

REN's Gender
Equality
Plan
2023



Who we are

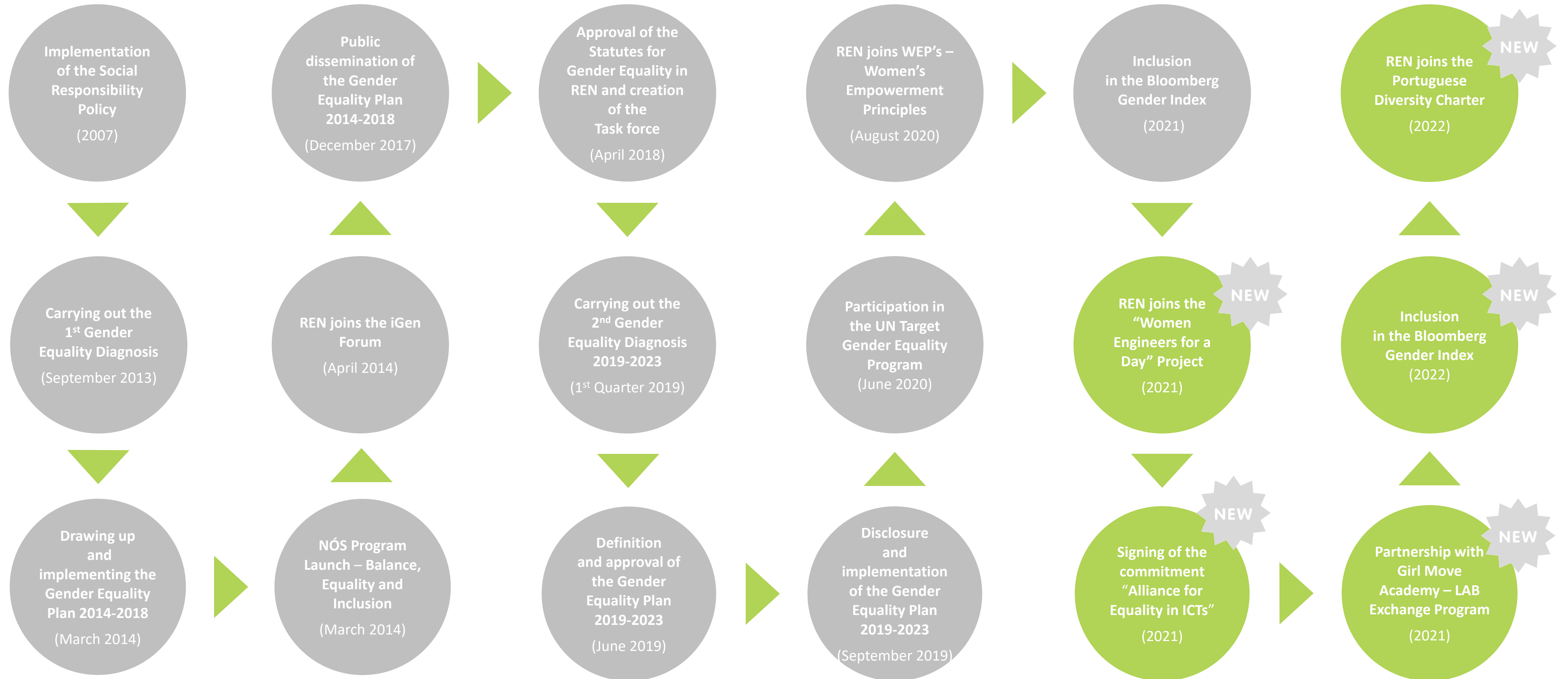
REN – Redes Energéticas Nacionais operates in two large business areas: the transmission of very-high-voltage electricity and the overall technical management of the Electricity System; and the transmission of high-pressure natural gas and the overall technical management of the Natural Gas System, thus ensuring the receipt, storage, and regasification of LNG and the underground storage of natural gas.

Furthermore, we hold the natural gas distribution concession in the northern coastal region of Portugal and we are involved in the telecommunications industry through RENTELECOM.

REN also has a holding in the share capital of Electrogas, a Chilean company that owns a major gas pipeline in the central region of Chile and the entire share capital of Transemel, which operates 92 km of electricity transmission lines and five substations.

We are proud of the public service we provide and of the levels of service quality with which we do so. These put us among the best in the sector internationally. We believe our success is due to a highly competent and motivated team, which is why we invest in the development of our employees and in acquiring new talent, and we believe that **talent is genderless**.

