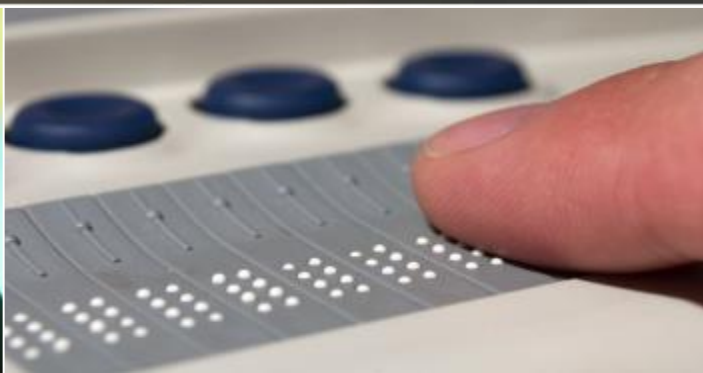


enel

Value for Disability
Group plan execution





Onboarding focus on Value for Disability

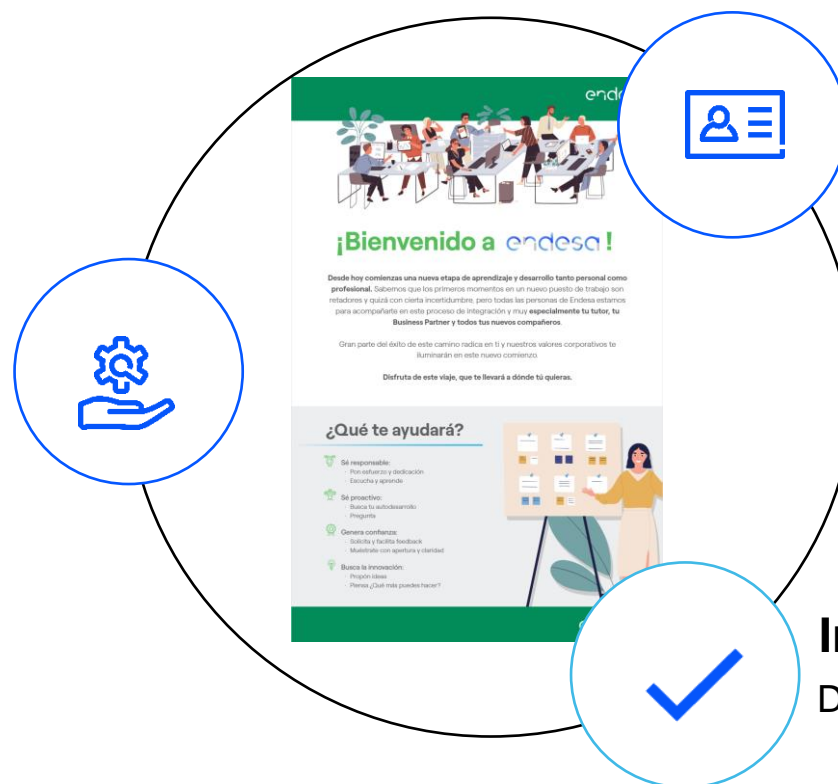
Name of stream: PO



Next steps

Review the video and update it with the new Organizational Structure of P&O Iberia

[Link to the page](#)



Project description and main benefits

Objective: Include a section on our onboarding plan talking about Value for disability.

Description: Our commitment as an Inclusive Company and the importance of the integration of PWD. The focus will be in inclusion vs hiring.

Benefits: Awareness/Inclusion/Integration

Implementation status

Done June 2021





Ability Experience Day

Name of stream: PO



Next steps

Communication of the Initiative and follow up the commitment of the inclusion of 10 PWD for 2022



Project description and main benefits

Objective: For managers to know realities that are generally too far away for them to reflect, be aware of social exclusion and understand the importance of betting on Disability.

Description: 16 Top Managers attend a special employment centers or institutions, each one to one different. There they spend the day with PWD, learning from them. At the end, there's a check point where everybody talks about their experience and personal reflection. At the end, they all have acquired the commitment of the inclusion of 10 PWD for 2022.

Video

Benefits: Awareness/Inclusion/Integration

Implementation status

Initiative developed on the 10 of November 2021.

