

## EDISON'S HUMAN RIGHTS POLICY

Human rights constitute the inalienable prerogatives of all human beings and the foundation of liberty, justice and world peace.

Even though the main responsibility for respecting, promoting and protecting human rights rests with governments, the Universal Declaration of Human Rights asks every individual and every organ of society, including businesses, to promote the respect of human rights and secure their universal recognition.

Edison bases its relationships with its stakeholders on mutual respect and trust. Accordingly, it protects, supports and promotes, within its sphere of influence, internationally recognized human rights, starting with those set forth in the Universal Declaration of Human Rights and the conventions based on the Declaration, making sure that it is never a party to their violation, even indirectly.

Edison's fundamental principles of ethics, which are set forth in the Group's Code of Ethics, provide the foundation for its corporate culture and represent the standard of conduct that all employees are required to follow. Edison supports the UN Global Compact and is committed to upholding and publicizing the ten universal principles that cover human rights, labor standards, environmental protection and anti-corruption.

Edison views its employees as the true engine that drives its business because they provide an essential contribution to achieving the Group's industrial objectives. Equal opportunities, open communications, protection of health and safety, promotion of professional development and recognition of work achievements are the fundamental principles upon which Edison bases its relationship with its employees. Edison complies with all laws governing labor contracts and promotes its personnel management standards and the principles of its Code of Ethics, ensuring that the rights enshrined in the Universal Declaration of Human Rights and the principles set forth in the Global Compact are respected in every country where it operates.

More specifically:

- Edison does not tolerate any form of *irregular labor*, "*off-the-books*" *labor* or, even more importantly, *child labor* or *forced labor*.
- Edison guarantees the *freedom of association* and effectively recognizes the right to *collective bargaining*, sharing with the labor unions a system of industrial relations based on a constant and constructive dialog.
- The Group respects the fundamental rights of individuals, protecting their moral integrity and providing *equal opportunities*. Conduct that constitutes discrimination based on political beliefs, union affiliation, religion, race, nationality, age, gender, sexual orientation, health or, in general, any personal characteristic of an individual is forbidden in relationships with parties inside and outside the Group. Edison views diversity as an opportunity at the cultural, human and professional level through dialog and the exchange of opinions, ideas and experiences.

In addition, Edison respects and protects the aspirations, cultures, traditions and mores of local and *indigenous populations* in the regions where it operates and recognizes the need to ensure that individuals belonging to these groups participate in the decision-making process in the countries where they live, emphasizing the distinctive contribution of their cultural diversity.

- Edison protects the *right to life* both of its employees and of third parties involved in its activities, making the protection of health and safety in the workplace the focus of its attention. In addition to complying with all relevant statutes, the Group also applies health and safety management systems that are consistent with international standards and promotes a prevention policy based on the development of a culture of safety at all levels of its organization.

Edison embraces the Voluntary Principles on Security and Human Rights and ensures that *security services* are used, preventively or defensively, only to protect the corporate assets and the people who work for the Company and that the security personnel is trained to use weapons responsibly, only in cases of absolute necessity and proportionately to the perceived threat.

- For the protection of the environment, Edison promotes and adopts a preventive environmental management model focused on continuous improvement, develops and encourages the adoption of safe technologies that minimize environmental impacts and proposes environmentally compatible business solutions and sustainable development initiatives.

- Corruption can also have a significant impact on human rights, and Edison is committed to preventing corruption with a set of specific actions, control tools and procedures that are specifically listed in the Group's Organization and Management Model adopted pursuant to Legislative Decree No. 231. Group employees may not offer, promise, give, accept, condone, demand or knowingly benefit from corrupt practices, unlawful favors, collusive conduct or direct and/or indirect solicitations in the performance of Company activities. Edison also makes sure that its employees do not derive personal or career-related benefits for themselves or for third parties through corrupt practices, unlawful favors or collusive conduct.