



Policy
no. 27

Version no. 1
dated 21/09/2015

Subject: Diversity and inclusion

Application Area: Group

CONTENTS

1. DOCUMENT VERSION MANAGEMENT	2
2. UNITS IN CHARGE OF THE DOCUMENT	2
3. REFERENCES	2
4. ORGANIZATIONAL PROCESS POSITION IN THE PROCESS TAXONOMY	3
5. DEFINITIONS AND ACRONYMS	3
6. GENERAL PRINCIPLES	3
7. DIVERSITY ACTION PLAN.....	4
8. POLICY IMPLEMENTATION.....	5

THE HEAD OF
HUMAN RESOURCES AND ORGANIZATION
Francesca Di Carlo



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1. DOCUMENT AIMS AND APPLICATION AREA

The Enel Group believes that the respect and the promotion of the principles of non-discrimination, equal opportunities and inclusion are fundamental values in conducting its activities. In this way the Enel Group aims to improve the working environment and make it possible to achieve a higher quality of life at work while delivering improved Group results.

Enel is committed at creating an inclusive working environment in which each employee is able to fulfil his/her potential and maximize his/her contribution.

This document aims to define the key principles required in order to spread a culture that pays attention to diversity and increases its value.

This policy shall be implemented and applied to the extent possible within the Enel Group and in compliance with any applicable law, regulation and governance rule, including any stock exchange and unbundling-relevant provision, which in any case prevail over the provisions contained in this document.

2. DOCUMENT VERSION MANAGEMENT

Version	Data	Main changes description
1	[21/09/2015]	Diversity and inclusion

3. UNITS IN CHARGE OF THE DOCUMENT

Responsible for drawing up the document:

- Holding: HR Development, Senior Executives and Holding HR Business Partner
- Holding: Health and Safety HR Development, Senior Executives and Holding HR Business Partner

Responsible for authorizing the document:

- Holding: Organization and HR Systems Integration

4. REFERENCES

- Enel Group Code of Ethics;
- Organizational and management model as per Legislative Decree No. 231/2001;
- Enel Human Rights Policy;
- Policy No. 107, dated 08/06/2015, "Whistleblowing Policy";
- Policy No.11, dated 05/03/2009, "Policy on health and safety in the workplace"
- Enel Multilateral Committee Recommendation on Equal Opportunities and Diversity dated 22nd October 2013;
- United Nations Global Compact Principles and ILO Conventions and Recommendations.



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5. ORGANIZATIONAL PROCESS POSITION IN THE PROCESS TAXONOMY

Level 1 Process: Human Resources and Organization

6. DEFINITIONS AND ACRONYMS

Acronym and Key words	Description
Discrimination	Any distinction, exclusion or preference based on attributes with no relation to the job to be performed which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Discriminatory practices may be direct or indirect. Discrimination may be based on: race, colour, sex, age, gender identity, sexual orientation, religion, political opinion, nationality, social origin, family status, health, work-life balance.
Expatriate	An employee temporarily assigned to perform functions in a country (i.e. Host Country) different from that of the company the employee has an employment contract with (i.e. Home Country).
HRBP	Human Resources Business Partner
HRO	Human Resources and Organization Holding Function
Supervisor	Head of Organizational Unit
Sustainability	Sustainability Unit within Innovation and Sustainability Holding Function
T&R	Training and Recruiting Holding Unit within HR Development, Senior Executives and Holding HR Business Partner

7. GENERAL PRINCIPLES

Enel Group rejects all forms of discrimination and is committed to ensure and promote diversity, inclusion and equal opportunities. Enel's management shall do its best to encourage and maintain a climate of respect for a person's dignity, honor and individuality and shall ensure the highest standards of confidentiality regarding any information related to the employee's private sphere it may become aware of. Therefore, also in compliance with the values and principles included within the Enel Code of Ethics, Enel Group adopts the following key principles.

Non-discrimination

All employees are treated exclusively on the basis of their abilities and professional skills in all decisions that affects the working relationship.



