

Human Rights Policy

4 May 2020

Endesa's commitment to respecting human rights

This Policy includes the commitment and responsibilities of Endesa, part of the Enel Group, in relation to all human rights, and especially those that affect our business activity and the operations carried out by the employees of Endesa and its subsidiaries¹, including managers and employees.

Endesa encourages respect for human rights in all its business relationships² and its contractors, suppliers and business partners must adhere to the same principles, with particular attention being paid to conflict and high-risk situations.

Endesa adheres to the principles and commitments as explained in the Enel Group Human Rights Policy.

This Policy was approved by the Board of Directors of Endesa S.A. on 24 June 2013 and updated in its session on 4 May 2020.

International references

The following international and European law treaties are adopted in this Policy, which apply to its founding principles:

1. The International Charter of Human Rights of the United Nations (UN).
 - a) The Universal Declaration of Human Rights.
 - b) The International Covenant on Civil and Political Rights.
 - c) The International Covenant on Economic, Social and Cultural Rights.
2. The fundamental conventions of the International Labour Organization (ILO) numbers 29, 87, 98, 100, 105, 111, 138 and 182, as well as the ILO Declaration on fundamental principles and rights at work.
3. The United Nations Convention on the Rights of the Child.
4. The European Convention on Human Rights.

The most recent versions of the following business standards and voluntary initiatives have also been considered:

1. The principles of the United Nations Global Compact.
2. The Guidelines of the Organisation for Economic Co-operation and Development (OECD) for Multinational Enterprises.
3. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.
4. The United Nations Guiding Principles on Business and Human Rights: implementing the United Nations "Protect, Respect and Remedy" framework.

¹ "Endesa" refers to Endesa S.A. and its subsidiaries

² The term "business relationships" are understood to include "relationships with business partners, entities in its value chain, and any other non-State or State entity directly linked to its business operations, products or services." (see Principle 13 of the United Nations Guiding Principles on Business and Human Rights: implementing the United Nations "Protect, Respect and Remedy" framework).

Internal references

The following internal documents complement and are linked to the principles set forth in this Policy:

1. The Code of Ethics
2. The Zero Tolerance Against Corruption Plan
3. Endesa Criminal Risk and Anti-Bribery Prevention Model and Enel Group Global Compliance Programme
4. The International Framework Agreement with World Unions

Principals

Labour practices

Rejection of forced or compulsory labour and child labour

Endesa rejects the use of any form of forced or compulsory labour³ —as defined in ILO Convention no. 29— and shall never confiscate money or identity documents at the beginning of the employment relationship in order to retain workers against their will.

Endesa respects the rights of children and rejects the use of child labour as per the definition of this concept that is included in the legislation in force in the country where the corresponding activities are carried out and always respects the minimum age established in ILO Convention no. 138.

Respect for diversity and non-discrimination

Endesa rejects all forms of discrimination⁴ and maintains the commitment to ensure that all its employees, both current and potential, are treated with respect for their diversity, while also promoting equal opportunities, either when building the employment relationship or at any stage of its development.

Freedom of association and collective bargaining

Endesa recognises the right of its employees to form or participate in organisations whose purpose is to defend and promote their interests and does not interfere with their choices in this regard. It also recognises the right to representation of workers, within the different work units, by unions and other forms of representation chosen in accordance with the legislation and practices in force in the different countries where the employment relationship is undertaken.

Endesa recognises the value of collective bargaining as a preferred instrument for determining the contractual conditions of its employees, as well as for regulating relations between management and the trade unions.

Occupational Health and Safety

Endesa is committed to ensuring that the best occupational health and safety conditions are respected in workplaces.

³ Forced or compulsory labour is understood as: all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily (see article 2.1 of ILO Convention no. 29).

⁴ The term "discrimination" includes all kinds of direct discrimination, respectively:

a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

(See article 1.1 of ILO Convention no. 111.)

Endesa promotes the dissemination and reinforcement of a culture of safety, developing awareness of risk, and encourages responsible behaviour by its workers, through information and training sessions, among other activities.

Endesa works to protect the health and safety of its employees and the interests of the other parties involved, especially through preventive measures.

Fair and favourable working conditions

In order to maintain a positive and respectful work environment, Endesa rejects all forms of harassment - be it verbal, physical, sexual or psychological -, threat or intimidation in the workplace.

Our remuneration policy takes into account the principle of fair remuneration for work and respects the principle of equal remuneration between male and female labour for work of equal value, based on the objective evaluation of the post, taking the work that this involves as a basis (ILO Convention 100). The minimum remuneration received by Endesa employees may not be less than the minimum stated in the collective agreements and in the labour regulations in force in each country, in accordance with the provisions of the ILO Conventions.

Endesa also recognises the importance of professional training and guidance for developing human resources and their skills, promoting ways of involving employees and their representatives.

Communities and society

Respect for the rights of communities

Endesa remains committed to respecting the rights of local communities and contributing to their practice, including through encouraging free and informed consulting activities. In this regard, Endesa undertakes, if applicable, to pay special attention to the most vulnerable communities, including through promoting local development projects for the benefit of those communities.

