



INTEGRATED POLICY FOR QUALITY, HEALTH AND SAFETY, ENVIRONMENT, ANTI-BRYBERRY AND INFORMATION SECURITY

Enel Grids S.r.l. has the **mission** to offer and ensure a high quality service in the distribution of electricity through the Enel Group's networks, to enable the **Energy Transition** and promote **Decarbonization processes and Electrification**.

Enel Grids S.r.l. is committed to promoting a corporate culture inspired by the values of **quality, health and safety, environmental protection, integrity and ethics** as well as **data protection, ensuring economic sustainability and business efficiency to generate value** for the company and its stakeholders in the short, in the medium, and long term. Therefore, **Enel Grids S.r.l.**, respecting and protecting **people, human rights** and its **operating context**, focuses on **process optimization and operational efficiency**, and adopting at the same time a **flexible and resilient** approach to respond effectively to the needs of the Business. For this purpose, **Enel Grids S.r.l.** implements and maintains an integrated management system inspired by and compliant with the best international standards as a tool guiding towards **continuous performance improvement** and goal **achievement**.

In line with its mission, **Enel Grids S.r.l.** is **committed** to:

- **Ensure** compliance with applicable legislation and requirements in terms of quality, occupational health and safety, environment, anti-bribery, treatment of personal data, continuity and information security;
- Constantly **evaluating Health and Safety risks for workers** by adopting a systematic approach to eliminate such hazards or, when impossible, mitigate them trying to achieve **"zero accident"** objectives;
- **Protecting the environment** by reducing the environmental **impacts** of its activities through the application of increasingly innovative high added value technologies, and the promotion of virtuous environmental management practices, in compliance with the principles of **circular economy, pollution prevention, biodiversity protection and climate change prevention**;
- **Forbidding** any conduct that may be classified as **corruption or attempted corruption** and actively engaging in prevention of such activities, appointing an independent **Compliance Function**, having due powers, to monitor the correct management of corruption risks;
- **Encouraging** the **reporting** of alleged **corruption** providing tools to report behavior non complying with the company policies and protecting whistleblowers from potential retaliation, **and sanctioning** any behavior that does not comply with the anti-corruption principles of the **"Code of Ethics", "Zero Tolerance to Corruption Plan"** of the Enel Group, "Organizational Model under **Italian Legislative Decree no. 231**" and of this **Policy**, which all constitute the pillars of the Corruption Prevention Management System;
- **Ensure** the **compliance of Information Systems** with international and corporate security standards over time, through the adoption of a rigorous process of performance evaluation, incident analysis, and improvement plan management, supported by the definition and monitoring of specific objectives and KPIs;
- **Ensuring confidentiality and integrity of personal and sensitive data**, making them **available** only to duly authorized parties, ensuring their security, consistency, reliability and protection;
- **Contributing to the Sustainable Development Goals** of the United Nations (SDGs) undertaken by Enel Group, in line with ESG (Environmental, Social and Governance) criteria, integrating them **into the company business** along the entire value chain;
- **Identifying Strategic Objectives** and monitoring them periodically, in order to promote **continuous improvement**, ensuring the availability of the resources to achieve them.

Furthermore, as guiding principles for carrying out business, **Enel Grids S.r.l.** is **oriented** to:

- **Systematically carry out risk analysis and management** activities in the areas of quality, occupational health and safety, environment, anti-corruption, personal data processing, continuity and information security with the aim of **preventing** economic, legal and/or reputational damage to the company and maximizing business development opportunities;
- **Adopt** working methods, practices and behaviors inspired by **safety, quality and efficiency**, ensuring their adoption through effective and innovative **training and education**;
- **Promote** and **spread a culture of innovation and digitalization** of technologies and solutions, relying on research and collaboration with external companies and entities in order to pursue **business development** and the **performance improvement** as well as the expected results;
- Constantly **ensure and improve customer satisfaction** committing to respect **expectations** and **needs** to be a safe, reliable and advantageous partner;
- **Promote** economically sustainable **comfort and well-being conditions** for its workers, providing suitable tools to carry out their activities;
- **Implement** a rigorous **contractor and suppliers** identification, selection, and **management** process regularly monitoring its activities and performance;
- **Promote participation** of all **stakeholders** in order to generate **shared value** for communities, future generations and the Enel Group.

This Policy must be promoted and shared among all stakeholders and it is essential that all colleagues at **Enel Grids S.r.l.** accept their values and principles, actively contributing to the achievement of the objectives. The effectiveness and application of this Policy will be periodically checked to ensure its compliance with the strategy of **Enel Grids S.r.l.** as well as its appropriateness to the operating environments.

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Sole Director
Enel Grids S.r.l.