

Human Rights Policy

Letter to our stakeholders

One of the most important challenges for Enel OGK-5, as a part of a global Group such as Enel (hereinafter Enel) is to keep pace with a constantly changing world where profound cultural, social and economic differences remain.

The Enel Group is currently operating in Europe, America, Asia and Africa where a wide range of stakeholders are expecting an increasing share of the value created by our activity. Such geographical footprint implies a group approach that must be both global and local, always coupled with full accountability from our part.

In our daily work we are assisted by an important reference document, which has succeeded in uniting populations thanks to its unconditional principles, the Universal Declaration of Human Rights. These principles have raised the importance of respecting human integrity above all other things, making every individual more aware of what these rights mean to them and enabling them to raise their claims and express their grievances in case of non-observance of their rights to governments and within the civil society.

Enel's Group values rest on solid foundations through its Code of Ethics, the Zero Tolerance of Corruption Plan, the full accounting model (231 Model and 231 Guidelines), our full attention to safety, our zero accidents goal and an unwavering focus on and attention to Sustainability. These policies involve not only every person in the company, but as well all of those who work with us and our partners.

We are committed to putting people first, ensuring their integrity is respected and their fundamental human rights guaranteed. We have always been aware of the need for a global approach to these issues, because these essential values must be shared and respected by all. Abiding by these principles makes us believe that merely complying with national laws is simply not enough: we must promote these values as part of the role we perform in society, irrespective of the extent to which they are formally accepted in the various social and cultural realities we live in. Human rights must be continually applied and asserted in the "real world" by means of constant dialogue with local communities, involving people who, in terms of the values we all share, are capable of allowing specific local cultural differences, requirements and needs to emerge.

If we want to permanently succeed in fulfilling our commitment, we need a continual process of *due diligence* which identifies, prevents, mitigates and accounts for the potential risks and consequences related to human rights that a group like ours may encounter in its daily operations.

That is why we welcome the "United Nations Guiding Principles on Business and Human Rights".

Through the approval of this Policy on Human Rights by OJSC Enel OGK-5 Board of Directors we aim to make the approach indicated by the United Nations our own: from now on, "protect, respect and remedy" will represent the framework that will lead our internal processes to be aligned and implemented, so that Sustainability becomes an increasingly integral component in Enel Group's strategy.

Chairman of

OJSC Enel OGK-5 Board of Directors

General Director of

OJSC Enel OGK-5

Enel's commitment to respecting human rights

Hereby OJSC Enel OGK-5 as a part of Enel Group undertakes obligations to comply with this Policy.

This policy sets out Enel's commitment and responsibilities in relation to all the Human Rights and especially those applicable to the business activities and corporate operations carried out by the workers of Enel SpA and its subsidiaries¹, whether they be executives or employees of these enterprises.

Enel promotes respecting of all Human Rights within its business relationships² and adherence to the same Human Rights standards by its contractors, suppliers and business partners, paying particular attention to conflict-affected and high-risk contexts.

This policy was approved by the Board of Directors of Enel SpA on February 5th 2013.

International References

This Policy supports the following treaties of International and European Law and applies their founding principles:

1. The International Bill of Human Rights of the United Nations (UN)
 - a) Universal Declaration of Human Rights;
 - b) International Covenant on Civil and Political Rights;
 - c) International Covenant on Economic, Social and Cultural Rights.
2. The core conventions of the International Labour Organization (ILO) - numbers 29, 87, 98, 100, 105, 111, 138, 182 - and the Declaration on Fundamental Principles and Rights at Work.
3. The United Nations Convention on the Rights of the Child.
4. ILO Conventions no. 107 and no. 169 on the rights of indigenous and tribal peoples.
5. The European Convention on Human Rights.

The latest versions of the following business standards and voluntary initiatives have also been taken into consideration:

1. The UN Global Compact principles;
2. The Guidelines of the Organization for Economic Cooperation and Development (OECD) for Multinational Enterprises;
3. The ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy;
4. The UN Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework".

