

HSEQ & Energy Policy

Eni Austria GmbH



October, 2018



Our Mission



As one of Austria's leading mineral oil companies, the Eni Austria Group is committed to protect the health and safety of its employees, partners and other persons involved in its activities, as well as the environment and to maintain energy efficiency in all of its business operations, particularly at its service stations. It assumes the responsibility to comply with all relevant laws, regulations and guidelines and to maintain the implemented, integrated management system regarding the operational continuous improvement. In addition, Eni strives to meet customer requirements and to ensure customer satisfaction.



Our Employees

Our employees are the indispensable and essential element in the existence of the company, as only through their commitment and expertise the company targets can be achieved. Therefore, Eni commits to the following principles:



Protection and promotion of human rights.



Equal opportunities regardless of race, skin color, gender, religion, nationality, political affiliation, sexual orientation, social status, age or other personal circumstances not related to work requirements.



Safety and protection of the mental and physical well-being of employees in a safe working environment.



Esteem of human capital while ensuring the development of the necessary competence skills regarding the competitiveness of the company.



Promotion of internal and external training, training initiatives, the establishment of Practice Communities, and strengthening the collaboration thought as well as the exchange of ideas.



Use of an integrated remuneration system that allows employees to receive fair compensation commensurate with their level of ownership and market conditions.



Assurance of a clear, targeted and networked internal communication.



Our Partners

Long-term relationships with strategic and institutional partners are based on generating value and pursuing common targets.

As an institutional partner, Eni considers institutions and entities that represent legitimately recognized community interests that may be relevant to Eni's activities.

Eni builds, maintains, and develops relationships with institutional partners by adopting behaviours that are influenced by their values of correctness and transparency, and by complying with laws and regulations and the company's rules and regulations. Therefore, it establishes specific contact persons for maintaining relationships to ensure consistency in the communication with corporate strategies and objectives.

Eni invests in long-term strategic collaboration that maximizes values for stakeholders. It also supports equitable sharing of risks and opportunities, including through appropriate contract formulation and sharing of knowledge, technology and processes to generate synergies and benefits for both.

Eni uses processes and management systems to facilitate communication and transaction with partners, as well as to make it more transparent and monitors partner performance through appropriate feedback and reporting systems.

Selection and Competition

Eni applies accurate qualification and selection processes to review and evaluate the technical capability and trustworthiness of its strategic partners in the ethical, business and financial sectors and to reduce the risks associated with working with third parties.

It promotes free competition by using appropriate selection processes, and focuses also on the quality, cost and delivery time of products and services by selecting partners from a global perspective, favouring competitive tendering, encouraging rotation of partners and applying antitrust rules to protect competition.



Information and Communication

Eni is committed to identifying, collecting, processing and organizing information clearly, promptly, accurately, truthfully and completely in all operational processes in which it generates and manages them, using a common language.

It manages the information in compliance with the law and applicable regulations, and in particular, it observes obligations regarding the privacy and treatment of confidential information.

In addition, Eni ensures information security, depending on its importance, assessing information about possible risks and identifying suitable security measures.

Eni has an information system that takes into account technologies, organizational structures and processes as well as the management, storage, retrieval, confidentiality and protection of information.

Eni's integrated communication system, which consists of several channels, is consistently managed, used in compliance with applicable laws and regulations, and used for secure, truthful, conscientious, and transparent internal and external communication and information in order to comply with the values, strategies and the image of the company.

Eni will designate those responsible for communications activities to ensure the consistency of information across the different channels and compliance with corporate objectives and policies.



Sustainability

For Eni, sustainability is the engine of a continuous improvement process that guarantees achievements over time as well as an increase in economic performance and a stronger image.

Eni is generally committed to protect the common interests of the communities in which the company operates. It ensures the sustainability of its activities through a model that is broken down into the processes of all corporate functions, focused on innovation and the achievement of long-term targets, and is used to risk prevention and mitigation through risk assessment and management.

Eni informs and involves local communities by promoting an in-depth, free and informed consultation to address their concerns in new projects, impact assessments and development initiatives. It identifies and assesses the environmental impact and the social, economic and cultural impacts of its activities, including its impact on indigenous populations.

For Eni, the conservation of biodiversity and ecosystem services is an essential component of sustainable development in the realization of its industrial projects and promotes investment projects and initiatives in this matter.