Our pathway is towards equality



Methodology to draw up the Plan

Over the years, REN has been a pioneer as regards Gender Equality in the Portuguese market, by promoting policies and practices that ensure equal opportunities, equal rights and freedoms, and recognising and valuing the role of women and men in society and in REN's success as an organisation. REN has been a member of the iGen Forum since 2014, accepting the undertaking to strengthen its Gender Equality policies and strategies, both internally and externally.

In compliance with Law No. 62/2017, of 1 August, REN discloses its equality plan on an annual basis with a set of measures to be implemented in the reference year, in line with the strategic goals and commitments made on this issue.

To draw up this plan, a diagnosis was carried out following the guidelines of the “Equality Plans Elaboration Script (annual)”, which gave rise to the measures presented in the following dimensions : Strategy, Mission and Values; Equal job opportunities; Initial and continuous training; Parenthood protection; Work-life balance and Equal working conditions.

REN's Gender Equality Plan is assessed, monitored and reviewed annually by appraising whether the targets defined for each of the measures have been met, with a view to incorporating new measures and/or modifying the existing ones.

We now present the **Gender Equality Plan 2023**.

REN's Gender Equality Plan 2023

Dimension: Strategy, Mission and Values

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Accept the undertaking to promote equality between women and men 	<ul style="list-style-type: none"> Define measurable strategic goals to promote equality between women and men, aligned with the ESG policy 	<ul style="list-style-type: none"> Ratio between the No. of women in 1st line management positions and the total number of 1st line management positions 	<ul style="list-style-type: none"> > 1/3 of women occupying 1st line management positions by 2030 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs
	<ul style="list-style-type: none"> Internal disclosure of REN's Gender Equality Annual Report Internal and External publication of the Gender Indicators Monitoring Report 	<ul style="list-style-type: none"> Internal/external disclosure date of both documents 	<ul style="list-style-type: none"> Disclosure in the 2nd half of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs
	<ul style="list-style-type: none"> Organise internal events to raise awareness about the issue of gender equality 	<ul style="list-style-type: none"> Number of webinars on the various aspects of Gender Equality 	<ul style="list-style-type: none"> Holding of 1 event in 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs
	<ul style="list-style-type: none"> Organise external events to raise awareness about the issue of gender equality 	<ul style="list-style-type: none"> Number of events in 2023 	<ul style="list-style-type: none"> Holding of 1 event in 2023 – REN Open Day – “Gender has no bearing on Talent” 	<ul style="list-style-type: none"> Human Resources Department Communication and Sustainability Department 	<ul style="list-style-type: none"> Being budgeted (depends on the No. of participating schools and whether the event is in person or virtual)

REN's Gender Equality Plan 2023

Dimension: Strategy, Mission and Values

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> • Promote and consolidate external relationships within the scope of promoting equality between women and men 	<ul style="list-style-type: none"> • Establish cooperation relationships with public entities and/or civil society organisations that fight to promote equality between women and men 	<ul style="list-style-type: none"> • No. of participations in gender equality initiatives organised by external entities • No. of participations in forums and work groups, e.g. iGen and Portuguese Diversity Charter (APPDI) 	<p>Participation in the following initiatives in accordance with the schedule of the entities, by the end of 2023:</p> <ul style="list-style-type: none"> • iGen – Forum Organisations for Equality • Portuguese Diversity Charter (APPDI) • Girl Move Academy • Bloomberg Gender Equality Index • Participation in the Women Matter 2022 Report • UN Target Gender Equity Program • “Women Engineers for a Day” • PWN Lisbon 	<ul style="list-style-type: none"> • Human Resources Department 	<ul style="list-style-type: none"> • Being budgeted

REN's Gender Equality Plan 2023

Dimension: Equal job opportunities

Sub-dimension: Advertisements, Selection and Recruitment

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Contribute to a fair and objective selection and recruitment process for women and men 	<ul style="list-style-type: none"> Training geared towards the Human Resources team about selection and recruitment procedures without gender bias 	<ul style="list-style-type: none"> Ratio between the No. of team members who are trained and the total number of team members allocated to the processes 	<ul style="list-style-type: none"> 50% of the team allocated to the processes to be trained by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted
<ul style="list-style-type: none"> Fight against structural barriers to equality between women and men Contribute to a better balance between women and men in the company 	<ul style="list-style-type: none"> Ensure, whenever possible, the representativeness of the under-represented gender in the recruitment and selection processes Guide the specialised selection and recruitment external entities to ensure, whenever possible, the minimum representativeness of the under-represented gender 	<ul style="list-style-type: none"> Ratio between the No. of applicants of the under-represented gender and the total No. of applicants in the recruitment process 	<ul style="list-style-type: none"> 1/3 of the applicants in the recruitment and selection process belongs to the under-represented gender, by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs

