

ENEL LIGHTS UP ROME CITY HALL IN RED TO MARK INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

- *The Company shows its support for the campaigns by the Ministry of Labour and Social Policies and by the City of Rome Department of Social Policy and Equal Opportunity to promote awareness among its more than 70,000 employees worldwide*
- *In Rome, on November 25th, the City Hall will be lit by Enel Sole in red light, symbolising the day for the elimination of violence against women*

Rome, November 22nd, 2013 – Enel is showing its support for the International Day for the Elimination of Violence Against Women by “lighting up” Rome’s City Hall in red.

The facade, including the tower, will be illuminated in red, the colour that symbolises the initiative, and two images comprised of a hand and the words “STOP VIOLENCE AGAINST WOMEN” will be projected onto the building to call even greater attention to such an important issue.

The project is being carried out by Enel Sole, the Enel Group company for public lighting and artistic lighting displays, using 20 projectors powered by a 30 kw generator.

Enel, which has always operated in a way that respects the dignity of persons, protects their diversity and rejects any form of violence, is supporting the campaigns by the Ministry of Labour and Social Policies and by the City of Rome Department of Social Policy and Equal Opportunity using internal communications platforms and its Internet channel which, throughout November 25th, will host videos, discussions, links and features on the issue of violence against women. In particular, the Group has launched an awareness campaign in partnership with “Telefono Rosa” (an association that helps victims of violence and abuse, particularly women) targeted at its employees, encouraging them to contact the association for information, advice and to lodge reports.

Eradicating practices that lead to violence against women requires a profound change and constant vigilance against abuse. This is why Enel is making the campaign permanent and will expand it with further initiatives over the coming months and years.

Enel is promoting the International Day for the Elimination of Violence Against Women in the other Countries in which the Group is present. In **Spain and in Latin America** the subsidiary Endesa has launched a plan for corporate social responsibility in human resources, which also supports gender diversity. Within the same framework, Endesa

cooperates with the Spanish Ministry of Health, Social Services and Equal Opportunities and has joined the Ministry's initiative "Businesses for a Society Delivered from Gender-related Violence", with the aim to raise awareness and promote prevention measures against this serious social problem. Also in **Russia**, Enel is promoting a dedicated toll-free number in operation since 2011.

In addition, Enel Cuore, the Group's non-profit organisation that works to help the most disadvantaged, will be working with the Ministry for Equal Opportunity to carry out a series of initiatives to strengthen the network of aid for mistreated women and victims of violence. Specifically, the Ministry will make its unit that focuses on the issue available, as well as the national network of assistance centres currently operating, to help address the needs of women who have been kicked out of or have fled their homes. At present Enel Cuore has carried out 20 projects in support of women in difficulty, mostly aimed at assisting mothers with children.

Enel has included the issue of implementing diversity policies (gender, age, disability, multiculturalism) as one of the objectives of its 2013-2017 Sustainability Plan and for two years now has established a working group in which the CSR Unit and the Human Resource Department can work together to develop a Global Plan on Diversity and Equal Opportunity.

Furthermore last June Enel signed a Global Framework Agreement (GFA) in Rome with Italian and international trade unions. The GFA contains guidelines on social dialogue with a method for handling issues relating to the interests of the company and its employees.

The GFA expressly condemns any form of violence, deeming it intolerable in the workplace. All Group employees are required, at all times and regardless of whatever position they hold, to act with respect for the dignity of others, for equality and mutual cooperation and promote a respectful and positive workplace environment.

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