In addition, Eni is investing in scientific research to develop, among other things, new technologies for reducing climate-changing emissions and for more efficient and sustainable energy production. In addition, it is committed to reducing greenhouse gas emissions by improving the efficiency of plants and increasing the use of low-carbon fuels. Eni uses a system to collect, analyse and manage the risks associated with climate change and promote the sustainable management of water resources.

Eni uses its energy policy as a means of improving energy performance in the workplace. It is committed to complying with legal requirements, defining, documenting, assessing and complying with strategic and operational energy goals.

The sustainable and conscious use of energy is ensured by internal and external information and training campaigns, and by the introduction of sustainability criteria in the selection and assessment of the supply chain.

HSEQ & Energy Targets

The HSEQ & Energy targets are a visible sign for the self-commitment of the Managing Director to HSEQ and energy efficiency principles. They also serve as a guideline for all supervisors and their employees, as well as for promoting the HSEQ & Energy awareness among all employees.

Eni defined the following HSEQ & Energy targets:



Minimizing the operational HSE risk and creating economic value.



Strict compliance with all applicable and HSE relevant laws as well as Eni's internal HSEQ & Energy models and procedures.



Business activities are systematically audited for the continuous improvement of HSE processes.



Determination of relevant key figures for the controlling of HSEQ & Energy activities by means of benchmarking.



Optimization of processes and products in terms of quality, environmental compatibility, occupational safety and health.



Training of employees at the highest level.



Regular information on the achieved results in the area of environmental protection, health, occupational safety and quality.

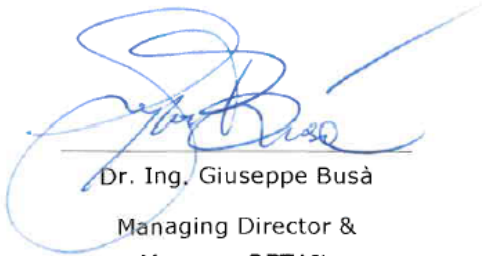
The prevention from environmentally harmful effects on our business activities is achieved through a series of measures to implement the environmental objectives. These measures form the basis for environmentally responsible trade and consist of various processes and sub-processes, each of which is important for the overall environmental performance.

The HSEQ & Energy targets are reviewed once a year as part of a HSEQ committee meeting and adjusted if necessary. In any case, these adjustments are made when the objectives of the division are changed. In the event of a change in the HSEQ & Energy targets, compliance with the requirements of the Code of Ethics and the objectives of the division has to be ensured.

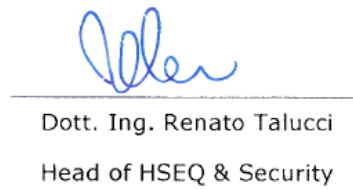
Compliance and implementation will be guaranteed and carried out by the appointed managing director, Dott. Ing. Giuseppe Busà, the head of department HSEQ & Security, Dott. Ing. Renato Talucci, who is also appointed as quality and environmental manager, the energy manager, Ing. Werner Pollauf, and the entire management of the Eni Group Austria.



Vienna, October 18th, 2018



Dr. Ing. Giuseppe Busà
Managing Director &
Manager RETAIL



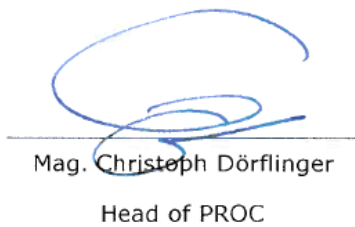
Dott. Ing. Renato Talucci
Head of HSEQ & Security



Mag. Andrea Coss
Manager ADCO



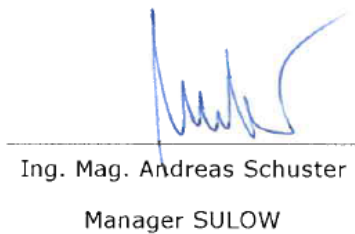
Dr. Italo Carlo Gaglianò
Manager HR-IT



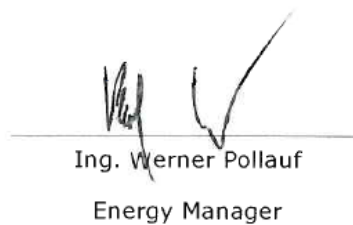
Mag. Christoph Dörflinger
Head of PROC



Mag. Andreas Frühwirth
Manager LUBES



Ing. Mag. Andreas Schuster
Manager SULOW



Ing. Werner Pollauf
Energy Manager