



eni

Eni Angola

**Report on the
implementation of the
Human Rights Assessment
Action Plan
Cabinda North**

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Report on the implementation of the Human Rights Assessment Action Plan – Cabinda North

Summary

1. INTRODUCTION	3
2. PROJECT OUTLINE	3
3. BACKGROUND	3
4. HRAP ACTIVITIES IMPLEMENTATION	4
4.1 WORKPLACE and CONTRACTORS AND BUSINESS RELATIONSHIPS	4
4.1.1 Grievance Mechanisms implemented by contractors	4
4.1.2 Introduction of a social clause in remaining tenders of contractors	4
4.1.3 Transparency and non-discrimination of local staff when hired	4
4.1.4 Health and safety	4
4.1.5 Multidisciplinary audit for each contractor during the Exploration phase	4
4.2 LOCAL INDIVIDUALS and COMMUNITIES	5
4.2.1 Community liaison officer	5
4.2.2 Community meetings	5
4.2.3 Traditional ceremony	5
4.2.4 Assessment of potential communities’ livelihood impacts	6
4.2.5 Engagements related to the social project	6
4.3 SECURITY	7
4.4 COMMUNICATION WITH STAKEHOLDERS AND WIDER AUDIENCE	7
5. CRITICALITIES	8
6. FOLLOW UP ACTIONS	8

1. INTRODUCTION

This summary report presents key actions and achieved results based on the implementation of the Human Rights Action Plan (HRAP) prepared by Eni Angola in 2019 and based on the "Human Rights Assessment" issued by the Danish Institute for Human Rights in 2018 regarding company's operations carried out for the Cabinda North Project.

2. PROJECT OUTLINE

The Province of Cabinda is located to the North of the territory of Angola, constituting a discontinued portion of the country by the mouth of the Congo River and by a strip of about 40 km from the Democratic Republic of Congo.

Eni entered the Cabinda North Project in 2008 through the acquisition of a 10% share and a posterior increase of 5% of share in 2010. The old Joint Venture (JV) was constituted by Sonangol P&P (Operator with 20%), Soco Cabinda Limited (17%), Teikoku (17%), Eni Angola Exploration (15%), China Sonangol (11%), Acrep Exploração Petróleo S.A. (10%) and Petropars (10%).

In April 2018, a new partnership was formed in which Eni Angola became the Block's Operator with a 48% share; the Partners became: Sonangol P&P (20%), Soco Cabinda Limited (22%) and ACREP Exploração Petróleo S.A. (10%). In June 2018, Soco announced its withdrawal from the Joint Venture and its shares were transferred to WM-DC Resources Limited.

3. BACKGROUND

In the second quarter of 2018, the Danish Institute of Human Rights (DIHR) was invited by Eni's Sustainable Development Department and Eni Angola to conduct a Human Rights Assessment (HRA) on the project, with high-level attention points standing out in Human Rights in the Workplace, Local Individuals and Communities, Security and in Business Relationships.

As a result of the HRA, Eni Angola developed an action plan with the necessary observations and recommendations to be implemented in the project by Eni Angola by the end of 2019.

This report includes activities carried out by the company and contained in the HRAP, which were focussed on the areas below.

Report on the implementation of the Human Rights Assessment Action Plan – Cabinda North

4. HRAP ACTIVITIES IMPLEMENTATION

4.1 WORKPLACE and CONTRACTORS AND BUSINESS RELATIONSHIPS

Eni's operations in Cabinda North relied heavily on the use of contractors. Preventive and mitigation measures requested or exerted on contractors and sub-contractors were crucial to avoid negative impacts on human rights of workers and communities when working for Eni.

Below a description of the main measures taken on this issue:

4.1.1 Grievance Mechanisms implemented by contractors

The existence of a Grievance Mechanism was investigated in all companies that were involved in the project. The companies that already had their Grievance Mechanism in place sent evidence of such, while those that did not, were recommended to immediately start its implementation. All support was provided by Eni Angola and the observance of the National Laws and the internationally recommended standards for this purpose, as well as of Eni Angola's Grievance Mechanism as a reference was recommended.

4.1.2 Introduction of a social clause in remaining tenders of contractors

In order to safeguard the rights of workers and communities of any negative impact from the activities performed by contractors and subcontractors, a Code of Conduct was included as part of the contractual documentation, as a mitigation measure. The Code of Conduct was signed by Suppliers of awarded contracts for the Cabinda North project, as well as by all selected vendors during the tendering phase.

4.1.3 Transparency and non-discrimination of local staff when hired

The process of hiring local people adhered to the principles of transparency and non-discrimination and was solely based on the qualifications and their working experience to perform their contractual obligations.

4.1.4 Health and safety

During the operational phase, Eni Angola SpA established one agreement (contract) with a local health provider intended to commission the services of a specialist Clinic/Hospital in Cabinda, to assist the Company in the management of medical emergencies and health assistance.

4.1.5 Multidisciplinary audit for each contractor during the Exploration phase

A multidisciplinary Audit was carried out to companies involved in the project in order to identify and manage eventual gaps in human rights.

