



HUMAN RIGHTS POLICY

Snam, a European leader in the construction and integrated management of natural gas infrastructure, is aware of (i) its role of paramount importance in the industrial sector and in the market it serves and of (ii) its role of responsibility in safeguarding the well-being of the people who work and/or collaborate with it, and that of the communities in which it works.

In order to achieve and promote human well-being, whether as individuals or as members of social groups, in carrying out its activities, Snam pursues and disseminates a policy aimed at the effective implementation of the United Nations Universal Declaration of Human Rights, of the fundamental Conventions of the ILO - International Labour Organization, of the OECD guidelines for multinational enterprises and of the principles of the United Nations Global Compact.

Snam's human rights policy towards individuals, and towards the social groups it is a member of, is based on the following guiding principles and criteria:

- people are an indispensable factor for the development of the Company, which must promote their skills, competences, commitment and creativity, ensuring that all workers have access to the same work opportunities, remuneration and career development, solely on the basis of their merits and expertise;
- the recognition and the protection of dignity, freedom and equality of human beings, the protection of jobs and working conditions, of freedom of association, health, safety and of the values and principles system related to transparency and sustainable development;
- the behaviour standards of the Directors, the Auditors, the Management, the employees of Snam, the suppliers and contractors as well as of all those that work to achieve Snam's objectives, are outlined in its Code of Ethics, which is a key element of its corporate culture;
- the prevention and the rejection of: (a) any kind of discrimination, violence, corruption in any form against any public or private entity, of forced or child labour; (b) any form of violence or harassment, whether sexual or related to the personal and cultural differences of the individual; (c) harassment or behaviour otherwise related to mobbing;
- the confidentiality and the processing of the personal data of all those who work to achieve the corporate objectives comply with the fundamental rights and freedoms and the dignity of everyone involved;
- The fundamentals and conducts related to human rights and in general to the principles stated in the current policy are fostered and shared with suppliers and partners.



Snam's human rights policy is communicated and disseminated within the organization and among all the people that have relations with Snam, striving for transparency and collaboration. It is also made available to all the parties concerned and to anyone who requests it.

San Donato Milanese, 29 May 2018


 Chief Executive Officer
Dott. Marco Alverà