

## AGREEMENT

With reference to the Agreement of June 21<sup>st</sup> 1996 which established the European Observatory on the Safety and Health of Workers, Eni, EMCEF, FILCEM – CGIL, FEMCA – CISL and UILCEM – UIL have met on the date of June 24<sup>th</sup> and 25<sup>th</sup> 2004 to verify the agreement, with the purpose of benefiting from each other's past experiences in a joint evaluation to advise on the modification of membership of the Observatory.

In as much as the parties confirm the validity of the Observatory's general objectives:

- defence of the health and safety of workers at their places of work;
- achieving a uniform level of defence and protection for all the workers of the Eni Group employed in the European Union;

considering the ongoing developments in legislation, both on the European-Community level and within the individual countries;

taking into account the approach followed by the Observatory in order to examine methodologies in depth and promote initiatives designed to improve levels of prevention at places of work while favouring the exchange of experiences gained in the sector of safety and the defence of workers' health;

the parties agree to renew the accord on the European Observatory, stipulating the following points.

The participants in the Observatory are experts from Eni and its divisions/companies, as well as workers' representatives who have expertise in the areas of health and safety and operate in the countries or business sectors represented within the European Works Council.

These experts, who must possess operating experience in the areas of health and safety at the workplace, in addition to

being aware of the specific issues that affect their own industrial sectors, shall be appointed by CAE as listed below.

The make-up of the Observatory will be as follows:

n° 9 workers' representatives:

- 1 representative of the EMCEF;
- 3 FULC representatives to be chosen from among the labour union members of the national observatories established at the sector level on health, safety and the environment;
- 5 workers representatives from different countries and from the following activity sectors: Exploration & Production, Gas & Power, Refining & Marketing, Engineering and Construction and Petrochemicals

n°7 Eni representatives, of which 5 work in each of the following business areas: Exploration & Production, Gas & Power, Refining & Marketing, Engineering and Construction and Petrochemicals;

The replacement of members must be made following notification, with an explanation of the motives, from the interested party.

The Observatory shall select from among its members a secretary who handles the convocation of the meetings, the writing of the minutes, the distribution of study materials and all the acts necessary for the operation of the Observatory.

The contents of the activities of the Observatory may regard, to list merely some of the possible examples, the following topics:

- databanks on work-related accidents and illnesses;
- the evaluation and analysis of the ongoing development of legislation, plus the resulting fallout in the different industrial sectors;
- a study of instruments of analysis of workplaces that have critical characteristics, as well as research and experimentation on techniques of investigation designed

to improve the level of on-the-job accidents while evaluating the results achieved;

- operating instruments for controlling the performance of companies and improving conditions of health and safety at the workplace;
- the study of educational instruments for the training of workers;
- the study of information models.

The Observatory normally meets twice a year:

- once, at the same time as the annual meeting of the EWC, for presentation of the final report on the activities performed and formulation of the program for the following year (the results of the initiatives undertaken by the Observatory shall be presented and discussed within the European Work Council)
- the meeting will be devoted to an in-depth look at a specific subject that involves the entire corporation, for the purpose of identifying best practices involving health and safety while establishing, where beneficial, modes of external communication.

The EWC will define the types of action of the initiatives proposed by the Observatory.

The present agreement replaces and nullifies the earlier agreement of 21 June 1996, as well as the regulations of June 1999.

ENI

EMCEF

FILCEM-CGIL

FEMCA-CISL

UILCEM-UIL