











Human Rights Content Index



Our pledge to respect human rights is the guiding principle that permeates all our activities and it is fully integrated into our corporate purpose and values, since we belong to the territory, and we are an essential element in the lives of people, businesses, and society at large. With our commitment we are striving for sustainable progress, to make our company and the communities in which we operate more prosperous, more inclusive and more resilient, without leaving anyone behind.

ISSUE	PRINCIPLE	DESCRIPTION	SDG	INTERNATIONAL REFERENCE STANDARDS	SUSTAINABILITY REPORT 2022: CHAPTERS/PARGRAPHS
Employment practices	Rejection of forced or compulsory labor and child labor	Reject of the use of any form of forced or compulsory labor, of any form of slavery and human trafficking and of child labor	 	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Convention 29 United Nations Global Compact principles 	<p>Our strategy for sustainable progress</p> <p>Materiality analysis process and results for 2022</p> <p>Our commitment to continuous improvement</p> <p>Zero emissions ambition</p> <p>Our commitment to a just transition: leaving no one behind</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Circular economy</p> <p>Innovation</p> <p>Digitalization</p> <p>Sound governance</p> <p>Managing human rights</p>
Respect for diversity and non-discrimination	Diversity, inclusion, equal treatment and opportunity, working conditions respectful of personal dignity, creation of a working environment where people are treated fairly, valued for their uniqueness and not discriminated or subject to harassment, commitment to a just energy transition for everyone and attention to clients requests	   	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Conventions 100, 111, 190 United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Zero emissions ambition</p> <p>Clean electrification</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Engaging communities</p>	
Freedom of association and collective bargaining	Freedom to form or take part in organizations aimed at defending and promoting the rights of people, respect of their right to be represented by unions or other forms of representation, collective bargaining as the favored instrument for setting contractual conditions and regulating relations between management and unions		<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Conventions 87, 98, 154 United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Zero emissions ambition</p> <p>Our commitment to a just transition: leaving no one behind</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Engaging communities</p>	

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Employment practices	Health, safety, and well-being	Protection of health, safety and psychological, relational, and physical well-being of individuals; dissemination of such culture to ensure that workplaces are hazard-free and to promote behaviors oriented towards work-life integration	 	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Conventions 155, 156, 187 United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to a just transition: leaving no one behind</p> <p>Our commitment to continuous improvement</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Engaging communities</p> <p>Occupational health and safety</p>
	Just and favourable working conditions	Protection of the right to conditions that respect the health, safety, well-being and dignity of individuals, maximum working hours, daily and weekly rest periods and annual period of paid leave, and fair remuneration as well as equal pay for equal work for men and women, minimum compensation, and professional orientation and training	  	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Conventions 100, 132, 155, 156, 187 United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Zero emissions ambition</p> <p>Our commitment to a just transition: leaving no one behind</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Engaging communities</p>
Communities and society	Environment	Protection of the environment and biodiversity, climate action, and contribution to a sustainable economic development	    	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Zero emissions ambition</p> <p>Our commitment to a just transition: leaving no one behind</p> <p>Conservation of natural capital</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Engaging communities</p> <p>Circular economy</p> <p>Innovation</p>

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Communities and society	Respecting the rights of communities	Responsible community relations based on the assumption that individual conditions, economic and social development, and general well-being of collectivity are strictly connected. This includes conducting capital expenditure in a sustainable manner, promoting cultural, social and economic initiatives for affected local and national communities to advance social inclusion through education, training and access to energy. Commitment to ensure that products and services are designed to be accessible for all.	           	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Convention 169 United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Zero emissions ambition</p> <p>Our commitment to a just transition: leaving no one behind</p> <p>Clean electrification</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Engaging communities</p> <p>Conservation of natural capital</p> <p>Circular economy</p>
	Respecting the rights of local communities	<p>Commitment to respecting the rights of local communities and to contribute to their economic and social growth also through collaborations with suppliers, contractors and partners that contribute to the social and economic development of the communities where we operate.</p> <p>This goes also through: promoting free, prior, and informed consultation activities and implementing social inclusion actions (local manpower, health and safety training, development of local projects – also in partnership with local organizations); taking into due account the environmental and social impact in the designing and construction of our infrastructure projects; requiring that private security forces protecting Group's personnel and assets in operating areas act consistently with the applicable national law and regulation and international standards.</p>			
	Respecting the rights of indigenous and tribal people	Specific commitment to pay particular attention to the most vulnerable communities, such as indigenous and tribal peoples, in case of developing new projects and to respect the United Nations Declaration of the rights of Indigenous Peoples.			

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Communities and society	Integrity: zero tolerance of corruption	Reject of corruption in all its forms, both direct and indirect, since it is one of the factors undermining institutions and democracy, ethical values and justice, as well as the well-being and development of society.		<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Sound governance</p>
	Privacy	Respect of the confidentiality and right to privacy of our stakeholders and to use correctly information and data relating to the people working in our organization, to our customers and to any other stakeholder; processing of data in compliance with the fundamental rights and the rights and principles recognized in law, notably respect for private and family life, home location details and communications, personal data protection, freedom of thought, conscience and religion, freedom of expression and information		<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises ILO Recommendation on "Protection of workers' personal data" United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Clean electrification</p> <p>Empowering Enel people</p> <p>Sustainable supply chain</p> <p>Sound governance</p>
	Communication	Commitment to ensure that institutional and commercial communications are non-discriminatory and are respectful of different cultures, while also not adversely affecting the most vulnerable audiences, such as children and the elderly.		<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises United Nations Global Compact principles 	<p>Materiality analysis process and results for 2022</p> <p>Our strategy for sustainable progress</p> <p>Our commitment to continuous improvement</p> <p>Clean electrification</p> <p>Sustainable supply chain</p> <p>Engaging communities</p>

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Human rights governance	Public commitment	Adoption of a human rights policy		<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises United Nations Global Compact principles 	<p>Our governance of sustainability</p> <p>Managing human rights</p>
	Due diligence of the management system	<p>Identification, prevention and mitigation of the potential negative effects caused by business operations</p> <p>Reporting to Control and Risk Committee and to Corporate Governance and Sustainability Committee about the implementation of the due diligence process</p>	 	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises OECD Due diligence Guidance for Responsible Business Conduct 	<p>Our governance of sustainability</p> <p>Managing human rights</p>
	Access to remedy	Access to specific grievance channels also at local level		<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises OECD Due diligence Guidance for Responsible Business Conduct United Nations Global Compact principles 	<p>Our governance of sustainability</p> <p>Sound governance</p> <p>Managing human rights</p>
	Transparency	Annual reporting, within the Sustainability Report, of the performance on the commitments undertaken through the human rights policy	 	<ul style="list-style-type: none"> United Nations Guiding Principles on Business and human rights OECD guidelines for multinational enterprises OECD Due diligence Guidance for Responsible Business Conduct 	<p>Our governance of sustainability</p> <p>Sound governance</p> <p>Managing human rights</p>