

Global Compact reconciliation table

The Snam management model takes its inspiration from the Code of Ethics and is based on management policies founded on the principles of the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the ILO and the OECD Guidelines for Multinational Enterprises. The Code of Ethics can be consulted at the address <http://www.snam.it/en/governance-conduct/business-conduct/code-of-ethics/> and the policies can be consulted on the Company's website at http://www.snam.it/en/Sustainability/strategy_and_commitments/index.html.

The ten principles	2018 Sustainability Report	pp.
	Diritti umani	
Principles 1, 2 - Companies are asked to promote and respect universally recognised human rights in their respective spheres of influence and to make sure they are not complicit, even indirectly, in human rights violations.	■ Snam operates in the framework of the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the ILO - International Labour Organisation - and of the OECD Guidelines for Multinational Enterprises and the principles enshrined in the United Nations Global Compact (principles enshrined in its own code of ethics).	87-89
	■ Snam promotes sustainability and business ethics in its supply chain and conducts audits in the field of human rights, occupational safety of suppliers and subcontractors.	71-76
	■ Snam safeguards occupational safety and health through training, sensitisation raising and education initiatives.	65-67
	Labour	
Principles 3, 4, 5, 6 - Businesses are required to uphold freedom of association and the recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the abolition in practice of child labour; and the elimination of all forms of discrimination in respect of employment and work.	■ Snam respects everyone's dignity, and offers equal opportunities in every phase and every aspect of the employment relationship, avoiding all forms of discrimination based on sex, age, health, nationality, political opinion or religious views.	58-60
	■ Snam applies the Energy and Petroleum agreement and guarantees trade union rights for all workers.	111,115
	■ Snam holds meetings with Trade Union organisations at a national and local level dedicated to the analysis of business development projects and new organisational structures.	70
	■ Snam develops initiatives to reconcile work and life.	67-68
	■ Snam provides its employees with training and professional development opportunities.	60-62
Principles 7, 8, 9 - Companies are asked to maintain a preventive approach to environmental challenges; to undertake initiatives that promote greater environmental responsibility; and to encourage the development and dissemination of technologies that respect the environment.	■ Snam develops projects to strengthen its operational excellence and to contribute to the containment of greenhouse gas emissions.	35-45
	■ Protecting the environment and biodiversity are integral parts in defining Snam's corporate policies and investment decisions.	46-50
	■ All of Snam's activities are monitored by certified environmental management systems (ISO 14001).	92-93
	■ Snam performs specific energy management and CO ₂ saving activities.	38-42
	■ Snam also evaluates its suppliers using environmental criteria.	75-76
	Anti-Corruption	
Principle 10 - Companies commit to fighting corruption in any form, including extortion and bribery.	■ Snam disseminates ethical principles and business values.	90
	■ Snam collaborates with International Transparency International on anti-corruption and governance.	91
	■ Snam provides training activities in matters of legality and anti-corruption.	60
	■ Snam conducts reputational checks of suppliers and subcontractors.	91
	■ No cases of corruption were reported in 2018.	117
Support for Sustainable Development Goals	Snam also undertakes to contribute to the sustainable development of the economy and future society with reference to the Sustainable Development Goals defined by the UN and expresses its contribution to all the goals. With reference to the strategy of the integration of SDGs into the business model, Snam is particularly active in goals 7, 8, 9, 13, 15.	20, 56