

Enel Group Health and Safety Policy



At Enel the health, safety and psychophysical integrity of people are considered the most valuable asset to be protected at all times in life, whether at work or at home and during free time. This is why we are committed to create increasingly healthier and safer processes and workspaces, both for employees and for anyone who collaborates with Enel¹.

PRINCIPLES:

We are convinced that the success of our business and the value of our Company are both based on the essential combination of **quality - health and safety**, based on prevention, knowledge of the rules and their strict compliance.

Everyone who works with Enel, whether as direct employees or as collaborators, is responsible for **his/her own health and safety and of the other people with whom interacts**. We also believe that the consultation and participation of workers and their representatives is fundamental in order to maximize the protection of Health and Safety, starting from the identification of risk situations until the choice of solutions to prevent and/or reduce them.

We believe that the promotion, implementation and maintenance of **Occupational Health and Safety Management Systems** according to the standard ISO 45001, guarantee the continuous improvement constantly monitored by **indicators measuring** the Group's Health and Safety **performance** and the effectiveness of the initiatives implemented.

We are committed to go beyond regulatory compliance, both at Country and **international level, enhancing internal and external experiences and best practices, promoting the comparison** with international **top players** by rewarding and disseminating **excellence examples** in occupational safety.

STRATEGIC OBJECTIVES:

All our actions are geared towards achieving our strategic goals:

- To make processes, working methods and equipment increasingly safer
- To consolidate the health and safety culture
- To reduce the accidents frequency rate
- To achieve Zero Fatal accidents
- To promote health and well-being

In order to encourage the achievement of these targets, each year the Group's quantitative targets are set out in the Sustainability Report.

THE APPROACH:

To ensure the continuous improvement, we apply an iterative and data-driven management method based on the Plan, Do, Check, Act cycle.

In particular, we plan and implement processes and action plans from a risk-based and data-driven perspective. We prioritize them and constantly monitor their implementation and effectiveness also through supervision and control activities on field.

We reassess and define improvement actions based on data collected from IT systems, audit results, events and near misses analysis and safety reports from the field. Our commitment is to identify and eliminate the root causes of incidents in order to avoid their recurrence in all Countries and in all the business areas.

Communication is the key tool to disseminate to all levels of the organization the strategic principles for our daily actions and to share the dynamics of incidents as well as their root causes in order to avoid their recurrence in other organizational or business area.

AREAS OF ACTION:

Our areas of action are three:

People: We aim to develop tailor-made contents that consolidate individual awareness in order to develop and promote a solid health and safety culture throughout all our company perimeter. We adequately train all employees, according to their activities and the risks they are exposed to, and create an integrated approach to safety at all organization levels, valid for all processes and activities, recognized and adopted by all people. We strongly promote the adoption of such an approach to health and safety also by the companies that work with us.

As management, we are committed to leading by example, ensuring the implementation of this policy and correct behaviour at all levels:

- **I know what I have to do**
- **I plan how to do it**
- **I respect the rules and procedures**
- **I think before I act**
- **I protect my health and that of the others who work with me**
- **I do not take anything for granted**
- **I stop when in doubt**
- **I report risky situations and propose improvement actions**
- **I actively participate in training paths**

Processes: We constantly review procedures, working methods and training content as key levers to ensure safe behaviour adoption.

Technology: We use innovation and technology to eliminate, or where not possible, **to minimize risks**. We push the automation of riskier activities, improve equipment and personal protective equipment and make training paths more experiential and effective.

The H&S Policy is submitted to the Board of Directors at the same time as the approval of the Sustainability Report and consequently disseminated and applied with the commitment of Top Management.

03/05/2024

The Chief Executive Officer
Flavio Cattaneo

¹ This commitment is also enshrined in the Human Rights Policy.