

MODERN SLAVERY STATEMENT

ENEL GREEN POWER S.p.A.

This statement has been prepared pursuant to the requirements of section 13 of the *Modern Slavery Act 2018* (Cth) (the **Modern Slavery Act**) in respect of **Enel Green Power S.p.A.** (“EGP”).

This statement has been approved by **Sole Director** of EGP on June 21st, 2021.

1. Structure, Operations and Supply Chains

1.1 Structure

EGP is a renewable energy company incorporated in 2008 under Italian Law, which is the wholly owned renewable energy subsidiary of the Italian multinational Group Enel S.p.A.

EGP is a global leader in the clean energy sector and it is present in 21 countries with operative assets or assets under construction. EGP also operates in further 11 countries in which it has a commercial development.

EGP’s business activities include the development, construction, ownership and operation of renewable energy power plants. EGP is the world’s largest operator of renewable energy projects, and is present in Europe, America, Asia, Oceania and Africa. EGP currently manages around 49 GW of renewable assets globally. In Australia, EGP provides support and assistance to its 100% owned Australian subsidiary EGPA via a branch office. EGPA has built and operates 2 power plants with more in its pipeline.

1.2 Operations

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In Australia, EGPA acts as agent for EGP’s business activities. EGPA has approximately 63 employees in its Sydney office.

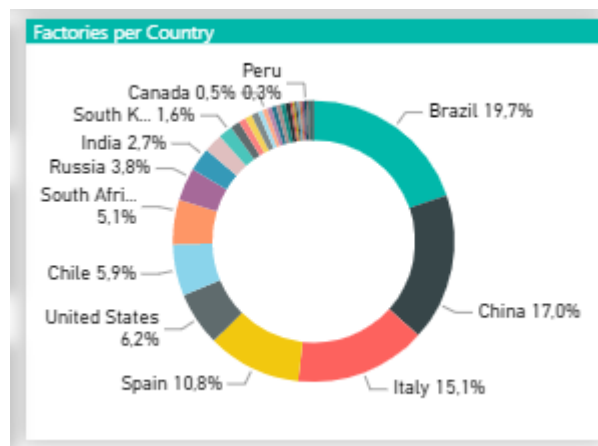
1.3 Supply Chains

EGP’s supply chains include:

- Renewable energy project developers associated with the initial site acquisition for a project;
- Construction contractors associated with the construction of renewable power plants;

- Various consultants associated with the planning and development of a renewable energy plant project;
- Various suppliers of components for the renewable energy plants;
- Asset management providers;
- Energy management providers

Focusing on the equipment supply chain, the chart below depicts the global purchases origin for EGP.



At the best of our knowledge, none of the products purchased by Enel Green Power S.p.A., were manufactured in conditions infringing human rights.

2. Risks of Modern Slavery practices in the operations and supply chains of EGP

EGP recognises the importance of the Modern Slavery Act and has taken the following steps to ensure risks of Modern Slavery practices are accounted for and identified in its operations and policies.

The Audit Function systematically and independently assess the effectiveness and adequacy of Enel Group's internal control and risk management system and supports Group's organizational structures in monitoring risks and identifying risk mitigation actions.

The Audit function:

- assesses risks and update the Audit risk assessment, jointly with the relevant process owners;
- prepares the yearly risk based audit plan.

The Enel Group identifies 37 different types of risk divided into 6 categories - Financial, Strategic, Operational, Compliance, Governance & Culture and Digital Technology. Among such risks the Audit Risk assessment includes:

- **Corporate culture & ethics:** Risk of incurring judicial or administrative sanctions, economic or financial losses and reputational damages as a result of attitudes and unsanctioned behaviours of employees and top management, in breach with ethical values of the Company. Risk of an inadequate integration, within business processes and activities, of the ethical principles defined by the Company. Risk arising from Company inability to put

in place processes of enhancing human capital, to ensure the respect of diversity and equal opportunity principles, to properly manage the health and safety of its employees.

- **Health and Safety:** Risk that inappropriate working environments, structures, machineries and business operations, may negatively impact on health & safety conditions of employees and other stakeholders involved.
- **Procurement, logistic & supply chain:** Risk of incurring reputational, economic or financial losses as a result of ineffective procurement or contract management activities, due to inadequate requirements definition or supplier qualification process, poor monitoring over the fulfilment of contractual duties.
- **Compliance:** Risk of incurring judicial or administrative sanctions, economic or financial losses and reputational damages as a result of a breach in complying with national or local laws and regulations.

