

# Industrial relations

| 2-30 | 3-3 | 402-1 |

Enel complies with **the labor law in force** in the various countries in which it operates, with the fundamental principles of the **United Nations Universal Declaration of Human Rights** and with the **conventions of the International Labor Organization (ILO) concerning workers' rights** (freedom of association and collective bargaining, consultation, right to strike, etc.), systematically promoting **discussion between employer and worker organizations** and seeking a **broad level of agreement and sharing** of corporate strategies by employees.

Industrial relations activities on the Group level continue to be conducted in accordance with the model laid down in the **Global Framework Agreement (GFA)** signed by Enel in Rome in 2013 with the Italian Federations in the sector, and the global unions IndustriALL and Public Services International, and which is still recognized as a benchmark best practice for European and non-European multinationals. The agreement is based on international human rights and business principles and is inspired by the best and most advanced transnational industrial relation systems of the reference multinational groups and institutions on the international level, including the ILO. One of the particularly significant principles of the GFA is one on remuneration, whereby the minimum payment made to Group employees cannot be lower than the level established by the collective bargaining agreements and legislative and regulatory texts in the various countries in question, in line with the provisions of the ILO conventions.

On the subject of remuneration, in accordance with the relevant ILO Convention Enel is committed to respecting the principle of decent work in all countries where it operates. In addition, it continues its commitment to bridging the gender gap, promoting initiatives to reduce it, where it exists, and thus to ensure equal pay for equal work as well as transparency. The principle of equal pay is also indicated by the Group's Policy on Human Rights, which stipulates that all those who work along the entire value chain are entitled to remuneration in line with the principle of fair compensation for work, of equal pay between male and female labor for work of equal value, and of minimum wages not less than those established by collective agreements and current legislative and regulatory treatments of reference in force in different countries, as established by ILO conventions. In addition, it is also expressly provided in the Code of Ethics that upon the establishment of the employment relationship, each employee will receive accurate information relating to characteristics of the role and duties to be performed, and to regulatory and remuneration elements according to the principles set out above. This information is presented to the employee in such a way that acceptance of their position is based on an effective

understanding and awareness not only of their duties, but also and above all of their rights (enshrined in the aforementioned collective agreements). As well as serving as the basis of the regularity of contracts, this approach enables us to operate fairly at all levels of the Company and in all the Countries and Regions which Enel is present.

In Enel **there are no limits to freedom of association**. As indicated by the GFA and the Policy on Human Rights, Enel recognizes the right of its employees to form or take part in labor organizations aimed at protecting their interests. In particular, employees may be represented, in the various generation units, by trade union organizations and other forms of representation elected in compliance with the legislation and practices in force in the countries concerned. Enel complies with the principle of **trade union independence** and does not interfere in any way with the organization of representation, allowing workers' representatives access to the workplaces in order to communicate with their members, in compliance with the law and the industrial relations systems in force in each country.

Enel therefore recognizes as interlocutors the trade unions that represent workers in the Company, in compliance with the provisions of national legislation, and adheres to strict neutrality regarding the choice of workers whether or not to join a trade union organization and/or the choice of the union by which to be represented. In the event of a discrepancy between local and international standards, the Group strives to apply the provisions that best protect workers' rights. Finally, Enel provides adequate information to its employees and to the trade union organizations that represent them, in order to facilitate collective bargaining, and provides its people with a full range of information, including via the Company intranet, concerning collective labor agreements and trade union agreements, in accordance with current legislation.

As also illustrated in the Policy on Human Rights, **collective bargaining agreements** are acknowledged as the main tool to determine the contractual conditions of its employees and to regulate relations between senior management and trade unions. **In 2022, the percentage of employees covered by collective bargaining agreements was about 91% (90% in 2021).**

At European level, the **Agreement on the Enel European Works Council** of 2016, extended in 2022, is confirmed as one of the most advanced agreements in the EU electricity sector for its focus on bilateral issues such as occupational health and safety, training and diversity.

Enel and the domestic and European federations (IndustriAll Europe and the European Public Services Union) have transferred their consolidated experience of social dialogue to the **Sectoral Social Dialogue Committee of the**

**electricity sector**, established at the EU Commission – DG Employment – regarding the employment impacts of the energy transition and digitalization in the coming years in all European and global electricity companies.

In the various countries in which it maintains a presence, Enel is committed to managing the transition by entering into robust dialogue with the trade unions, translating in practice the principles of the **just transition** for everyone, including local communities and contractors, the people most directly involved in the process of change (see also the chapter “[Our commitment to a just transition: leaving no one behind](#)”).

First with the Italian trade unions and then with those of other countries where the Group is present, Enel has also signed an agreement, the **Charter of the Person**, to protect individuals in their work, personal and social spheres. The document not only outlines new guidelines in industrial relations, but more generally reaffirms the centrality of people, starting with their well-being and motivation, guaranteeing quality training in terms of self-learning and high safety standards, rooted in the responsible approach of all ([see the dedicated box at the beginning of this chapter](#)).

In the event of **organizational changes**, timely disclosure to trade union representatives is required, as indicated in the table below.

Country	Minimum Period	Legal Provisions/Collective Agreements
<a href="#">Argentina</a>	In view of the general provisions of the law and, in analogy, a minimum period of 48 hours will be taken into account for the purpose of notifying any amendment of the essential conditions of the employment contract	There are no legal requirements or provisions in collective agreements
<a href="#">Brazil</a>	It is convention and practice to provide “timely” information	There are no legal requirements or provisions in collective agreements
<a href="#">Chile</a>	Neither the law nor collective bargaining provide for a minimum notice period in the event of organizational changes	
<a href="#">Colombia</a>	Neither the law nor collective bargaining provide for a minimum notice period in the event of organizational changes	
<a href="#">Italy</a>	25 days. The Company informs the trade unions with a specific document of its intention to transfer a part of the Company. In addition, our Industrial Relations system (Art. 9) provides for the prior involvement of trade unions on the main organizational changes in order to share the objectives and manage their implementation	Legal provisions (Art. 47, Law no. 428/90 and Art. 9 of the collective bargaining agreement, referring to Law no. 428/90)
<a href="#">Peru</a>	Neither the law nor collective bargaining provide for a minimum notice period in the event of organizational changes	
<a href="#">Romania</a>	Obligation to inform and consult workers’ representatives on the Company’s development and to inform them periodically about the Company’s economic situation. Disclosure to and consultation with employee representatives regarding the recent and likely development of the Company’s business and economic situation. Information and consultation of workers’ representatives on decisions that may entail significant changes in work organization, contractual relations or labor relations, including but not limited to transfers within the Company, acquisitions, mergers, collective redundancies, closure of production units, etc.	Legal provisions and collective agreements
<a href="#">Spain and Portugal</a>	30 days	Provided for in the Collective Agreement and the Framework Guarantee Agreement of Endesa SA and its subsidiaries in Spain