¹ Below "Enel" refers to Enel SpA and all of its direct and indirect subsidiaries

² The term business relationships includes "relationships with business partners and enterprises in the value chain, as well as any other government or non-government entity, directly linked to the operations, products or services of the enterprise" (See Principle 13 "UN Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework")

Internal References

The following internal documents of Enel are linked to and support the principles set out in this policy:

1. Code of Ethics
2. Zero Tolerance of Corruption Plan
3. The Organization and Management Model pursuant to Legislative Decree no. 231 of 8 June 2001 ("231 model")
4. Global Framework Agreement with Global Unions

Principles

Employment practices

Rejection of forced or compulsory labour and child labour

Enel rejects the use of any form of forced or compulsory labour³ - as defined by ILO convention no. 29 - and does not confiscate money or identity papers upon commencing employment relationships in order to retain workers against their will.

Enel respects the rights of the child and rejects the use of child labour, as defined by the existing legislation in the country where the activities are conducted, and in any case no less than the minimum age established by ILO Convention no. 138.

Respect for diversity and non-discrimination

Enel rejects any form of discrimination⁴ and is committed to ensuring that its employees and potential employees are treated with respect for diversity and to promoting equal opportunities, both upon establishment of the employment relationship and at each stage of its performance.

Freedom of association and collective bargaining

Enel acknowledges the right of its employees to form or take part in organizations aimed at defending and promoting their interests and does not interfere with their choices. It also recognises their right to be represented, within the various work units, by unions or other forms of representation elected in accordance with the legislations and practices in force in the different countries of employment.

Enel recognises the value of collective bargaining as a favoured instrument for determining the contractual conditions of its employees as well as regulating relations between management and unions.

Health and safety

Enel is committed to ensuring high health and safety standards in the workplace.

Enel promotes the dissemination and reinforcement of a safety culture by developing risk awareness and fosters responsible behaviour of all employees, including through information and training activities.

³ Forced or compulsory labour means: 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 both direct and indirect discrimination, respectively:

a) any distinction, exclusion or preference based on race, colour, sex, age, sex orientation, 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) any 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)

Enel endeavours to protect the health and safety of workers and the interests of other stakeholders, particularly through preventive measures.

Just and favourable working conditions

In order to maintain a respectful and positive work environment, Enel rejects any form of harassment; physical, verbal, sexual or psychological abuse; threats; or intimidation in the workplace.

The remuneration takes into account the principle of fair reward for labour and respects the principle of equal remuneration for men and women workers for work of equal value, based on the objective appraisal of jobs on the basis of the work to be performed (ILO convention no. 100). The minimum compensation received by Group employees cannot be lower than the minimum set in the collective labour contracts and law regulations in force in each country in accordance with the provisions of the ILO conventions.

Enel also recognises the importance of professional orientation and training for the development of human resources and their skills, by enhancing the forms of involvement and participation by employees and their representatives.

Communities and society

Respecting the rights of communities

Enel is committed to respecting the rights of local communities and to contribute to their realization, also by means of promoting free and informed consultation activities. In this regard, Enel pays particular attention to the most vulnerable communities, such as tribal and indigenous peoples⁵, including through the promotion of local development projects for the benefit of those communities.

More specifically, in the designing and construction of infrastructure projects, Enel is committed to taking due account, within proper environmental and social impact assessments, of its environmental footprint and the respect of Human Rights in the areas where projects will be carried out. Where project implementation might involve relocation of local communities the objective is to minimize the impact, by engaging with them and providing fair compensation.

Taking as a reference the Voluntary Principles on Security and Human Rights, Enel is committed to guaranteeing that private security forces protecting Group's personnel and properties in operating areas act in a way consistent with the applicable national law and regulation and international standards, while also encouraging public security forces to act in the same manner.

⁵ These terms refer to:

a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;

b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.”
(see Article 1.1 of ILO convention no. 169)

Enel is also committed to ensuring that its products and services do not compromise the safety and physical integrity of its customers, as far as reasonably foreseeable.

Integrity: zero tolerance of corruption

Enel recognizes that corruption is one of the factors undermining institutions and democracy, ethical values and justice, and the wellbeing and development of society, and therefore rejects corruption in all of its forms, both direct and indirect.

To this end Enel pursues its commitment through a programme for fighting corruption called the "Zero Tolerance of Corruption Plan"⁶.