More specifically, in the design and construction of infrastructure projects, Endesa is committed to taking into account, using appropriate environmental and social impact studies, its environmental footprint and respect for human rights in the areas in which such projects will be undertaken.

When executing a project may entail relocating local communities, the objective will be to minimise the impact on them, through close interaction and with fair compensation.

Taking the Voluntary Principles on Security and Human Rights as a reference, Endesa is committed to ensuring that the private security means that protect Endesa's personnel and properties in the areas of activity act in accordance with current national legislation and regulations and International law.

Endesa is also committed to ensuring that its products and services do not compromise the security and physical integrity of its customers, as far as reasonably possible

Integrity: Zero tolerance against corruption

Endesa recognises that corruption is one of the factors that undermines institutions and democracy, ethical values and justice, and the well-being and development of society. Therefore, it rejects both direct and indirect corruption in all its forms. To this end, Endesa has reinforced its commitment through a programme to fight corruption called the "Zero Tolerance Plan Against Corruption"⁵.

Privacy and communications

Endesa respects the confidentiality and the right to privacy of all the people with whom it interacts and maintains its commitment to correctly use all the information and data in its possession. Endesa is also committed to ensuring that all its institutional and commercial communications are non-discriminatory and respectful towards different cultures and pays special attention not to negatively affect the most vulnerable audience, such as children.

⁵ <https://www.endesa.com/en/shareholders-and-investors/corporate-governance/ethical-behaviour>

Execution and monitoring

In conformance with the contents of "The United Nations Guiding Principles on Business and Human Rights: putting into practice the United Nations framework to 'protect, respect and remedy'", this document represents the public commitment to human rights that Endesa has contracted with its stakeholders.

In order to apply the commitments contained in this document, Endesa will establish adequate due diligence processes⁶ that guarantee its implementation and follow-up through the action plans derived from Endesa's Sustainability Plan.

Breaches: communication by the interlocutors

When any person related to Endesa, whether an employee or an external person, considers that there is a situation contrary to what is stated in this Policy, they can report it to the Audit Function.

Communications can be made through the following means:

- By e-mail: Endesa Whistleblowing Mailbox Whistleblowing Mailbox Link: www.endesa.com
Or, in the case of Endesa employees: through the company intranet
- By post, to the following address:
Endesa, S.A. Dirección General de Auditoría. Ribera del Loira, 60, 28042 Madrid

In processing these communications, Endesa will act to protect the informants from any form of retaliation. In addition, the confidentiality of the identity of the informants is guaranteed, unless applicable legislation establishes otherwise.

In any case where, based on a communication of this type, it is determined that there has been a breach of the principles contained in this Policy, the corresponding procedure provided in the Code of Ethics will be applied⁷.

Powers of the Endesa Sustainability unit

The Sustainability unit has the following functions:

1. Planning and co-ordinating the implementation of the due diligence process, in collaboration with the other functions involved, within the scope of their respective areas of responsibility, particularly with the Endesa Criminal Risk and Anti-Bribery Prevention Model Supervisory Committee.
2. Every year, the information on Endesa's compliance with its commitments set forth in this document is included in the Endesa Sustainability Report, as well as in the Non-Financial Information Statement.

Review

This Policy will be reviewed periodically to guarantee it is adequate and has been implemented effectively. All reviews will be subject to the approval of the Board of Directors of Endesa S.A. following a report from the Criminal Risk and Anti-Bribery Prevention Model Supervisory Committee.

⁶ According to the Guiding Principles on Business and Human Rights (principles 17-21), adopting human rights due diligence comprises an ongoing management process that an enterprise needs to undertake, in the light of its circumstances (including sector, operating context, size and similar factors) to meet its responsibility to respect human rights and to not contribute to violating said rights. This process involves "identifying, preventing, mitigating, and accounting" for the potential adverse impacts generated by the company.

⁷ Principle 4.5 of the Code of Ethics

Communication and training

The Human Rights Policy will be distributed to all people who interact with Endesa, both internally and externally, through specific communication initiatives. Training actions will be carried out to ensure that all Endesa employees adequately understand the content of this Policy.

Definitions

Forced or compulsory labour: All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. (Article 2.1 of ILO Convention no. 29)

Business relationships: Relationships with business partners, entities in its value chain, and any other non-State or State entity directly linked to its business operations, products or services. (Principle 13 of the "Guiding Principles on Business and Human Rights: implementing the United Nations "Protect, Respect and Remedy" framework).

Discrimination: The term "discrimination" includes all kinds of direct discrimination, respectively:

- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. (Article 1.1 of ILO Convention no. 111): (Article 1.1 of ILO Convention no. 169)

Due diligence: According to the Guiding Principles on Business and Human Rights (principles 17-21), regarding human rights the term "due diligence" comprises an ongoing management process that an enterprise needs to undertake, in the light of its circumstances (including sector, operating context, size and similar factors) to meet its responsibility to respect human rights and to not contribute to violating said rights. This process involves "identifying, preventing, mitigating, and accounting" for the potential adverse impacts generated by the company.