Communication to all employees on the 3 of December 2021





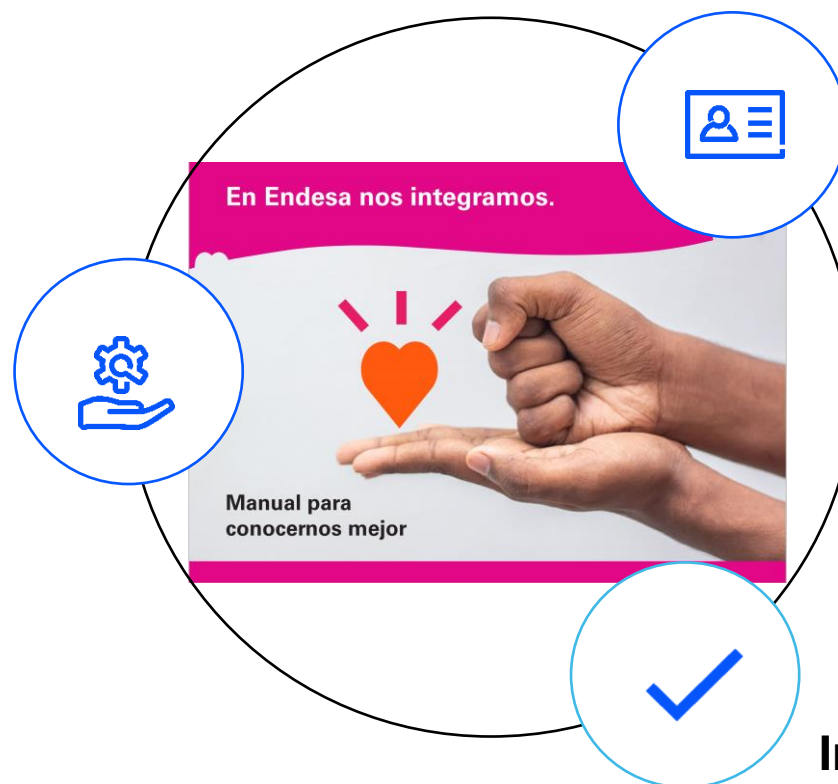
The “Now What” disability toolkit

Name of stream: PO



Next steps

Continue with the communication of the “Now What” disability toolkit .



Project description and main benefits

Objective: Develop a guide for all employees of Iberia to define a style of communication and ensure a adequate treatment.

Description: The “Now What” disability toolkit includes a series of guidelines, actions and best practices that will guide managers and all employees towards a real inclusión. The kit answers the question- I recognize the importance and opportunities that disability brings, now what?

- Manual
- Decalogo

Benefits: Awareness/Inclusion/Integration

Implementation status

Done during the months from July to September 2021





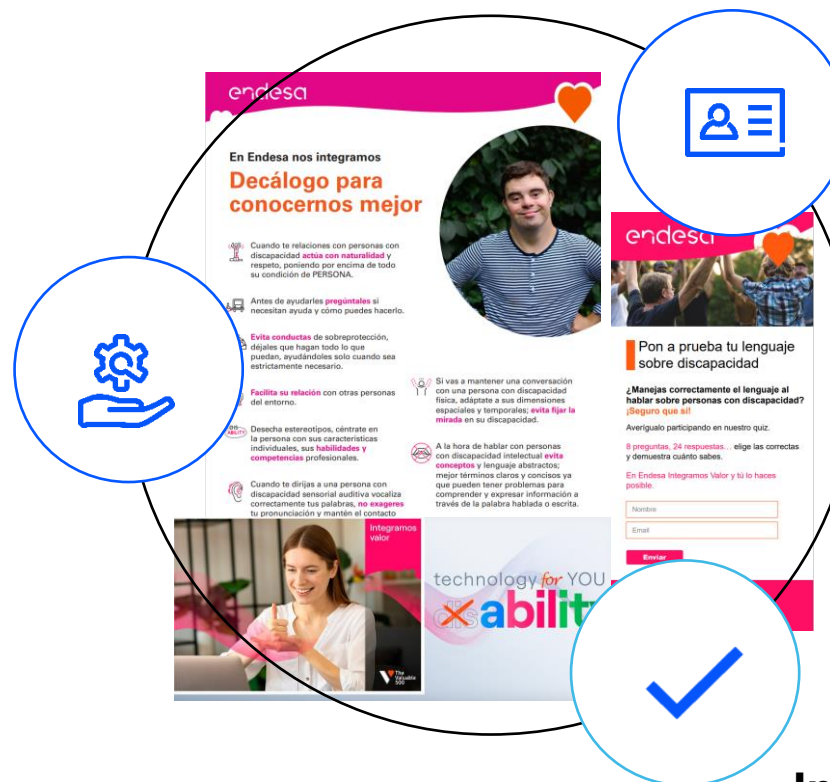
P&O Communication Strategy

Name of stream: PO



Next steps

Video with the recopilation of all the initiatives develop on 2021.



