

CODENSA AND EMGESA: THE FIRST COMPANIES OF THE COUNTRY'S ELECTRICITY SECTOR TO ACHIEVE THE "EQUIPARES" GOLD LABOR EQUALITY SEAL

- *International Women's Day set the stage for CODENSA and EMGESA to receive the **Gold Labor Equality Seal**, awarded by the Ministry of Labor, in recognition of the work carried out to implement the policies and practices that promote gender equality.*
- *Some of the figures that support this distinction include: in 2017, the percentage of female hires was nearly 40% and, in selection processes, it was ensured that 50% of the candidates were women.*
- *In the companies, 25% of the executive positions are held by women and 100% of the leadership positions in the Company have, at least, one female successor identified and in development.*

Bogotá, March 7, 2018. CODENSA and EMGESA, companies of the Enel Group, received the “Equipares” Gold Labor Equality Seal certification, the highest level of recognition in the process certifying the Gender Equality Management System by the Department of Labor. This recognition, awarded for the first time in Colombia, certifies them as companies that have implemented demonstrable equality policies and have managed to close the gap between the staff of different genders in terms of salaries, opportunities and inclusion.

The “Equipares” Seal is a Department of Labor initiative with the support of the Presidential Council on Equality for Women and the technical support of the United Nations Development Programme. This initiative aims to recognize the companies in the country that carry out strategies and implement initiatives to root out gender differences in the work environment.

“CODENSA and EMGESA are proud to commemorate Women’s Day with the “Equipares” Gold Seal certification, which recognizes and validates more than five years of work toward reducing gender equality. We are truly committed to promoting gender equality in our companies as evidenced by the percentage of female hires in 2017 was nearly 40% and, in selection processes, it was ensured that 50% of the candidates were women. These figures are very significant, especially considering that we belong to the electric sector, which is traditionally masculine”, said Lucio Rubio Díaz, General Director of Enel in Colombia.

In 2015, the companies of the Enel Group received the Silver Seal for the design of policies that, after implementation, led to the companies achievement of the Gold Seal. With this certification, CODENSA and EMGESA became the only companies from the electric sector to obtain the Equipares Gold Labor Equality Seal.

Among the achievements, it is important to mention that, in 2017, 32.2% of the total staff of CODENSA and EMGESA was made up of women and, in all selection processes, about 50% of the candidates are women. In addition, 25% of the executive positions are held by women and 100% of the leadership positions have at least one female successor identified and in development.

It is important to mention that the commitment to promote gender equality is not only in place at the internal level, but also in the external echelons with communities. This is evidenced by the companies that managed to go from 1% to 38% in women's participation in the Seed Plan between 2014 and 2017. This program promotes technical training in the Installation and Maintenance of Electric Grids for at-risk youth in order to improve their living conditions.

This is in addition to the efforts made by the Companies to close the salary gap. There is currently a 4.3% salary gap between men and women at CODENSA and EMGESA. This figure is well below the salary gap in the country (20.2%) and Latin America (17%). This gap in the Companies was at 6% two years ago, which shows the progress made in this respect.

CODENSA and EMGESA have been implementing their labor equality strategy for several years now, based on eliminating inequality, barriers and gender gaps in the workplace, covering topics such as recruitment and selection, compensation and salary, training, promotion and professional development, work environment, health and quality of life, reconciliation of the labor, family and personal life, workplace and sexual harassment, in addition to non-sexist communication and inclusive language. Today, companies are celebrating this recognition and will continue working toward eradicating gender equality.

OTHER AWARDS AND EFFORTS

In February, the Companies signed the **Somos Pares** "We Are Peers" compact, in which more than 50 companies committed to fighting gender equality.

Likewise, and as a result of the commitment made by CODENSA and EMGESA in recent years to improve employees' quality of life, they were certified in 2013 by the Masfamilia foundation as **Family Responsible Companies (EFR, for the Spanish original)**, in

recognition of implementing a new social, labor and corporate culture based on flexibility, respect and commitment to employees, which facilitates balance between the professional and personal lives of men and women.

Another acknowledgment of this effort is having been selected for three consecutive years (2015, 2016 and 2017) from among the ten most inclusive companies in the country on the first **corporate gender equality ranking** in Colombia, in which 110 private companies and 54 public enterprises were assessed in 2017. The classification was carried out by the **Aequales** consultant and Colegio de Estudios Superiores de Administración (CESA), which analyzed four criteria: organizational culture, organizational structure, objectives and strategies for equality and human resources management.

With this new award, CODENSA and EMGESA ratify their commitment to continue promoting gender equality comprehensively, based on a concept of sustainability and inclusiveness centered on all the actors around the Companies, such as their communities, customers, employees and their families.

ABOUT THE ENEL GROUP – CODENSA AND EMGESA

CODENSA and EMGESA are part of the Enel Group, a multinational energy company and one of the main global integrated operators in the electricity and gas sector. The Group is operating in 37 countries from five continents, generating energy through an installed net capacity of around 86 GW and distributing electricity and gas to a network of around 2 million kilometers. With more than 65 million users in the world, the Enel Group has the largest customer base compared to its European competitors. The Enel Group is the biggest integrated utility company in Europe in terms of market capitalization, and it is one of the main electricity companies in Europe in terms of installed capacity and reported EBITDA.

Codensa S.A. E.S.P. is a leading electricity distribution and sales company on the market, with more than 3,300,000 customers in Bogotá, Cundinamarca, 8 municipalities in Boyacá, 1 in Tolima, 1 in Caldas and one in Meta. Established in 1997, CODENSA has an installed capacity of 21,500 MVA (megavolt amperes) along 71,358 kilometers of high, medium and low voltage networks. The Company generates around 14,000 jobs both directly and indirectly in Colombia.

EMGESA S.A., a subsidiary of Italian Enel Group, is a company involved in the business of generating and selling electricity in Colombia, with nearly 465 customers on the non-regulated market and a total installed generation capacity of 3,467 MW. It has 12 hydroelectric power plants and two thermal power plants operating in the departments of Cundinamarca, Bolívar and Huila. Since 2013, it has played a role as a natural gas vendor in negotiation processes with producers, resellers and customers from the Non-regulated Market.

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