3. Actions taken by EGP to assess and address the risks

3.1 Training

Furthermore, EGP provides compulsory training on the following:

- Code of Ethics
- Organizational Model, pursuant to Legislative Decree n. 231/2001 (for Italian subsidiaries)
- Zero Tolerance of Corruption Plan
- Anti-corruption: Good Behavioural Practices
- ISO37001
- Enel Global Compliance Program (for non-Italian subsidiaries)
- Equal Employment Opportunity and Anti-Discrimination and Dispute Resolution Policy

3.2 Policies

EGP has developed and implemented the following global policies:

- Risk Management Policy
- Workplace Health and Safety Policy
- Code of ethics
- Organizational Model, pursuant to Legislative Decree n. 231/2001
- Enel Global Compliance Program (for non-Italian subsidiaries)
- Whistleblowing policy
- Human Rights Policy
- Zero Tolerance of Corruption Plan
- Equal Employment Opportunity and Anti-Discrimination and Dispute Resolution Policy (Australian Policy).

In particular, the following policies aim to address issues such as Modern Slavery by:

- **Code of Ethics:** This code expresses the ethical commitments and responsibilities fulfilled in the performance of business activities and corporate operations by the staff members of all the companies of the Enel Group, meaning both the executives and the employees, in every sense of the term, of these enterprises. Enel aims to maintain and develop a relationship of trust with its stakeholders, meaning those categories of individuals, groups, or institutions

that play a role in accomplishing Enel's mission or have an interest in pursuing that mission. Stakeholders are those who make investments tied to Enel's activities, meaning, first and foremost, the shareholders, followed by staff members, clients, suppliers, and business partners. In a broader sense, the term refers to all those individuals or groups, as well as the organizations or institutions that represent them, whose interests are directly or indirectly affected by Enel's activities: i.e., the local and national communities in which Enel operates, as well as environmental groups, future generations, etc. The Code of Ethics applies to all the companies of the Enel Group, meaning that it is binding for the conduct of all the staff members of those companies. In addition, Enel requests that the conduct of all its associated or subsidiary enterprises, as well as its chief suppliers, comply with the general principles of the present code. The Code of Ethics is valid both in Italy and abroad, albeit in accordance with the cultural, social, and economic differences in the various Countries where Enel operates. In fact, should the standards of environmental protection, social security, and work safety, as well as the economic and regulatory treatment of staff members, be lower in the Countries where Enel operates than is normally the case in Italy, then Enel shall undertake to guarantee an ongoing and appreciable improvement in the levels offered locally, in keeping with the principles of this Code. Internal and external stakeholders, whether they are employees, clients, suppliers, community representatives, etc., may report here any violation or suspected violation by personnel belonging to the Group or its counterparts (this is also known as whistleblowing), including behaviours and practices that could be the cause of financial damage or prejudice for Enel.

- **Organization Model, pursuant to Legislative Decree 231/2001:** This law introduced a system of liability (defined as administrative but actually criminal) for companies committing specific offences. The Organizational and Management Model was originally adopted by means of deliberation of the Board of Directors of Enel S.p.A. on July 23, 2002. It has been updated and integrated over time, as successive legislative interventions broadened the category of offenses that are considered as falling within the administrative liability provided for by Legislative Decree 231/01. The adopted Model contains provisions that are consistent with the guidelines drawn up by trade associations and with the best practices from the United States, thus advancing further toward greater rigor, transparency, and responsibility in both its internal and external relations, while it offers stakeholders the best guarantees of an effective and correct management.

Such Organizational Model is made up of a "General Part" and single "Special Parts" regarding the different kinds of crimes and administrative infractions that must be prevented. In particular, a "Special Part" includes, among others, crimes against individual personality, illicit intermediation and exploitation of work and employment of citizens of third countries whose stay is irregular, reduction or maintenance in slavery.
- **Enel Global Compliance Program:** The Enel Global Compliance Program (EGCP), addressed to the foreign companies of Enel Group, integrates any local compliance program adopted by Enel subsidiaries in accordance with any applicable law on corporate criminal liability. Inspired by the most relevant international regulations on this issue, it is designed as a tool to reinforce Enel's commitment to the highest ethical, legal, and professional standards for enhancing and preserving the Group's reputation. The type of conducts considered significant under the Enel Global Compliance Program (as well as the related provision of

standards of behaviour and areas to be monitored in order to prevent committing crimes) is based on conducts that could be considered illicit in most of the Countries, such as bribery, crimes against public entities, accounting fraud, money laundering, health and safety crimes, environmental crimes, etc.

In particular, the special part dedicated to "Crimes against Individuals" summarizes the different types of crimes against the person related to forced labour practices (forcing employees to work through the use of violence or intimidation or by other means such as the conservation of identity documents). It is also specified that the areas to be monitored in relation to this type of crime are those relating to the execution of contracts with suppliers who use unqualified personnel and / or who operate in countries where individual rights are not fully protected by international law or local. It is also indicated in the part relating to the main standards of conduct that non-Italian subsidiaries are required to have:

- a) select external Third Parties (e.g. partners, suppliers) - especially those providing non-technical services - only after having carefully verified their reliability;
- b) carry out adequate contractual documentation with external contractors requiring them to comply, and requiring their subcontractors to comply with, any applicable international and local legislation (e.g. ILO minimum age for employment and worst forms of child labour) on forced labour, protection of child labour and women and respect for sanitary conditions;
- c) implement and enforce any contractual sanctions in the relevant agreement in the event of a breach by a contractor or one of its subcontractors of any applicable international or local legislation.

