

## Other projects under development

### WINDPESHI (La Guajira)



1 wind power plant | under development  
Plant name: Windpeshi, | Location: La Guajira | 200 MW

#### Background

The plant will contribute to the country's energy mix diversification.

#### Stakeholders in the area of influence

Indigenous communities resident in the municipalities of Maicao and Uribia, belonging to the department of La Guajira a region characterized by a significant presence of indigenous communities, which represent 20% of the overall population in Colombia.

#### Outcome of the stakeholder engagement process

##### Overview

La Guajira is a region with very high rates of unsatisfied basic needs. Key actions identified relate to socio-economic development

##### Key lines of work

- a. *Socio-economic development:*
  - i. access to drinking water:
    - two public basins have been built to provide drinking water to the communities in the area of influence;
    - an aqueduct that was not working was rehabilitated, providing water to the communities on the road to

Windpeshi.

Both actions have benefited 3,000 people belonging to the Wayuu indigenous population;

- ii. education:
  - agreement signed with SENA, Servicio Nacional de Aprendizaje which provides technical training and certifies the level of ability achieved by the affected communities. Actions concerned job training on basic construction works and support to entrepreneurship development through marketing, sales and handicraft courses aimed at empowering communities to develop their own business;
  - joint project with Artesanías de Colombia in the Wayuu territory concerning their artisanal weaving crafts. The training activities benefited 560 people overall, 270 through the agreement with SENA and 290 in the joint project with Artesanías de Colombia.

#### Other

We also reached an agreement with the University of La Guajira for the creation of an [intercultural manual](#), which represents a fundamental tool for understanding the dynamics and particular aspects of the ethnic communities.

### Midelt, Boujdour & Essaouira



3 wind power plants | 1 in operation and 2 under development  
Sizes: 210 MW, 300 MW and 270 MW

#### Background

In March 2016, a consortium between Enel Green Power and the Moroccan company Nareva, in partnership with the supplier Siemens Renewable Energy, was awarded the project for the development, construction, and management of wind plants.

The energy produced by the wind farm will be sold to ONEE that will use this energy for the benefit of all final users, including the local population.

#### Status up-to-date

In operation: Midelt, a 210 MW wind plant located about 20 Km from the Midelt city center.

Under construction: Boujdour, a 300 MW wind plant located approximately 180 km south of Laayoune Port (Marsa

port) and Essaouira, a 270 MW wind plant located about 28 km from Essaouira city.

#### Stakeholder engagement

##### Midelt

- 2015: preliminary analysis of the social, economic, and environmental context ("SEECA") to identify relevant socio-economic issues and specific needs of local communities;
- 2019: environmental and social impact assessment (Environmental Social Impact Assessment - ESIA);
- 2020: new SEECA and consultation.

#### Key actions implemented

- a. *Environment (sustainable building site and during operations):*

- i. assessment and mitigation of environmental impacts, including CO<sub>2</sub> emissions, waste, and water, by means of:
  - photovoltaic mini-grid plus storage used to power basecamp, auxiliary services of the base camp and turbines erection;
  - stand-alone PV modules used to power prefabricated buildings/containers and streetlights;
  - utilization of energy efficient technology (LED lamps, solar water heating system) to reduce electricity consumption;
  - water recycling solution installed in all water systems;
  - implementation of a biodiversity preservation plan aimed at protecting the local ecosystem, among which plantation of local trees and species nearby the building area.
- b. *Occupational health and safety:*
  - i. application of highest standards, in line with Enel's customary practices.
- c. *Socio-economic development during construction and operation & maintenance:*
  - i. training and hiring of more than 250 people for non-qualified works, all belonging to the Midelt community;
  - ii. maximized hiring of local small and medium-sized businesses for auxiliary services (including transportation, cleaning, catering, supply of materials, etc). This was aimed also at supporting the local economy particularly affected by the consequences of the pandemic;
  - iii. food basket provision to the most vulnerable local families.
- d. *Promotion of education, including during the operations & maintenance phase:*
  - i. classes dedicated to approximately 1,400 beneficiaries of 6 local schools in Amersid & Mibladen rural communes, held by local volunteers that covered topics related to renewables and the operation of wind plants;
  - ii. setting up of a yearly scholarship granted to one university student coming from the community of Midelt;
  - iii. implementation of a sustainability and environmental education program called AKABAR AL MAARIFA to train trainers at schools in Midelt and educate kids at primary schools with the aim to:
    - develop ecological and social awareness, environmental sensitivity, behaviors and skills;
    - promote an active participation in community issues from early childhood so to build an environmental citizenship since primary schools;
    - introduce, in addition, an effective training and professional development program to equip teachers

with the knowledge, values, skills and strategies necessary to implement the above environmental citizenship.

e. *Healthcare during the operations phase:*

- i. setting up of a medical facility (caravan) made available to 1,400 students coming from surrounding schools for specialist examinations of various types (general practitioners, dentists, ear, nose, and throat doctors, etc. plus provision of eyeglasses when needed) as a mean to fight children school dropout caused by health issues.

