, consultation and dialogue with the signatory trade unions.

Moreover, to facilitate wider dissemination of the principles and procedures for implementing the Agreement, better access to information on corporate social responsibility issues and initiatives undertaken by management, and to allow greater involvement of local representatives, a delegation of workers' representatives will also participate in the annual meeting.

The number of participants shall reflect the distribution of employees by business unit in Italy and outside Italy, up to a total maximum of 10 members, composed as follows:

- a. 5 members of the Select Committee of the European Works Council;
- b. 5 workers' representatives from different countries and business units of Eni

## 7.2 ANNUAL MEETING: TOPICS COVERED

The Parties agree that the following topics will be analysed during the annual meeting:

- Eni economic and financial situation;

- performance and prospects of its principal operating activities, with a focus on the most significant areas of operating presence and relevant employment figures, also in relation to the Net Zero Strategy;
- Eni actions and plans addressing safety, risk management and protection of worker safety, without prejudice to the commitments in each country that stem from legislative provisions or contractual agreements;
- development of industrial relations in all the countries and areas where Eni operates, highlighting any critical situation;
- performance by Eni of Corporate Social Responsibility actions and projects;
- update on the performance of emission targets related to the Net Zero strategy;
- main elements related to sustainability reporting;
- Just Transition updates;
- Due Diligence model updates and implementation;
- monitoring of the Agreement implementation and action plans rolled out;
- cases of non-compliance and areas for improvement, in particular regarding HSE issues;
- good practices and measures to promote them;
- statistics on reports (i.e. whistleblowing), especially regarding human rights;
- transnational training projects and/or activities;
- joint missions;
- follow up of the indicators.

During this annual meeting, the Parties agree to dedicate a focus on the implementation of the Agreement and on the awareness of its content among Eni employees.

### **7.3 PERIODIC MEETINGS: PARTICIPANTS AND TOPICS COVERED**

In addition to the annual global meeting, in order to keep the social and local dialogue fluid and constant, Global Union and the Coordinator of the Agreement will meet approximately three times a year. Where deemed necessary, they will be able to carry out joint missions.

At local level, the implementation of the Agreement will be part of the regular social dialogue between trade union/workers' representatives and local management.

## **8. INDICATORS**

The implementation of the Agreement will be measured using appropriate *ad hoc* indicators, as part of a continuous improvement process. The signatories agree that, during the annual meeting and in the context of corporate social responsibility, it will be possible to agree on additional indicators.

## **9. DISPUTE RESOLUTION**

This Agreement is not intended as a substitute for, or to interfere with, any dialogue or bargaining processes followed at local, national or European level.

In the event of a dispute regarding the interpretation or non-compliance with the Agreement, the signatories undertake to notify each other as soon as possible, so that they can work together to find an effective and constructive solution within a reasonable time in the interest of all parties, through mutual dialogue.

This Agreement is drawn up in the English and Italian, it being understood that in case of dispute the Italian language shall prevail.

The Parties recognize the principle that problems arising between workers and the company must be resolved at the level closest to the place of work where the problem occurred. In the event of difficult situations, Eni, in agreement with the relevant HR functions and the signatories of this Agreement, will facilitate the resolution of the problem at local level.

Where a dispute relating to this Global Framework Agreement is not resolved at local level, it shall be referred to the human resources department of the subsidiary, which will avail itself of the support of Eni's foreign human resources department and the relevant trade unions at national level in the country concerned. If not settled at national level, the conflict will be taken to global level with the involvement of the relevant Company department of Industrial Relations at Eni, IndustriALL Global Union and the Coordinator of the Agreement with a view to wage any possible effort for a peaceful solution.

In case of need for interpretation of this agreement, the relevant company function for Industrial Relations at Eni, IndustriALL Global Union and the Coordinator of the agreement may agree to seek the expert advice of the ILO or any other agreed third party of the ILO or any other third party identified by mutual agreement between them.

## 10. FINAL PROVISIONS

This Agreement is governed by Italian Legislation.

The application of the provisions of this Agreement shall not conflict with any law, regulation, and collective agreements applicable at national/local level.

### 10.1 ORGANISATION

Eni agrees to bear, within reasonable limits and in any case in accordance with its internal policies, the costs of organising and conducting the annual meeting and periodic meetings, if held, as well as for the operation and the renewal of the GFA (including the costs of videoconferencing, interpreting and translations).

In addition, Eni will bear for participants in the annual meeting and in the periodic meetings the costs of food, lodging and transfers (round-trip airfare/train, as well as public transportation/taxis for transfers to/from the hotel/airport/railway station) necessary to enable participation in that meeting, within reasonable limits and in any case in accordance with its internal policies.

In cases where the aforementioned individuals request reimbursement of any expenses incurred for the aforementioned treatment, such expenses will be reimbursed only upon presentation of appropriate supporting documentation and, in any case, within reasonable limits and in compliance with Eni's internal policies (including the Eni employee travel procedure).

### 10.2 DURATION OF THE AGREEMENT

This Agreement is valid for four years from the date of its signature. Where possible, six months before the expiry, the Parties will start discussions to ascertain the conditions for a possible extension.

The parties, also in relation to possible changes to the reference legislation, may agree on amendments to this agreement at any time.



ENI

OO.SS.

IndustriALL Global Union

**Fabrizio Sbarra**

HR Business Partner CT&FO and Support  
and Industrial and Confindustrial Relations



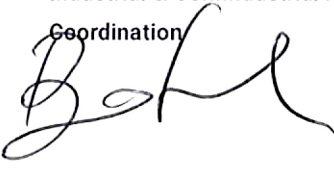
**Atle Høie**

General secretary

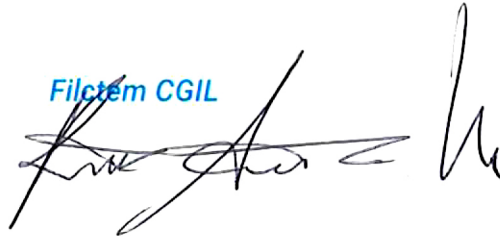


**Bruno Serra**

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Industrial & Confindustrial Relations and Welfare  
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**Filctem CGIL**



**Marcella Scillieri**

Head of International Industrial Relations



**Femca CISL**



**Uilec UIL**