- **Zero Tolerance of Corruption Plan:** Enel performs its daily activities in compliance with its Code of Ethics. Our business plan is supplemented by specific ESG (Environmental Social & Governance) objectives published in the Sustainability Report. We have joined the United Nations Global Compact together with some 60 other international companies that are active in the fields of energy, building, and mining. Enel has also signed on to the "Partnering Against Corruption Initiative" launched by the World Economic Forum at Davos in January 2005, which has developed principles and practices to ensure a level playing field for all competitors. Consequently, the Enel Group has developed an anti-corruption plan: Zero Tolerance on Corruption. It reaffirms the need to comply with the principles of honesty, transparency, and fairness in performing one's work, as well as setting out specific anti-corruption measures to be adopted in relationships with stakeholders: partners, subsidiaries, suppliers, advisors, and co-workers. In drafting the ZTC Plan, the working group drew on the skills of Transparency International, incorporating its principles of transparency regarding bribery and facilitation payments, contributions and sponsorships, gifts and purchasing procedures.
- **Enel Global Framework Agreement** (signed in 2013): in analysing the international principles of labour law and industrial relations, it refers to the rights elaborated in the ILO Declaration on Fundamental Rights at Work Trade union freedom and protection of trade union rights , Right to organize and collective bargaining, Conventions n. 87 and n. 98; Equality of pay and discrimination in employment and professions, Conventions n. 100 and n. 111; Forced labour and its abolition, Conventions n. 29 and 105; Child labour prohibition, Minimum age, Conventions n. 138 and no. 182.

- Human Rights Policy:** This Policy sets out Enel’s commitment and responsibilities in relation to all the Human Rights and especially those applicable to the business activities and corporate operations carried out by the workers of Enel S.p.A. and its subsidiaries, whether they be executives or employees of these enterprises. Enel promotes respecting of all Human Rights within its business relationships and adherence to the same Human Rights standards by its contractors, suppliers and business partners, paying particular attention to conflict-affected and high-risk contexts. Among the other things, through the Human Rights Policy Enel rejects the use of any form of forced or compulsory labour - as defined by ILO Convention no. 29 - and respects the rights of the child and rejects the use of child labour. In relation to the Human Rights risks, following the Human Rights Policy, it is necessary also to highlight that a specific Operating Procedure (n. 847) has been also issued in order to have a common operational framework among the countries of Enel Group to perform a Due diligence on the management system of the country. This process is also fully described in the Sustainability Report of Enel Group. The procedure provides a country risk assessment in order to understand the perceptions of the local human rights risks by the main stakeholders categories, to evaluate any gap in processes and procedures and to address them in specific improvement plans.
- Whistleblowing Policy:** The policy describes the process of receiving, analysing and processing whistleblowing reports sent by anyone, including those that are confidential or anonymous. Such policy foresees that Enel Group personnel -concerned with the receipt and processing of reports- shall guarantee the utmost confidentiality using to this end communication criteria and means adequate to protect the identity and integrity of the people mentioned in the report as well as the anonymity of the person reporting in order to prevent any form of retaliation. At the same time, it is stated that Enel Group personnel, at every level, must collaborate in maintaining a climate of mutual respect for a person’s dignity, honour and reputation. Enel shall do its best to prevent attitudes that can be considered offensive, discriminatory or defamatory. Therefore, also in compliance with the values and principles included within the Enel Code of Ethics, Enel is committed to guarantee adequate protection against any report made in bad faith, reprimanding such conducts and informing persons/companies concerned in “bad faith” reports.

3.3. Qualification process

Enel has implemented a Qualification System for its suppliers, in order to develop a list common to all those companies within the Enel Group that are capable of ensuring adequate levels of quality and reliability.

The following requirements must be met for obtaining Merchandise Group qualification:

- Legal and integrity regulations, with reference to State Legislation of the supplier and internal procedures of the Enel Group.**

Enel complies with the obligations that it declared and subscribed with the Code of Ethics towards its stakeholders, **including contractors**, and it became in 2002 the first Italian company to adopt the Organizational and management Model prescribed by Italy's Law Decree 231 of June 8th. 2001, which introduced a system of liability that is defined as administrative but is actually criminal for specific offences of which companies are charged.

The Organizational and management Model of EGP has been updated and integrated over time, as successive legislative interventions broadened the category of offenses that are considered as falling within the administrative liability provided for by Law Decree 231/01.

