

Diversity and Inclusion Policy



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1. Objectives of the document and areas of implementation

Enel Generación Chile believes that respect for and promotion of the principles of non-discrimination, equal opportunities and inclusion are fundamental values in the conduct of its business. In this sense, Enel Generación Chile seeks to improve the work environment and make better quality of life at work possible, which would lead to performance improvements.

Enel Generación Chile is committed to creating an inclusive work environment in which employees can develop their individual potential and maximize their contribution.

This document is intended to define the key principles required to disseminate a culture that pays attention to diversity and adds value.

This document should be implemented and applied, as far as possible, within the company and in accordance with current legislation, regulations and corporate governance standards in the company's country. All provisions related to current corporate and stock market regulations should be considered, respecting the sovereign decisions of the governing bodies of the respective company. In any case where there may be a conflict between what is described in this procedure and any of these regulations, the provisions of the latter shall prevail at all times.

2. References

Code of Ethics, approved and ratified by the Board of Directors on February 29 and March 23, 2016, respectively.

Human Rights Policy, approved and ratified by the Board of Directors on February 29 and March 23, 2016, respectively.

Ethics Channel Regulations, approved and ratified by the Board of Directors on February 29 and March 23, 2016, respectively.

Zero Tolerance for Corruption Plan (ZTCP), approved and ratified by the Board of Directors on February 29 and March 23, 2016, respectively.

3. Definitions and acronyms

Arbitrary Discrimination:

Any distinction, exclusion, restriction or preference, based on attributes unrelated to the contracted work and resulting in invalidating or undermining equal opportunity and equal treatment in employment. Discriminatory practices may be direct or indirect.

Discrimination may be based on grounds such as: race or ethnicity, skin color, nationality, language, socio-economic status, sex, gender identity, sexual orientation, marital status, religion or belief, political ideology or opinion, union affiliation or participation in trade organizations or lack thereof, age, parentage, social origin, family status, personal appearance, illness or disability, and reconciliation of work and family life.

Expatriate:

A worker who has been temporarily assigned to perform work in a different country (destination country) from that of the company where he/she is employed (home country).

HRO:

Human Resources and Organization.

Sustainability:

Sustainability Area.

T&S:

Training and Selection areas within the Human Resources Development Organizational Unit.

4. General principles

The Group rejects all forms of arbitrary discrimination and is committed to ensuring and promoting diversity, inclusion and equal opportunities. Enel Generación Chile' management will do its best to promote and maintain a climate of respect for the dignity of the person, honor and identity. It will also ensure the highest standards of confidentiality with respect to any information about the private sphere of employees to which it may have access. Consequently, in compliance with the values and principles contained in Enel Generación Chile' Code of Ethics, the following key principles are adopted:

No Arbitrary Discrimination.

All employees are treated exclusively on the basis of their professional skills and abilities in all decisions relating to the employment relationship. Notwithstanding the above, in the performance of their duties and in their daily behavior, each employee must respect the Policies, Codes, Internal Directives, Plans and other instruments approved by the Board of Directors of the company.

All forms of discrimination for political, religious, nationality, ethical, racial, linguistic, gender and age reasons are forbidden. Likewise, any form of discrimination based on personal characteristics such as personal beliefs, sexual orientation, participation in or membership of a trade union and any other form of social discrimination is also forbidden.

Harassment or bullying will not be tolerated under this principle.

Equal Treatment and Dignity for All Forms of Diversity

Diversity is a value to be reinforced and encouraged, and equal treatment and opportunities will be guaranteed for all forms of diversity.

Moreover, personal factors related to the work-life balance cannot give rise to less favorable treatment.

Inclusion

Enel Generación Chile is determined to ensure that in the implementation of its actions, practices, processes and services, access will not be restricted to any of the stakeholders, whether they are workers, customers or contractors.

Anyone will have the opportunity to participate in the Company's processes, and there will be no implicit or explicit barriers regardless of the unit to which they belong, the function they perform, country, gender, religion, culture, beliefs, orientation, disability, age or any other diversity.

Work-life balance

Enel Generación Chile promotes a work-life balance, providing solutions to meet the real and daily needs of its employees. It seeks to promote respect for the different situations in which a person may find himself/herself throughout his/her working life.

5. Action plan

Enel Generación Chile, based on the above principles, is committed to implement specific actions to promote non-discrimination and inclusion for the following types of diversity:

Equal opportunities.

In order to recognize, respect and manage gender differences, while ensuring the development of their talents and equal opportunities and treatment, the following actions will be implemented:

- In the recruitment and selection processes, HRO, in the initial phase of these processes, will seek to achieve gender balance in terms of the representation of the sexes in the total evaluated population. When this is not possible, the reason will be expressly stated and recorded.
- Training will implement relations with universities or institutions of higher learning to identify programs and opportunities for collaboration to promote the participation and inclusion of female students, especially in technical areas.
- In Enel Generación Chile and its subsidiaries, programs will be proposed in the corresponding corporate bodies aimed at achieving a balance between the parental needs of its employees and their aspirations for professional growth. These consist of a series of interviews between employees, their managers and HRO before and after a maternity experience in order to increase its value for both the employee and the company. In addition, and on a voluntary basis, a mentor will be assigned to all employees who are taking or will take pre- and post-natal leave.

Age

In order to recognize, respect and manage intergenerational differences, ensuring integration, motivation and transfer of knowledge, the following actions will be implemented:

- A Mentoring Program will be implemented to support workers in important transition periods such as the post-hiring period. The assignment of a mentor may be requested on a voluntary basis by Human Resources when required and its duration will be on a case-by-case basis.
- The professional development of the company's employees will be ensured by relying on the participation of the most experienced employees as trainers within the company.

Nationality

In order to recognize, respect and manage the differences between people of different nationalities and promote their integration, all expatriates will be assigned a tutor, as needed, who will assist and support them throughout the duration of their expatriation.

Disability

In order to recognize, respect and manage the different abilities among people within the Group, based on the advantages each person has, each country will identify a person in charge of disability-related matters.

This manager will support HRO, supervisors and employees in addressing the needs that may arise in this area, enabling their management (specifically the satisfaction of the needs and development of the aspirations of disabled employees).

Transversal Actions on Diversity

Courses and workshops on behaviors and values related to diversity and inclusion will be designed for Human Resources teams, new employees and new supervisors.

As well as respecting and complying with Policies, Codes, Internal Directives, Plans and other instruments approved by the Board of Directors of the company, diversity and inclusion are aspects that are expected to be part of the conduct and behavior of the Group's employees. Accordingly, all of this will be considered in the performance evaluation processes.

6. Policy implementation

The Human Resources and Organization area at the country level is responsible for implementing this policy and monitoring its implementation based on the objectives and KPIs (indicators) defined by the Holding Company.

Each Enel Generación Chile employer establishes its own procedures provided that they adhere to the principles and guidelines set forth in this policy.

Employees may address their problems, queries and requests regarding the principles of diversity and inclusion and the initiatives described in this document to HRO.

Whenever any interested party believes that there has been a negative impact on this matter, they may report it to Internal Audit, as provided for in the Code of Ethics, through the communication channels of the Enel Generación Chile companies.

HRO will define the objectives and those responsible for matters related to diversity, for which it will have the support of Sustainability, in order to ensure the integration and balance of economic, social and environmental interests, and that this integrated approach is achieved. These will be published in the Sustainability Plan and its respective report.