REN's Gender Equality Plan 2023

Dimension: Equal working conditions

Sub-dimension: Professional Career Promotion / Advancement

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Encourage the balanced participation of women and men in the decision-making positions 	<ul style="list-style-type: none"> Identify the pool of female talent in the operational business units 	<ul style="list-style-type: none"> Ratio between the No. of women identified in the talent pool and the total No. of employees in the talent pool Draw up a development plan geared towards the pool of female talent, which allows the identification of talent to take on management positions 	<ul style="list-style-type: none"> Identification of the female talent pool, by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted

Dimension: Equal working conditions

Sub-dimension: Performance Assessment

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Ensure a fair and objective assessment process for women and men 	<ul style="list-style-type: none"> Training geared towards the Human Resources team on gender equality and non-discrimination in Performance Assessment processes 	<ul style="list-style-type: none"> Ratio between the No. of team members who are trained and the total number of team members allocated to the processes 	<ul style="list-style-type: none"> 50% of the team allocated to the processes to be trained by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted

REN's Gender Equality Plan 2023

Dimension: Initial and continuous training

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Promote a culture of equality between women and men in the workplace, encouraging management practices towards that goal 	<ul style="list-style-type: none"> Creation and implementation of internal procedures to ensure that when drawing up the training plan the company has the principle of equality and non-discrimination between women and men 	<ul style="list-style-type: none"> Update the REN Group's Training Policy to make sure there is express mention of respecting equality and non-discrimination between women and men in training opportunities 	<ul style="list-style-type: none"> Update the REN Group's Training Policy, by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs

Dimension: Equal working conditions

Sub-dimension: Salaries

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Ensure the principle of equal pay for equal work or for work of equal value 	<ul style="list-style-type: none"> Training geared towards the Human Resources team on how to analyse the functions and/or assess the work positions, and how to determine pay, to prevent gender bias 	<ul style="list-style-type: none"> Ratio between the No. of team members who are trained and the total number of team members allocated to the processes 	<ul style="list-style-type: none"> 50% of the team allocated to the processes to be trained by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> Being budgeted

REN's Gender Equality Plan 2023

Dimension: Work-life balance

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Promote the work-life balance of the male and female employees 	<ul style="list-style-type: none"> Provision of specific equipment or financial support, or signing of health and/or welfare services protocols 	<ul style="list-style-type: none"> Number and kind of health and/or welfare services provided in the reference year 	<ul style="list-style-type: none"> Define protocols to carry out screening/diagnoses tests to prevent health problems for women by the end of 2023 	<ul style="list-style-type: none"> Human Resources Department (in articulation with Occupational Medicine) 	<ul style="list-style-type: none"> Being budgeted
	<ul style="list-style-type: none"> Communication of REN's Flexibility Policy as regards the times and forms of organising work around 3 axes: <ul style="list-style-type: none"> Work Locations Working Hours Conciliation 	<ul style="list-style-type: none"> Dissemination and training actions for REN Employees: <ul style="list-style-type: none"> Publication of the Policy Creation of FAQs and Digital Flyer Update the Intranet and the HR Policies Manual Clarification sessions for the staff and Managers Training in Ergonomics, geared towards teleworking 	<ul style="list-style-type: none"> Implementation plan and dissemination of the policy: starting in September 2022 and finishing in 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs

REN's Gender Equality Plan 2023

Dimension: Parental Protection

Goals	Measures	Indicators	Targets	Managers	Budget
<ul style="list-style-type: none"> Ensuring the right to parental leave for the staff 	<ul style="list-style-type: none"> Sharing information about parental leave and work-life balance 	<ul style="list-style-type: none"> Actions to transmit information to staff about the specific measures of REN's Flexibility Policy that have a direct impact on parental protection (within the scope of communicating REN's Flexibility Policy) 	<ul style="list-style-type: none"> Implementation plan and dissemination of the policy: starting in September 2022 and finishing in 2023 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No costs

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