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All forms of political, religious, national, ethnic, racial, linguistic, gender and age discrimination are therefore banned, as is any form of discrimination against personal features such as personal beliefs, sexual orientation, trade union membership and activity, and any other form of social discrimination.

Under the same principles bullying or harassment will not be tolerated.

Equal opportunities and equal dignity for all forms of diversity

Diversity is a value to be pursued and encouraged and equal treatment and opportunities shall be guaranteed for any and all types of diversity.

Moreover, personal factors connected to work-life balance provide no basis for less favorable treatment.

Inclusion

Enel Group is committed to establishing actions, practices, processes, and services that do not limit access to them by any of the stakeholders involved, whether they be employees, customers or contractors.

All people shall have the opportunity to participate in the Company processes, and there should be no form of explicit or implicit barrier regarding any unit, function, country, gender, religion, culture, belief, orientation, disability, age, or any diversity.

Work-life balance

Enel Group promotes work-life balance solutions supporting employees' real and daily needs, in order to foster respect for all types of situation a person may encounter during their working life.

8. DIVERSITY ACTION PLAN

Based on the above principles Enel Group is committed to implementing specific actions to promote non-discrimination and inclusion for the following areas of diversity.

Gender

In order to recognize, respect and manage the differences between men and women while granting the development of talent and ensuring equal opportunities and treatment, the following actions will be implemented:

- In the staffing and recruiting process HRO shall guarantee that, in the initial phase of the process, both genders are equally represented in the total population evaluated. Where it is not possible, the explanation shall be specified and registered;
- T&R shall implement specific relations with universities aimed at identifying programs and collaborations to promote the participation and inclusion of female students especially in technical faculties;
- Parental programs aimed at balancing people's parental needs and professional growth aspirations shall be activated in all Enel Group Countries. These consist of a set of structured interviews among Employees, their Managers and HRBPs before and after the maternity experience to increase its value both for employee and the company. In addition, a tutor will be assigned for all colleagues planning a maternity leave, on a voluntary basis



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Age

In order to recognize, respect and manage differences among generations, ensuring integration, motivation, and knowledge transfer, the following actions will be implemented:

- A Tutorship program will be activated to support employees during certain major transitional periods (e.g. hiring). It can be requested on a voluntary basis and will last according to specific situation needs.
- Professional families development shall be ensured leveraging as much as possible on senior skilled employees acting as internal trainers.

Nationality

In order to recognize, respect and manage the differences among persons of different nationalities and foster integration, all expatriates will be assigned a tutor belonging to the Host Country that will assist and support the expatriate during his/her expatriation period.

Disability

In order to recognize, respect and manage the different abilities among persons inside the Group, taking advantage of the potential that everyone has, each Country shall identify a focal point regarding disability. The focal points will support HR Business Partners, the Relevant Health and Safety Unit, Supervisors and employees to address any issue connected with disability and specifically, disabled colleagues in fulfilling their needs and aspirations.

Cross-diversity dimension actions

Specific training courses and/or workshops concerning Diversity and Inclusion behaviors and values shall be defined especially for Human Resources professional families, newly-hired employees and new Supervisors.

Diversity and inclusion items will be included in the Enel behavioral model that will be adopted for the performance appraisal process.

9. POLICY IMPLEMENTATION

Human Resources and Organization Unit at country level is responsible for implementing this policy and HRO is responsible for supporting and monitoring its implementation at Group level.

Each Enel employer establishes his own procedures, on the condition that they adhere to the principles and guidelines set forth in this policy.

Employees may address any issue or request concerning diversity and inclusion principles and initiatives described in this document to the relevant HR Business Partner.

Whenever stakeholders consider that a negative impact has been produced they can report it to the Audit function according to the provision included within the Enel Code of Ethics through the specific local communication channels of Enel Companies.

HRO will define targets and KPIs on diversity issues at Country and Group Level with the support of Sustainability, and publish them in the Sustainability Plan and Sustainability Report.