



# Anti-bribery policy

November 2022 -Version 2

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## 1. OBJECTIVES OF THE DOCUMENT AND AREA OF APPLICATION

The purpose of this document is to describe management's commitment to establish a culture of integrity and transparency in the activities of Enel Colombia S.A. E.S.P., and its affiliates and subsidiaries in Central America, adopting the Anti-Bribery Management Policy under the guidelines of ISO 37001 - Anti-Bribery Management System (SGAS).

This document shall be applicable, as extensively as possible, in the perimeter of Enel Colombia and Central America, in accordance with any law or regulation in force in Colombia, Costa Rica, Guatemala and Panama; as well as the applicable corporate governance rules, including any provision related to the securities market or separation of activities, which, in any case, prevail over the provisions contained in this document.

## 2. DOCUMENT VERSION MANAGEMENT

Version	Date	Description of main document changes
1	10-02-2020	Emisión Política.
2	11-02-2022	Change in the name of the document. Adjustment of the scope of application of the Policy to the companies of Enel Colombia and subsidiaries in Central America, as well as the update of the commitments adopted.

## 3. UNITS RESPONSIBLE FOR THE DOCUMENT

In charge of the preparation of the document:

- Support and Compliance Audit Unit Colombia and Central America.

In charge of the authorization of the document:

- Legal and Corporate Affairs Unit Colombia and Central America.
- Audit Unit Colombia and Central America.

## 4. DESCRIPTION OF THE PROCESS

Enel Colombia and Central America, in its generation, distribution, commercialization and other associated businesses, is guided by the values of Responsibility, Proactivity, Trust and Innovation, which allow us to contribute to improve the lives of people and the environment. Likewise, our group always acts in full compliance with the applicable laws and in accordance with the adoption of transparent and sustainable solutions in the development of its activities.

Aware of the need to ensure fairness and transparency in business management and in the development of the activities of the companies that make up the group, we have adopted a series of instruments aimed at protecting the expectations of our shareholders, as well as those of our employees, collaborators, stakeholders and, in general, those who maintain commercial and trusting relationships with us.

Just as we demand it to ourselves, we also expect all stakeholders with whom we interact to fully comply with the standards and principles of conduct contained in our Code of Ethics, the Zero Tolerance to Corruption Plan, the Enel Global Compliance Program, the Criminal Risk Prevention Model, and in general, all internal policies and regulations that promote ethical conduct and integrity guidelines, as well as criminal, administrative and any other regulations

applicable in each of the respective jurisdictions of Colombia, Costa Rica, Guatemala and Panama.

In this regard, Enel Colombia and Central America is committed to:

- Absolute prohibition of incurring in behaviors that may be configured or typified as bribery, corruption or similar, in any of its forms provided in the regulations applicable to each country, both criminal and administrative, as well as the regulations that in transnational terms may be applicable.
- Strict compliance with current legislation on the prevention and fight against bribery and corruption.
- Include specific provisions in contracts with business partners that provide for commitments to comply with applicable anti-corruption laws, and in turn, allow for the implementation of auditing procedures to ensure compliance, as well as the corresponding termination or rescission of agreements for non-compliance with such provisions.
- Compliance with the requirements set forth in the adopted international standards, and the continuous improvement of the anti-bribery management system (SGAS).
- Encourage the reporting of possible acts of corruption or related acts, providing employees and stakeholders with the tools to report behaviors that are not in line with the company's policies and protecting whistleblowers from any possible retaliation.
- Timely identify any behavior that contravenes this policy and apply the company's specific sanction system, without prejudice to the initiation of the corresponding legal actions.
- Promote the necessary training processes on the prevention of bribery for the purpose of disclosing to company personnel and third parties.
- Follow up and monitor the objectives of the anti-bribery system and especially those activities, processes or scenarios with greater exposure to the risk of bribery.
- To declare and implement the Compliance function in Colombia and Central America, for the prevention of bribery and corruption, composed of representatives of the Audit unit Colombia and Central America, Legal and Corporate Affairs unit Colombia and Central America and Health, Safety, Environment and Quality unit Colombia and Central America for the business lines: Enel Green Power and Thermal Generation, Enel Grids, Energy and Commodity, Enel X and Global Customer Operations, guaranteeing their full authority and independence.