Privacy and communications

Enel respects the confidentiality and right to privacy of its stakeholders and is committed to the correct use of the information and data that are supplied to it.

Enel is also committed to ensuring institutional and commercial communications that are non-discriminatory and respectful of different cultures, and also pays particular attention to not adversely affect the most vulnerable audiences, such as children.

⁶ http://www.enel.com/en-GB/governance/controls/internal_controls/ztc_plan/
<http://www.enel.ru/upload/e105.pdf>

Implementation and monitoring

In accordance with the contents of the “Guiding Principles on Business and Human Rights: Implementing the United Nations ‘Protect, Respect and Remedy’ Framework”, this document represents the public commitment to human rights that Enel has made to its stakeholders.

In order to implement the commitments made in this document, Enel will set up appropriate due diligence processes⁷ to guarantee their implementation and monitoring through the action plans derived from the Enel Sustainability Plan.

Grievances: reports from stakeholders

Whenever stakeholders, whether employees or external stakeholders, consider that a negative impact has been produced, they can report it to the Audit Function.

Reports can be submitted as follows:

- by e-mail
audit.coe@enel.com
- by post to this address
OJSC Enel OGK-5- Internal Audit Department
115093, Moscow, ul. Pavlovskaya, 7, str.1

Reports can also be submitted to the specific relevant local channels of Enel companies.

In handling the reports, the Audit Function will act to safeguard the reporting parties against any form of retaliation, understood as an act that could give rise even to the mere suspicion of being a form of discrimination or penalisation against them. In addition, confidentiality is guaranteed with regard to the identity of the reporting parties, unless otherwise required under the law.

Whenever, following a report, a violation of the principles contained in this Policy has been determined, the relevant procedure provided for in the Code of Ethics shall be implemented⁸.

Tasks of the Control and Risk Committee of Enel SpA

The Control and Risk Committee of Enel, having examined this Human Rights Policy, will evaluate any amendments or integrations thereof and propose them to the Board of Directors of Enel.

Tasks of the CSR unit of Enel

The CSR unit has the following duties:

⁷ Within the Guiding Principles on Business and Human Rights (principles 17-21), due diligence on human rights refers to a continuous management system that an enterprise implements according to the industry it operates in, its operating environments, the size of the enterprise and other factors, to ensure that it respects human rights and that it is not a party to the abuse of those rights. This involves ‘identifying, preventing, mitigating and accounting’ the potential negative impacts generated by the enterprise.

⁸ Principle 4.5 of the Code of Ethics

- planning and coordinating the implementation of the due diligence process, in conjunction with the other relevant functions involved, to the extent of their respective areas of responsibility;
- reporting to the Control and Risk committee on the implementation of the due diligence process;
- reporting annually within the Group's Sustainability Report on Enel's performance regarding to the commitments made in this document.

Revision

On the basis of the Control and Risk Committee of Enel proposals, this Policy will be revised periodically to ensure its adequacy and effective implementation. All revisions shall be subject to approval by the Board of Directors of Enel SpA.

Communication and training

The Human Rights Policy shall be circulated to internal and external stakeholders through specific communication initiatives. Training initiatives will be carried out in order to ensure that the Policy is properly understood by all Enel employees.

Definitions

Forced and 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 1.1 of ILO Convention no. 111 ILO)

Business relationships

Relationships with business partners and enterprises in the value chain, as well as any other government or non-government entity, directly linked to the operations, products or services of the enterprise

(Principle 13 "Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework)

Discrimination

The term discrimination includes both direct and indirect discrimination, respectively:

a) any distinction, exclusion or preference based on race, colour, sex, age, sex orientation, 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) any 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)

Tribal and Indigenous Peoples

These two terms refer to, respectively:

a) tribal peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations;

(b) peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

(Article 1.1 of ILO Convention no. 169)

Due diligence

Within the Guiding Principles on Business and Human Rights (principles 17-21), the term due diligence on human rights refers to a continuous management system that an enterprise implements according to the industry it operates in, its operating environments, the size of the enterprise and other factors, to ensure that it respects human rights and that it is not a party to the abuse of those rights. This involves 'identifying, preventing, mitigating and accounting' the potential negative impacts generated by the enterprise.