

Enel Group Health and Safety Policy



Enel considers **health, safety and psychophysical integrity** of people its most valuable asset, that must be protected at all times in life, whether at work or at home and during free time. This is also why we are committed to creating healthier and safer processes and workspaces, both for employees and for anyone who collaborates with Enel, and promoting dedicated training paths.

We are convinced, in fact, that the success of our business and the value of our Company are based on the essential combination of **quality and safety**, based on knowledge of the rules and on their punctual compliance.

At Enel, health and safety are based on **three fundamental drivers**:

People: each of us is responsible for **the health and safety of ourselves and of other people with whom we interact**. It is therefore committed to developing and promoting a strong safety culture wherever we are in the world, paying attention to individual behaviour, and to creating an integrated approach to safety at all levels of the organization, valid for all processes and activities, recognized and adopted by all people.

The **behaviors to act** in practice are:

- **I know what I have to do**
- **I plan how to do it**
- **I observe the rules and procedures**
- **I think before I act**
- **I protect my health and that of the others work with me**
- **I don't take anything for granted**
- **If I have any doubt I stop**
- **I propose improvement actions**
- **I actively participate in training paths**

Processes: we implement processes from a risk-based perspective, monitoring them and reevaluates them on the basis of the relevant events that have occurred, with the aim of eliminating the main causes and preventing their recurrence in all Countries and in all areas of business.

We believe that **the constant commitment of each of us**, the integration of **safety in processes and training**, the rigorous selection and management of **contractors**, the **quality controls** and the reporting and analysis of **any kind of incidents, risky behavior or situation** are the founding elements of the safety culture.

Technology: it is the element that enables us to evolve safely, allowing us to eliminate or minimize any possible risk. The **data driven approach** and the **technological innovation** aim to improve equipment, methods and workspaces and to make training paths more effective.

These are the principles that spread along the three drivers and that we personally adopt every day.

We are committed to go beyond regulatory compliance, enhancing experiences and **internal and external best practices**, rewarding and disseminating **examples of excellence** in occupational safety. We **accompany and support the change** in compliance with the best health and safety standards and promote the **comparison with top international players**.

Enel Group Environmental Policy



We consider the **communication** a key tool for disseminating strategic principles for our daily actions at all organizational levels and for this reason we aim to develop tailor-made contents that consolidate **individual awareness**.

We implement and maintain **Occupational Health and Safety Management Systems**, recognized internationally, inspired by the principle of **continuous improvement** and the adoption of indicators for **measuring** the Health and Safety **performance** of the entire organization.

The Chief Executive Officer
Flavio Cattaneo