Project description and main benefits

Objective: Reinforce the initiatives and projects defined on the P&O Value for disability plan.
Awareness on Disability matters for all the employees.

Description:

- Interviews with PWD
- Disability Quiz
<http://quizlenguajediscapacidad.es/V59732H>
- Disability Talks
- Special communication on Disability Day (Dec 3rd)
- Social Media

https://www.linkedin.com/posts/endesa_diversidad-inclusiaejn-talento-activity-6868886075532726272-Yo-n

<https://twitter.com/Endesa/status/1463167203063197696?s=20>

Benefits: Awareness/Inclusion/Integration

Implementation status

Ongoing





P&O Communication Strategy - Ability Talks

Name of stream: PO



Project description and main benefits

Objective: Generate a conversation between the Country Manager of Iberia and Pablo Pineda (PWD). To be aware of social exclusion and understand the importance of betting on Disability

Description: Send a message to all Enel Employees about our strategy referred to Disability and our commitment with the Value for disability initiative and values.

Benefits: Awareness/Inclusion/Integration

Video

Implementation status

Launch 22 of November 2021 to all the employees of the Iberia Perimeter.





Disability with no fear

Name of stream: PO



Next steps

Session for all the Iberia employees
on December 3 2022 during the
International Disability Day



Project description and main benefits

Objective: Generate a discussion of Disability Matters and break barriers/stereotypes to obtain real inclusion.

Description: Sessions up to 50 people to address uncomfortable or politically incorrect questions. Being anonymous, the response allows people to express themselves freely. People with disabilities are invited in the discussion - cerebral, visual, auditory and physical palsy - who speak freely. Also the communication is more relatable and not idealistic of PWD

Benefits: Awareness/Inclusion/Integration

Link

Implementation status

6 workshops develop 270 employees
have participate on the workshops.
1 Workshop planned on December 3
according to de International Disability
Day





PO

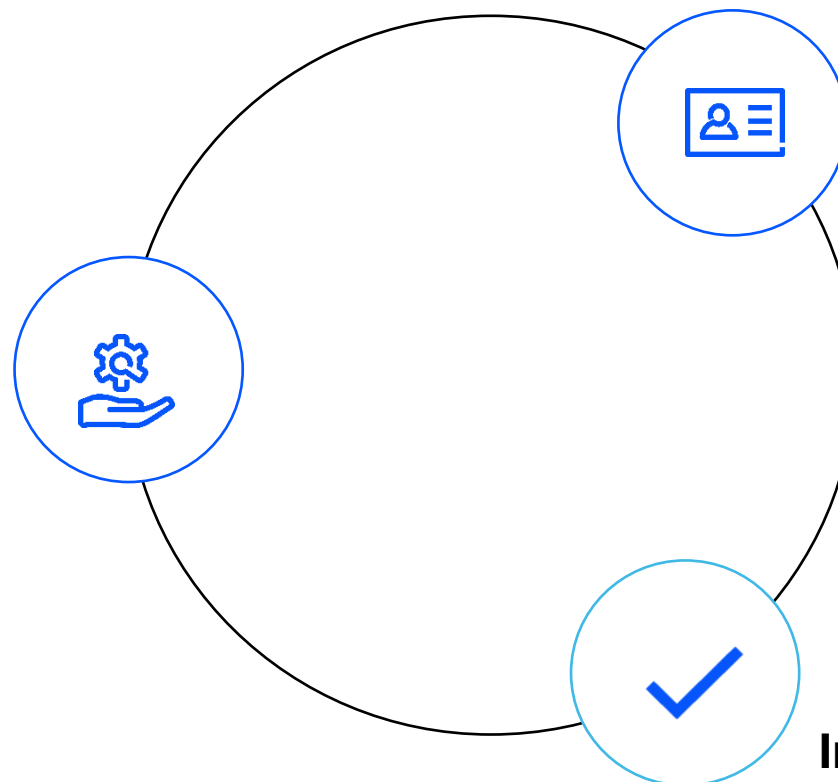
Diversity Week Uniqueness makes the difference



To be defined

Next steps

Select the activities for the D&I Week



Project description and main benefits

Objective: Bring closer the different disabilities to all Iberia employees and generate an experience to create awareness.

Description: Dedicate the diversity week to disabilities. Prepare different actions to create awareness, such as experiences and internal and external communication including social media.

Benefits: Create awareness.

Implementation status

Planned for April 2022.