During the audit, operational and management activities were verified through interviews with the personnel responsible for each activity and documentary evidence was presented to Eni Angola whenever requested.

At the end of the interviews and verification of the documentation that made up the audit, a close-out meeting was held. During such meeting the documented observations as well as other audit findings were shared and agreed with all the attendees.

There was a good reception of this activity by the top management of the companies involved in the audit and full cooperation was given to solve the gaps found.

4.2 LOCAL INDIVIDUALS and COMMUNITIES

4.2.1 Community liaison officer

Being the Cabinda North Exploration phase a short project, no local recruitment of a Community Liaison Officer was made but, instead, a dedicated resource of the Sustainability unit of Eni Angola based in the office of Luanda was appointed with the responsibility of a CLO, having performed regular visits to the project in order to ensure the liaison and engagement with the local communities, particularly the awareness of the availability of a Grievance Mechanism in Eni Angola (which is integral part of Eni Angola's Stakeholder Engagement Procedure, an instrument that belongs to Eni Angola's Sustainability Integrated Management System).

4.2.2 Community meetings

Ten meetings in total were held with the Municipal Administrations of Cacongo and Buco Zau and their respective traditional authorities, aimed at ensuring the continuous liaison between Eni Angola and key stakeholders at community level. No specific requests came out from such meetings, having all them had an informative scope. A total of 82 people were recorded to have participated in the meetings held.



Meeting with the authorities of the Municipality of Buco Zau



Meeting with the authorities of the Municipality of Cacongo

4.2.3 Traditional ceremony

The traditional blessing ceremony is a traditional costume of local communities in Angola, which consists of the celebration, by the Traditional Authorities, of a ceremony through rituals aiming to bless the start-up of an activity to be undertaken in the municipality, and this includes offerings in the form of goods and money (of a symbolic amount).

The Traditional Blessing Ceremony was held at the premises where the drilling activities of the Cabinda North Project were implemented, in the municipality of Dinge, Commune of Cacongo, symbolizing the beginning of the drilling works at the Cabinda North Project.

Report on the implementation of the Human Rights Assessment Action Plan – Cabinda North



Traditional authorities

Presentation of Block Chairwoman and partners to Municipal Administrators

Participation of the Agency and Partners at the Ceremony

4.2.4 Assessment of potential communities' livelihood impacts

There were no communities or dwellings close to the location of the operations, but only a few fields of cultivation that were not affected by the project's activities.

4.2.5 Engagements related to the social project

The priority of contractors from Cabinda for the rehabilitation of the Beira Nova School was taken into account but although local companies were invited to the tender competition, none of them was able to meet the necessary requirements.

However, transparency and non-discrimination were guaranteed when hiring local staff in the Beira Nova School rehabilitation and equipment project, which generated 20 direct jobs over a period of one year.



Local Employee Staff Working on School Rehabilitation

4.3 SECURITY

In order to safeguard people's human rights, a multidisciplinary audit was also carried out on the security company contracted for the project, which was very collaborative in improving the gaps found.

All precautionary measures were taken to ensure the physical integrity of people throughout the project.

The site was completely fenced and marked to ensure that people and animals did not enter the site improperly.

The guard forces used to work on a 12hrs shift being compliant with the Angola labour law. The private security company has put in place a grievance mechanism during the project execution phase.

The Security guards were trained on Human Rights principles by Eni Angola's Security Department. During the lifecycle of the project, no Human Rights violations were registered, neither on site nor during the security escort of personnel who used to commute from Cabinda to the site and vice versa.

4.4 COMMUNICATION WITH STAKEHOLDERS AND WIDER AUDIENCE

The Summary Report of the Human Rights Assessment carried out by the Danish Institute for Human Rights, highlighting the methodology and recommendations linked to the key

Report on the implementation of the Human Rights Assessment Action Plan – Cabinda North

observations has been published in Eni's website¹, together with the main features of the action plan issued by Eni Angola in order to manage such recommendations

5. CRITICALITIES

No criticalities have emerged from the implementation of the Action Plan carried out in respect of the recommendations of the Human Rights Assessment.

6. FOLLOW UP ACTIONS

The drilling activities held in Cabinda North ended the project this assessment refers to, therefore no specific follow up actions are needed at the moment.

Anyway, when the company will enter into the eventual next phase to develop the area, the measures identified in the Human Rights Assessment Action Plan will be reassessed, in order to evaluate their appropriateness with respect to the following phase of the project and the magnitude of related operations in the area.

Moreover, in light of the geographical proximity of the exploration activities that Eni Angola will carry out in the area of Cabinda Centrum and considering the existence of similarities in terms of activities carried out for these two projects, most of the actions that were implemented in Cabinda North in order to prevent and mitigate human rights impacts on communities and workers will be applied to Cabinda Centrum as well. However, since the exploration activities of Cabinda Centrum will be interested by a dedicated Human Rights Action Plan to be carried out in I-II Q 2021, Eni Angola will identify and implement additional actions for preventing and managing impacts.

¹ https://www.eni.com/assets/documents/Report_Human-Rights-Assessment_Eni-Angola_Cabinda-North_DIHR.pdf