## 5. REFERENCES

- ENEL Global Compliance Program.
- Code of Ethics Enel Colombia and Central America.
- Zero Tolerance to Corruption Plan (PTCC) Colombia and Central America.
- Criminal Risk Prevention Model and its criminal risk matrix.
- Protocol of trust and value with institutions.
- PL 427 Gifts and Hospitality.
- PL 53 Conflict of Interest.
- PL 15 Counterparty Analysis.
- PO1576 Entering into Transactions with Politically Exposed Persons and Related Persons.
- PO 551 Process Related Organizational Documents Governance.
- PL 33 Global Information Classification and protection.

## 6. ORGANIZATIONAL PROCESS IN THE TAXONOMY OF PROCESSES

Value Chain / Process Area: Audit

## 7. DEFINITIONS AND ACRONYMS

Definitions and key words	Description
Compliance Committee Enel Colombia and Central America	Management body for the Anti-Bribery Management System (SGAS), made up of three company departments: Legal and Corporate Affairs Colombia and Central America, People and Organization Colombia and Central America, and Audit Colombia and Central America. Its purpose is to monitor compliance activities and follow up on the compliance program.
Conflict of interest	A situation where business, financial, family, political or personal interests could interfere with the value judgment of personnel in the performance of their duties to the organization.
Due Diligence	Process to further assess the nature and extent of bribery risk and to assist organizations in making decisions regarding specific transactions, projects, activities, business partners and personnel.
ISO	International Organization for Standardization.
SGAS	Anti-Bribery Management System.
Bribery	The offer, promise, giving, acceptance or solicitation of an undue advantage of any value (which may be of a financial or non-financial nature), directly or indirectly, and regardless of its location, in violation of applicable law, as an inducement or reward to a person to act or refrain from acting in connection with the performance of that person's duties.
Transnational Bribery	Offer, payment, promise to pay or authorization of payment of money or anything of value to any person, knowing that all or any part of such money or thing of value will be offered, given or promised, directly or indirectly, to a foreign official to influence the foreign official in his or her official capacity, to induce the foreign official to do or omit to do an act in violation of his or her lawful duty, or to secure any improper advantage in order to assist in obtaining or retaining business for or with, or directing business to, any person.

## 8. ANNEXES

Annex I. International References and Regulatory Framework Colombia, Costa Rica, Guatemala and Panama.

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## 8.1. INTERNATIONAL REFERENCES:

- ISO37001:2016 "Anti-Bribery Management System".
- Organization for Economic Co-operation and Development (OECD) Guidelines.
- United Nations Convention against Corruption 2005.
- Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, 1999.
- Principles of the United Nations Global Compact.
- Decree 231 of 2001 of Italy.
- Law No. 21,121 of 2018 of Chile.
- Foreign Corrupt Practices Act (FCPA).
- UK Bribery Act (UK Bribery Act).

## 8.2. NORMATIVE FRAMEWORK COLOMBIA, COSTA RICA, GUATEMALA AND PANAMA:

The following is a normative framework of reference corresponding to the norms related to corruption, bribery and related crimes, according to the regulations in force in Colombia, Costa Rica, Guatemala and Panama, and includes all those norms that modify, add or repeal those listed:

### COLOMBIA:

- Law 499 of 2000, Criminal Code of Colombia.
- Ley 1474 de 2011 "Por la cual se dictan normas orientadas a fortalecer los mecanismos de prevención, investigación y sanción de actos de corrupción y la efectividad del control de la gestión pública".
- Ley 1778 de 2016" Por la cual se dictan normas sobre la responsabilidad de las personas jurídicas por actos de corrupción transnacional y se dictan otras disposiciones en materia de lucha contra la corrupción".
- Law 2195 of 2022 "Whereby measures are adopted on transparency, prevention and fight against corruption".

### COSTA RICA:

- Law No. 4573 of 1970, Criminal Code of Costa Rica.
- Law No. 9699 of 2019. Law on Liability of Legal Persons on Domestic Bribery, Transnational Bribery and Other Offenses.
- Decree No. 42399 of 2020. Regulation to Title II of Law No. 9699 Liability of Legal Persons on Domestic Bribery, Transnational Bribery and Other Crimes called "Optional Model of Organization, Crime Prevention, Management and Control".

### GUATEMALA:

- Decree number 17-73 and its reforms. Criminal Code of Guatemala.
- Decree number 31-2012 Law against corruption.

### PANAMA:

- Law No. 14 of 2007, Criminal Code of Panama.
- Law No. 39 of 2001, which modifies and adds provisions to the Penal Code and the Judicial Code and dictates norms for the prevention of corruption.