The Model adopted by Enel contains provisions that are consistent with the guide-lines drawn up by the associations of this sector and with the best practices of the United States, thus advancing further toward greater rigor, transparency and responsibility in both its internal and external relations, while it offers stakeholders the best guarantees of an effective and correct management.

The Enel Model is made up of a “General Part” and single “Special Parts” regarding the different kinds of crimes and administrative infractions that must be prevented.

Any breach or suspected non-compliance of the Model 231/01 and/or any other pertinent information concerning its implementation should be pointed out to the Enel Green Power S.p.A. Supervisory Body.

Furthermore, for non-Italian subsidiaries of EGP, the Enel Global Compliance Program (EGCP) identifies the key standards of behaviour expected from all employees, directors and any other member of the management and control bodies as well as consultants or other contractors and, in general, third parties who are respectively employed or appointed or who deal with or act on behalf of non-Italian subsidiaries of EGP. The rules contained in EGCP are integrated by the provisions set out in the Code of Ethics, in the Zero Tolerance of Corruption Plan, in the provisions of corporate governance adopted by non-Italian subsidiaries, reflecting the applicable legislation and international best practice, in the internal control system adopted by non-Italian subsidiaries, in any local compliance program adopted by non-Italian subsidiaries to comply with their own local legislations on corporate criminal liability and in any related guidelines, policy or internal organizational documents.

- **Economic and financial aspects** are assessed via various indicators, each predetermined by the Supplier Qualification & Vendor Rating Unit.
- **Sustainability** is assessed through various indicators predetermined and requirements related to the following areas:

- human rights requirements;
- health&safety requirements;
- environmental responsibility requirements.

In order to determine the score, the assessment on the sustainability requirements is based on the information provided by the Supplier through specific surveys and on Supplier documentation/certifications and - depending on the H&S and Environmental Risks Class - on HSE on-site visit.

- **Technicians, Supplier Qualification & Vendor Rating** coordinates definition of all technical requirements, specific to each Merchandise Group, are identified by the competent Business Line/country.
- **Only suppliers meeting all the requirements are included in the qualified suppliers list.** These requirements must be met for the entire qualification duration and the Supplier Qualification & Vendor Rating Unit reserves the right to check the supplier at any time.

3.4 Subcontracting

ENEL has also implemented subcontracting management rules, from procurement to contract execution phase, which shall be implemented and applied to the extent possible and in compliance with any applicable laws, regulations and governance rules.

This way traceability of the subcontracting and supply chain is assured in the same way and with the same requirements that Enel asks to their direct Contractors.

The subcontracting is allowed only upon Enel's written and prior authorization, given in compliance with the rules and principles described in the corresponding procedure or the Business Unit operating instructions.

The subcontracting process shall:

- respect Enel's internal procedures and the applicable local law in force (if any). In case of conflict between the provisions of the procedure and such applicable local law, first what is mandatory by law than the most restrictive rules shall prevail;
- avoid any situation that could generate potential conflict of interest or interfere with the ability to take decisions in Enel's interest;
- respect the principles of integrity, transparency and compliance, as specified in the Code of Ethics and in the plan of Zero Tolerance Towards Corruption (TZC), in the Human Rights Policy and in Enel Global Compliance Program;
- guarantee adequate traceability of the main phases of the process, ensuring the production and filing of the related documentation;
- comply with HSE and labour and social security external and internal regulation (i.e. policies, procedures, plans, instructions and manuals issued by Enel).

4. How EGP assesses the effectiveness of such actions

4.1 The Audit function:

- performs audit activities on processes and monitors action plans implementation;
- periodically informs the relevant top management on audit results and relevant issues and support the external control bodies in their functions;
- performs investigations on whistleblowing reports (including forced or compulsory labour and child labour matters) and to guarantee the vigilance over the Enel compliance programs adopted.

4.2 P&O Function:

- assigns compulsory training on Code of Ethics, Organizational Model, pursuant to Legislative Decree n. 231/2001, , Zero Tolerance of Corruption Plan, Anti-corruption: Good Behavioural Practices, ISO37001, Enel Global Compliance Program (for non-Italian subsidiaries), Equal Employment Opportunity and Anti-Discrimination and Dispute Resolution Policy;
- monitors the completion of the mentioned training courses
- periodically pushes courses fruition among employees with communication campaigns and email reminders.



5. Process of consultation with subsidiaries

EGP continually consults with its global subsidiaries via direct reports, meetings and interactions on a daily basis to ensure all of its policies and procedures, including with respect to Modern Slavery, are being considered and implemented at all levels of decision making.

Signed by the Sole Director and Legal Representative of Enel Green Power S.p.A. on June 21st, 2021.

Mr. Salvatore Bernabei