**Boujdour**

- 2015: preliminary analysis of the social, economic, and environmental context ("SEECA") to identify relevant socio-economic issues and specific needs of local communities, including infrastructure development, education, healthcare, poverty issues, social services, and protection of cultural heritage;
- 2019: environmental and social impact assessment (Environmental Social Impact Assessment - ESIA);
- 2020: human rights due diligence<sup>(7)</sup> and a new SEECA and consultation involving vulnerable people groups who self-identified as Saharawi.

**Key actions implemented**

- a. *Environment (sustainable building site and during operations):*

Please refer to Midelt description.
- b. *Labor, with regards to occupational health and safety:*
  - i. application of highest standards, in line with Enel's customary practices.
- c. *Socio-economic development (during construction and operation):*
  - i. training and hiring of Saharawi people:
    - setting up of a training centre in the base camp with training in civil and electrical capabilities aimed at filling the local gap of expertise thus creating the opportunity of using such skills also in the future;
    - hiring of c. 200 people for non-qualified works, of which >90% from the local Saharawi community;
    - hiring of technical staff for O&M management, turbine service provider and substation maintenance, security services and housekeeping;
  - ii. maximized hiring of more than 100 local small and medium-sized businesses for auxiliary services (including transportation, cleaning, catering, supply of materials, etc.). This was also aimed at supporting the local economy particularly affected by the consequences of the pandemic;
  - iii. *ad hoc* infrastructures for the needs of people and

(7) In line with UN Guiding Principles on Business and Human Rights and in collaboration with an independent no profit organization with an international expertise in business and human rights.

of the local small businesses in the area of influence of the project:

- during civil works, new sections of road were built as well as requalifying existing ones (c. 60km). This activity allowed to reconnect main roads with grazing areas, thereby benefiting the pastoral communities in remote areas;
  - due to the newly available renewable electric energy generated by the Boujdour plant, the local electricity connection to the city of Boujdour is being reinforced;
  - iv. support to local Saharawi camel nomads through the provision of water tanks and cisterns;
  - v. food basket provision to the most vulnerable local families.
- d. *Promotion of education:*
- i. Education and vocational training programs designed to fight against primary school dropout, filling the mismatch between training and employment opportunities, providing knowledge about renewable energy. The initiatives involved approximately 1,000 beneficiaries of 11 local schools, and related specifically to:
    - entrepreneurship masterclass: Workshop with INJAZ ALMAGHRIB to get young people from the college acquainted with business activities;
    - 'It's My Business': with INJAZ ALMAGHRIB aimed at fostering entrepreneurship skills of middle school students through gamified activities and multiple examples of nationally and internationally well-known entrepreneurs;
    - company program: with INJAZ ALMAGHRIB addressing all stages of business creation and making young high school students able to participate to different competitions, at local, national and regional level (MENA);
    - classes held by local volunteers of Nareva and Enel Green Power Morocco covering topics related to renewables and the operation of wind plants;
    - setting up of a yearly scholarship granted to one university student coming from the community of Boujdour.
- e. *Healthcare:*
- i. setting up of a medical facility (caravan) made available to 1,000 students coming from surrounding schools for specialist examinations of various types (general practitioners, dentists, ear, nose, and throat doctors, etc. plus provision of eyeglasses when needed) as a mean to fight children school dropout caused by health issues.

#### Essaouira

- 2015: preliminary analysis of the social, economic, and environmental context ("SEECA") to identify relevant socio-economic issues and specific needs of local communities, including infrastructure development, education, healthcare, poverty issues, social services, and pro-

tection of cultural heritage;

- 2021: environmental and social impact assessment (ESIA).

#### Key actions implemented

- a. *Environment:*  
Please refer to Midelt and Boujdour description.
- b. *Occupational health and safety:*
  - i. application of highest standards, in line with Enel's customary practices.
- c. *Socio-economic development during construction:*
  - i. training and hiring of people employed for civil and electrical works;
  - ii. hiring of 210 people belonging to the local community for non-qualified works;
  - iii. maximized hiring of local small and medium-sized businesses for auxiliary services (including transportation, cleaning, catering, supply of materials, etc.).
- d. *Promotion of education and other services:*
  - i. training dedicated to approximately 400 beneficiaries of local schools, held by local volunteers that covered topics related to renewables and the safety measures for the construction of wind plants;
  - ii. installation of safety fences for local schools near the roads;
  - iii. rehabilitation of a local religious saint visitors' place to the benefit of the local community.