Talent Attraction- Interns with Disability

Name of stream: PO



Next steps

To define the target for 2022 of hiring Interns with Disability. Maybe 6 for all the Iberia Perimeter.



Project description and main benefits

Objective: Hiring more people with disability, 2% from the headcount of the Iberia perimeter (3 Interns)

Description: Close collaboration with associations and employment centers for suppliers. Partners with Fundación Prevent, Fundación Universia, etc..

Benefits: Awareness/Inclusion/Integration

Implementation status

Done, 3 Interns already hired (P&O. Power Generation and Enel X)





Digital Accessibility of online Training initiatives

Name of stream: PO



Next steps

Review the implementation



Project description and main benefits

Objective: Adaptation of online training for visual and hearing disabilities

Description:

Adapt all of our online courses for people with hearing disabilities through subtitles.

Phase I. Ensuring all our new online courses are subtitled

Phase II. Review previous courses and quantify the ones that need to be adapted

Benefits: Awareness/Inclusion/Integration

Implementation status

Done June 2021





Online training to create awareness on disability

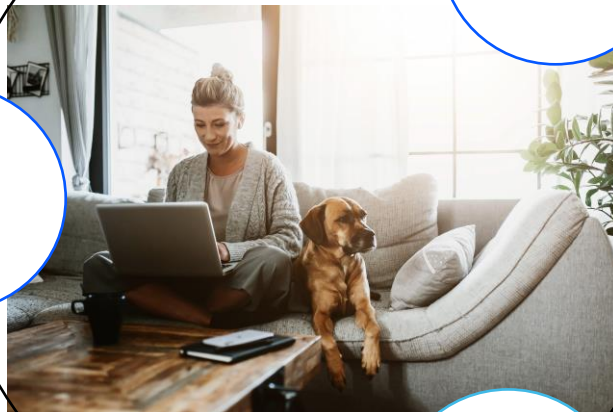


Name of stream: PO



Next steps

Relaunch the online training on 2022



Project description and main benefits

Objective: Awareness and Orientation

Description: Disability awareness online course, for all the Employees considering as priority and mandatory on their Education profile.

Benefits: Awareness/Inclusion/Integration

Implementation status

Done June 2021





Suppliers awareness. Claustro OLE focused on disability

Name of stream: PO



Next steps

Review the implementation of the inclusive speech in all courses with the Training Partners.



Project description and main benefits

Objective: Activities in the courses adapted to people with disabilities (teambuilding, role plays ...)
Inclusive speech in all courses

Description: Working session with our providers to create awareness and share the needs. Check the messages that are giving on the Training courses for all Endesa Employees. Acquire the commitment to develop an Inclusive speech on all the training.

Benefits: Awareness/Inclusion/Integration

Implementation status

Done June 2021





Talent Attraction- Collaboration with employment centers and/or associations

Name of stream: PO



Next steps

Review the implementation



Project description and main benefits

Objective: Employment center and associations are not enough involved in the dissemination of offers

Description:

Close collaboration with associations and employment centers for suppliers. Also, we can also share external profiles with associations. Some examples of the associations that we are having a close collaboration: Fundación Prevent, Fundación Universia (internship), Fundación Randstad, DisJob, etc.

We have developed an Inclusion Community for Iberia with PWD that are colleagues.

Benefits: Awareness/Inclusion/Integration

Implementation status

Done June 2021





Health and Safety- Include a format for the evacuation of PwD

Name of stream: PO



Project description and main benefits

Objective: Verify Emergency and evacuation plans adopt for the PwD.

Description:

