



Enel Statement against harassment

General principles

Enel Group promotes the principles of diversity, inclusion and equal opportunities encouraging a work environment in which people are treated with dignity, decency and respect, rejecting all forms of harassment and offensive behavior with the aim to improve access and participation in the working activities and achieve higher levels of wellbeing and quality of life at work.

Enel protects people's physical and psychological integrity, their honor and individuality and opposes any attitudes or form of behavior that results in discrimination or injury of the individual or of his or her convictions or preferences.

Any conduct of employees or third parties that creates an unwelcome and offensive work environment resulting in any form of moral or sexual harassment is not tolerated, in any place where business is conducted.

Everyone is called on to ensure that his or her own behaviour does not cause offence or give rise to misunderstandings to other persons.

Definition of harassment

Harassment can be defined as any unwelcome behavior or conduct that creates a degrading, hostile, humiliating, intimidating, offensive or unsafe working environment. It includes physical, verbal or visual conduct or acts.

Moral harassment covers any unwelcome behavior or conduct, whether physical, verbal or psychological having a negative effect on conditions at the workplace or aimed at humiliating, demeaning, offending, intimidating an individual or a group of individuals and potentially seriously affecting their health, career or dignity.

Moral harassment may be referred to discriminations related to gender identity, age, disability, national origin, ethnicity, color, political views, religious views, language, marital status, sexual orientation and personal features such as personal beliefs, trade union membership and activity and any other form of social discrimination.

Sexual harassment can be defined as a form of discrimination based on sex. It includes any unwelcome or unwanted physical, verbal, visual or other conduct against an individual such as sexual innuendo, explicit comments or advances, or coerced sexual act.



Complaints and investigation procedures

Any person who feels that he or she has been harassed, or who has observed or is otherwise aware of harassing conduct directed toward another person should report the incident as described in the web page of the Enel's **Ethical Channel** (<https://secure.ethicspoint.eu/domain/media/en/gui/102504/index.html>) and/or, where applicable, to other relevant bodies in accordance with local law and regulation.

Investigation of complaints will be conducted in a timely, fair and impartial manner, in accordance with the values and principles included within the Enel Code of Ethics and the Whistleblowing Policy.

Anyone who, in good faith, reports a possible harassment will be protected from any form of retaliation.

Disciplinary measures

Appropriate disciplinary action and sanctions will be taken against any person who retaliates, victimizes or harasses against another person, including verbal or written warning, up to termination of employment under the disciplinary policy in the company.

Appropriate disciplinary measures shall take into account various factors, including:

- the severity and frequency of the conduct;
- whether there have been any prior incidents or warnings.

Confidentiality

All complaints are kept confidential to ensure fairness to all involved parties and to protect their privacy in accordance with the rules of the relevant data protection regulation. All people involved in or aware of a complaint or investigation are expected to protect the confidentiality, sensitivity, and privacy of all involved parties with the maximum possible extent. Information will only be disclosed to investigate and support prompt action during the complaints process, to stop harassment or to comply with applicable legal obligations.