

DIVERSITY AND INCLUSION: POLICY OF SNAM

Snam considers people to be vital both for the success of the organization and for the creation of value for the company and its stakeholders in a fair and sustainable manner.

Snam believes that diversity and plurality are values that contribute to creating an open and stimulating work environment, ensuring perspectives and points of view that favour innovative ideas and effective and upright conduct. For these reasons, it has developed an organizational framework that supports inclusion and the enhancing of diversity.

By implementing the values stated in its Code of Ethic and in line with the provisions of the Universal Declaration of Human Rights of the United Nations, the Fundamental Conventions of the International Labour Organization, the Guiding Principles of OCSE for multinational organizations and the Principles of the Global Compact, Snam guarantees equal dignity and opportunity for all persons regardless of their country of origin, the culture and religion to which they belong, their gender, sexual orientation, political opinions and whatsoever other characteristic and personal style.

Snam, therefore, commits itself daily to:

- propagating the culture of diversity and of equal opportunity among employees and collaborators, making sure that all are treated, at all times, with dignity, respect and fairness, demonstrating conduct that will reflect inclusion and support the Company's values;
- creating a welcoming work environment, free from any direct or indirect discrimination and from whatsoever type of harmful behaviour and based on personal, social, political and cultural diversity;
- applying specific HR policies and metrics to guarantees equity in all of the employer-employee relationship, from the process of selecting people to the assigning of roles, from the assessment of performance to professional development, from compensation up to the ending of the relationship;
- supporting the professional development and growth of its human resources, inspiring employees to attain their full potential and guaranteeing the sharing of best practices throughout the organization;
- recognizing the value of balance between professional and private life by developing programmes and initiatives to support reconciliation of work and personal life.

To support the implementation and monitor the initiatives aiming to reinforce an increasingly inclusive culture, Snam will create a team 'Inclusion@Snam' as much representative of the company's diversities.

Through Snam Institute the employees are involved in training sessions to develop a greater awareness of the impact of unconscious bias in the organizational context. Further, Snam is committed to deliver on a yearly basis a one-day training and education on inclusion to our employees' children, with a specific focus on fighting all forms of racial and sexual discrimination.

Snam's policy on Diversity and Inclusion is communicated and disseminated within the organization and to all persons who maintain relations with Snam, for the purpose of transparency and collaboration. The policy is also available to all interested parties on the website snam.it.

22/10/2019

 Chief Executive Officer
Marco Alverà

