

Macro-areas of engagement	Objectives	Lines of action in response	In this Report
Materiality	Materiality	Responsiveness	Responsiveness

Employees (1-2)

Corporate climate based on shared values	Dissemination of the culture of sustainability	Initiatives to inform people and raise their awareness of sustainability both in and outside the Group	pp. 85, 126-127, 95
		Enhancement of the instruments of internal communication, in particular Enel TV	pp. 126-127
		Integration of sustainability in monitoring and assessment systems	pp. 108-109, 34
		Promotion of sustainability in relations with labor unions in all the countries in which Enel operates	pp. 135-136
	Improvement of the corporate climate	Enhancement of the instruments for surveying and monitoring the corporate climate	pp. 124-125, 126-127
		Extension of the leadership model and performance review to the entire Group	pp. 107, 108
Diversity management and safeguard of the individual	Promotion of diversity and equal opportunity	Implementation of initiatives for the safeguard and promotion of diversity	pp. 128-129, 129-131, 132
	Promotion of corporate welfare initiatives	Provision of supplementary services (medical care, cultural and recreational activities) for employees	pp. 119-120, 121, 127-128
		Creation of instruments and services to improve work-life balance	pp. 128-129
		Expand mobility-management initiatives	pp. 128-129

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Employees (2-2)

Occupational health and safety	Adoption of a single safety standard in all work places	Extension of management policies and systems to all Group work places	pp. 116, 117-118
		Intensification of training activities to all professional families	pp. 112, 113, 115
		Intensification of prevention and monitoring activities	pp. 116
	Communication and promotion of the culture of safety	Realization of initiatives and instruments to encourage the sharing of experiences and best practices regarding safety throughout the Group	pp. 112-113, 115, 116
People Development	Training and making the best use of the corporate patrimony of capabilities	Dissemination of the best internal practices and a stance of excellence throughout the Group	pp. 4-7, 31-32, 102-103, 105-106, 107, 110, 112-113, 117, 126
		Dissemination of knowledge-management systems	pp. 112-113, 116, 117, 126-127
		Initiatives to support the new leadership model	pp. 109-110
		Creation of an e-learning training course specifically dedicated to CSR	pp. 85
	Development of assessment and incentive systems capable of attracting and retaining the most talented people	Creation of a talent-management system and activities to develop talent pools	pp. 108, 109-110