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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 https://www.snam.it/export/sites/snam-rp/repository/file/Governance/codice-etico/Codice_Etico.pdf and the policies can be consulted on the Company's website at https://www.snam.it/en/Sustainability/snam_commitments/index.html.

The ten principles	Sustainability Report 2020	Page
Human rights		
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.	<ul style="list-style-type: none"> 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). 	<ul style="list-style-type: none"> The leader of tomorrow - Ensuring sound governance
	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> The power of working together - Changing with suppliers
	<ul style="list-style-type: none"> Snam safeguards occupational safety and health through training, sensitization raising and education initiatives. 	<ul style="list-style-type: none"> The power of working together - Growing with people, Learning together The power of working together - Growing with people, Protect health and safety
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.	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> The power of working together - Growing with people, Staying well: corporate welfare The power of working together - Growing with people, Include diversity
	<ul style="list-style-type: none"> Snam applies the Energy and Petroleum agreement and guarantees trade union rights for all workers. 	<ul style="list-style-type: none"> The power of working together - Growing with people, Snam life The power of working together - Growing with people, Learning together
	<ul style="list-style-type: none"> Snam holds meetings with Trade Union organisations at a national and local level dedicated to the analysis of business development projects and new organizational structures- 	<ul style="list-style-type: none"> The power of working together - Growing with people, Learning together
	<ul style="list-style-type: none"> Snam develops initiatives to reconcile work and life- 	<ul style="list-style-type: none"> The power of working together - Growing with people, Staying well: corporate welfare
	<ul style="list-style-type: none"> Snam provides its employees with training and professional development opportunities. 	<ul style="list-style-type: none"> The power of working together - Growing with people, Learning together


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Labour (follows)

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, including through its new Towards Net Zero Strategy.

- Towards Net Zero - Carbon neutrality
- Towards Net Zero - New businesses: levers for the energy transition
- For a Net Zero world - Using energy efficiently
- For a Net Zero world - Reduce climate and air emissions

- Protecting the environment and biodiversity are integral parts in defining Snam's corporate policies and investment decisions.

- For a Net Zero world - Protecting land and biodiversity, Protection of biodiversity

- All of Snam's activities are monitored by certified environmental management systems (ISO 14001).

- Appendix - The management systems

- Snam performs specific energy management and CO₂ saving activities.

- Towards Net Zero - New businesses: levers for the energy transition
- For a Net Zero world - Using energy efficiently

- Snam also evaluates its suppliers using environmental criteria.

- The power of working together - Changing with suppliers, Suppliers of change
- The power of working together - Changing with suppliers, The path to become a Snam partner

Anti-corruption

Principle 10 - Companies commit to fighting corruption in any form, including extortion and bribery.

- Snam disseminates ethical principles and business values.

- The leader of tomorrow - Ensuring sound governance
- The leader of tomorrow - Combating corruption

- Snam collaborates with International Transparency International on anti-corruption and governance.

- The leader of tomorrow - Combating corruption

- Snam provides training activities in matters of legality and anti-corruption.

- The leader of tomorrow - Combating corruption

- Snam conducts reputational checks of suppliers and subcontractors.

- The leader of tomorrow - Combating corruption, Relations with suppliers and business partners

- No cases of corruption were reported in 2020.

- Appendix – GRI Content Index (205-3)

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Anti-corruption (follows)		
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 3, 4, 5, 7, 8, 9,10, 11, 13, 15, 16.	<ul style="list-style-type: none"> • Energy to inspire the world: the purpose of Snam • Sustainability driving Snam's actions - 2020 Highlights • Towards Net Zero – ESG Scorecard • Towards Net Zero - Investing responsibly • Towards Net Zero - New businesses: levers for the energy transition • For a Net Zero world - Using energy efficiently • For a Net Zero world - Reduce climate and air emissions • For a Net Zero world - Protecting land and biodiversity • The power of working together - Growing with people <ul style="list-style-type: none"> - Snam life - Staying well: corporate welfare - Learning together - Include diversity - Protect health and safety - The power of working together - Changing with suppliers • The power of working together - Engaging local communities • The leader of tomorrow - Ensuring sound governance • The leader of tomorrow - Combating corruption • The leader of tomorrow - Ensuring a reliable infrastructure