#### Grievance

Management system for all three plants in line with the United Nations Guiding Principles on business and human rights.

- Set up: once received, complaints are registered, analyzed and classified from 1 to 3 (score range takes into account repetition, severity; 1 is the lowest, 3 the highest).
- The analysis leads to the identification of the possible solution. Once the solution is agreed, the complaint is considered as solved.
- Tools available to the community: complaints may be received through on-site suggestion boxes, traditional mail, email, by phone, company representatives during their staff visits.

The language used is "Arabic" and when a member of the community is not able to write and talks a dialect, a translator is identified within or out the building site.

#### Midelt | Complaints managed concerned:

1. Request on using local labor from the community.  
Solution agreed: hired non-qualified workers as described at point c., i. of the Midelt key actions implemented.
2. Request for using local SME's.  
Solution agreed: contractors, with the support of local stakeholders, launched a beauty contest to select local service providers from the city of Midelt as suppliers for the services and equipment needed as described at point c., ii. of the Midelt key actions implemented.

**Boujdour** | complaints managed concerned:

1. Request for using local labor from the Saharawi community.  
Solution agreed: hired non-qualified workers as described at point c., i. of the Boujdour key actions implemented.
2. Request for using local SME's.  
Solution agreed: contractors, with the support of local stakeholders, launched a beauty contest to select local service providers from the city of Boujdour as suppliers for the services and equipment needed as described at point c., ii. of the Boujdour key actions implemented.

**Essaouira** | Complaints managed concerned:

1. Request for using local labor from the community.  
Solution agreed: hired non-qualified workers as described

at point c., ii. of the Essaouira key actions implemented.

2. Request for using local SME's.  
Solution agreed: contractors, with the support of local stakeholders, launched a beauty contest to select local service providers from the city of Essaouira as suppliers for the services and equipment needed as described at point c., iii. of the Essaouira key actions implemented.
3. Request of repairing water pipes that were damaged.  
Solution agreed: the water pipe was repaired to ensure water supply continuity while starting the building of a brand new one.
4. Request to reduce the lifting of dust by trucks.  
Solution agreed: contractors started irrigating roads using recycled water or pumped from the sea so as to reduce lifting of dust during transportation.

## VALUE4DISABILITY

**With the Enel Value4Disability project people with disabilities lead the way: not only inclusion but empowerment**

**O**ur commitment to inclusion, as defined in our Human Rights Policy, relies on considering proactively the needs and priorities of individuals and society at large.

In addition to ensuring that no one is left behind, this approach encourages the generation of new ideas and is an essential condition for creating sustainable value in the long term.

Since 2019, we are part of **Valuable 500**, a global organization involving 500 CEOs and their companies, whose mission is to drive lasting change for more than 1 billion people around the world who live with a disability.

In 2020, therefore, we launched the **Enel Value4Disability** global project, which aims to empower Enel people and customers with disabilities, enable the environment of startups dealing with assistive technologies and make digitally accessible both the main web portals used by Enel people/customers and the software application development, testing and release processes.

In 2022 we achieved important results, also thanks to the dissemination of the project both on internal communication channels (magazine and corporate intranet) and through external communication initiatives (National Geographic, Financial Times, influencers and interviews and articles on the topic of inclusive business on specialized sites).

We also joined **Business for Inclusive Growth (B4IG)**, a global coalition of CEOs from global companies fighting inequalities. Through its strategic partnership with the OECD, B4IG interacts with governments around the world to promote inclusive growth.



## For Enel people

Globally, there are 2,129 people with disabilities, of which over 70% in Italy.

We make sure to listen to their needs thanks to “focal points” present in all countries where at least one colleague with a disability is present.

This allows us to develop dedicated initiatives both locally and globally, in line with our Human Rights and Diversity and Inclusion Policies. In particular, these initiatives allow to carry out work in complete autonomy, through tools, services and methodologies that can create an inclusive working and relational environment for all, and to raise awareness and train all people, with particular focus on specific roles more affected by these issues (new hires, managers, people & business partners, customer contact points).

Empowering initiatives include:

- Global Inclusive Travel services to ensure an inclusive experience of stay and travel for business trips of colleagues with disabilities (for example, information on accessibility services in hotel facilities, activation of travel assistance service, travel accompanying services). 47% of colleagues can use at least one of the Inclusive Travel services;
- participation in the Generation Valuable project promoted by the Valuable 500 network with the aim of spreading the culture of inclusion and empowerment of people with disabilities through mentoring meetings between talented colleagues with managers;
- drawing of global guidelines to ensure adoption of accessibility principles for the development of e-learning content;
- assistance and support for the adoption of assisting tools by a dedicated team in Italy;
- “Ability line” service in Romania to support colleagues in recognizing disability;

## For our customers

One of the most innovative aspects of the Value4Disability project is **inclusive business**, namely the Group’s commitment to opening new opportunities in terms of social innovation and business development starting from the solution of social needs. To promote this new approach in an integrated way, it is necessary to have a single vision of customer needs in terms of inclusiveness and accessibility.