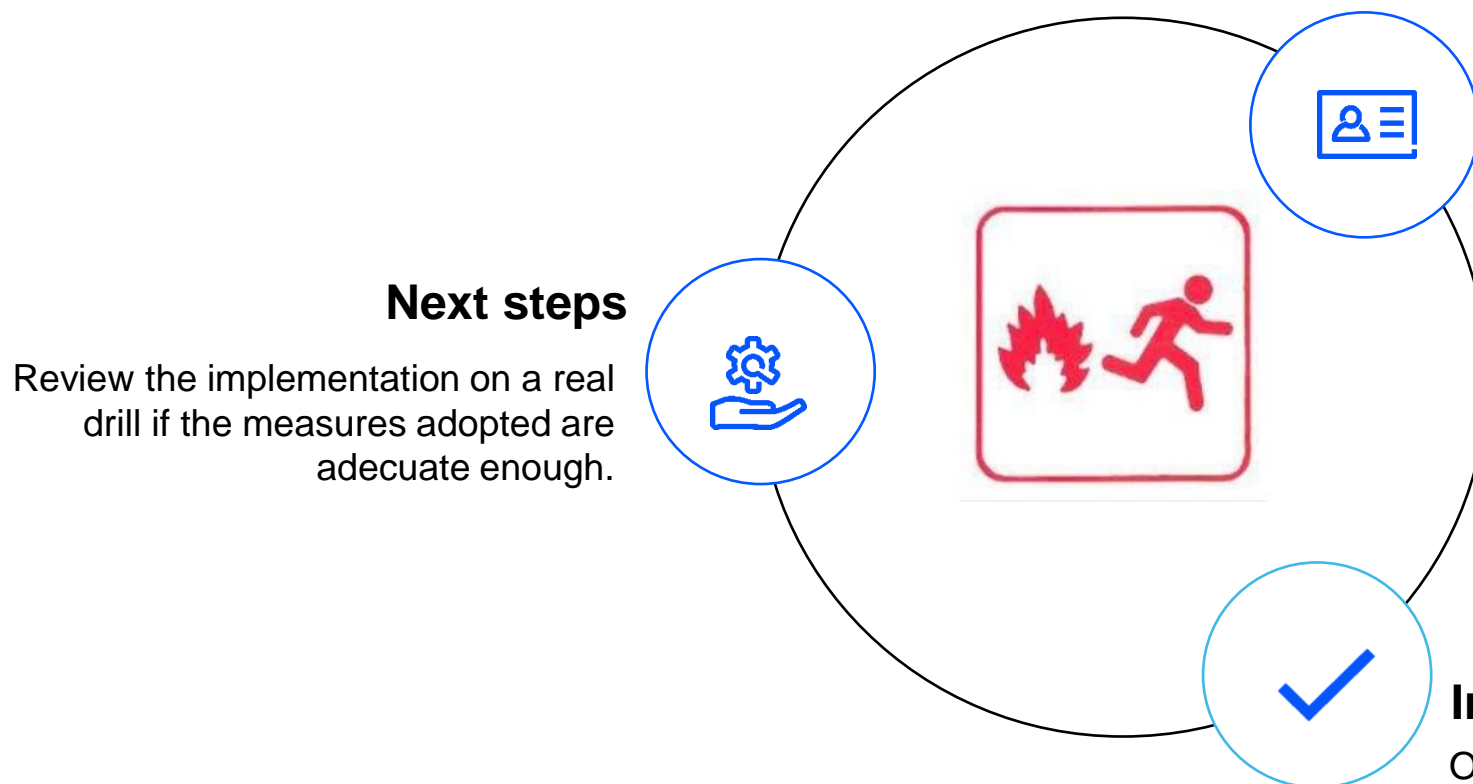
Emergency Plans must include a section describing the action in the event that there are people with disabilities in the building and the effectiveness of these measures must be verified in evacuation drills with the collaboration of Endesa's Subcommittee on Emergency Plans.

Verifying that all Plans include this aspect.
Agreeing on a format for the minutes of drills that includes a specific section on the evacuation of personnel with disabilities.

Benefits: Awareness/Inclusion/Integration

Implementation status

Ongoing





Health and Safety- Onboarding procedure for PwD

Name of stream: PO



Next steps

Review the implementation



Project description and main benefits

Objective: Adaptation to the new job position

Description:

Preparation of a communication and action procedure between the Medical Service, SPM Technical Areas and Iberia Services and include it in the Onboarding process as a priority.

Benefits: Awareness/Inclusion/Integration

Implementation status

Ongoing





Health and Safety- Risk Reports validated with AESPLA guidelines

Name of stream: PO



Next steps

Review the implementation



Project description and main benefits

Objective: Workplace adaptation

Description:

Regarding the adaptation of all workplaces for personnel with disabilities, there is a Guide published by AESPLA (Endesa participated in it) specific to this issue. An attempt could be made to address that all centers comply with it through the workplace risk reports prepared by the SPM

Benefits: Awareness/Inclusion/Integration

Implementation status

Ongoing





Health and Safety- Medical Screenings

Name of stream: PO



Next steps

Review the implementation



Project description and main benefits

Objective: Lack of specialized disability screening centers, medical examination sometimes it's not adapted to the special needs of any disability

Description:

Regarding medical examinations, review the medical aptitude protocols that are carried out on workers according to their position to verify that the information provided by the worker on the type of disability is managed in the most efficient way possible

Benefits: Awareness/Inclusion/Integration

Implementation status

Ongoing