In 2022 we have:

### a. defined who vulnerable customers are and what are their needs.

“Vulnerable customers, for Enel, are both individuals and entities who when looking at the combined effect of their intrinsic features, socio-demographic elements, economic and environmental conditions:

- cannot participate or risk being adversely impacted

- initiatives to ensure physical and relational accessibility in Spain and Chile and to promote digital accessibility in Colombia;
- hiring and internships of people with disabilities in Italy, Spain and Brazil, integration initiatives in collaboration with local institutions in Chile, Argentina and Mexico, inclusive staff research in collaboration with research and selection platforms in Romania, Argentina, Peru and Colombia;
- pilot project, in Brazil, of tutoring in a process of onboarding, listening and development in which more than 140 people with disabilities are participating and which involves about 100 managers and about 30 people and business partners.

Awareness and training initiatives include:

- design of an initiative at global level to spread awareness about the Design for all principles application to business processes and contexts so as to foster an inclusive mindset in Enel’s people;
- the videos “Our ability”, to learn everyday stories of colleagues with disabilities in their working environment, and the webinar “Neurodiversity and autism” on the value of neurodivergent thinking in Italy;
- the online course “Hablamos de Discapacidad” and the web fiction “La casa de la inclusión” in Spain, subsequently customized for Romania, where podcasts on the inclusion of diversity and disability have also been developed, and the “D&I hour” when onboarding new hires;
- workshops and thematic podcasts in Chile and Colombia, where all colleagues were also offered an induction on sign language.

For further detail, please refer to [“Empowering Enel people”](#)

by the energy market or by any of Enel Group’s operations;

- have difficulties in obtaining or using information to represent their interests;
- are less comfortable accessing and using appropriate services and products.

Customers who are not directly vulnerable may fall under this definition if vulnerable people live in the same family and depend on family support or other assistance.”

By focusing on temporary or permanent **conditions**, vulnerability results from the interaction between personal characteristics and changing environmental and socio-economic conditions.

Moreover, the application of this definition is not limited to individuals, but is extended to all entities that

may be in a vulnerable position (for example, family small enterprises in which the owner dies, associations or businesses affected by economic situations such as earthquakes, floods, wars, financial crises). Therefore, social<sup>(8)</sup> and economic vulnerability, disability, dependence on medical equipment, and other diversity aspects such as seniority, language, literacy, and any other feature that causes a certain degree of exclusion fall within the vulnerability definition;

**b. developed ad hoc initiatives to promote customer inclusion**, thanks to intensive benchmarking and the support of business leaders and the contribution of internal communities of colleagues with disabilities. Here are some examples:

- **training course on vulnerable customers**, dedicated to those who relate directly with customers;
- **guidelines for accessible and welcoming stores**;
- **inclusive electrification process**: we have launched a pilot project in Colombia to ensure that the electrification and contract signing phases are sustainable

## For our communities

As part of the sustainability projects planned in the area of influence of "Coral" in India, where we developed a wind farm of about 170 MW and, following the usual process of listening to local stakeholders, a grazing animal (a buffalo) for the production of milk was given to a member of the community in Gujarat, born with lower limb disability. By investing the earnings of milk sales in awareness raising and empowerment activities of people with disabilities in other villages, such person has become a natural leader, developing a network of about 450 individuals. In practice, such member of the community supports the network of wom-

en and men with disabilities in modifying their condition of marginality, which is considered non-productive, in a condition that supports the whole family.

- **Enel Premia Wow! for All**: project carried out as part of Enel Energia's loyalty program for the free market, aimed at the periodic inclusion in Enel Premia Wow! of discount coupons related to the theme of inclusion;

**c. involve our Business Lines in developing inclusive business initiatives.**

Enel X Way has, for example, made available in open source mode the redesign of spaces for charging electric vehicles to make them 'accessible' to anyone, from public administrations to other companies in the e-mobility sector. In addition, Enel X Way WayAbility<sup>TM</sup> has been modified and updated: it is a product that makes it possible to recharge electric wheelchairs thanks to the public charging infrastructure in urban areas.

Moreover, vulnerable conditions are a source of stimulus and continuous social innovation. An example of these innovations is the sign language interpreting, subtitling and translation service, developed together with 2 startups (VEASYT and Padius) that will be tested within the Group in 2023.

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(8) For example: gap in the use of technology, acting as caregivers, economic situations such as earthquakes, floods, wars, financial crises etc.