



Plan for Gender Equality at REN

2022



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 Portuguese Electricity System; and the transport of high-pressure natural gas and the overall technical management of the Portuguese Natural Gas System, ensuring the receipt, storage and regasification of LNG and the underground storage of natural gas.

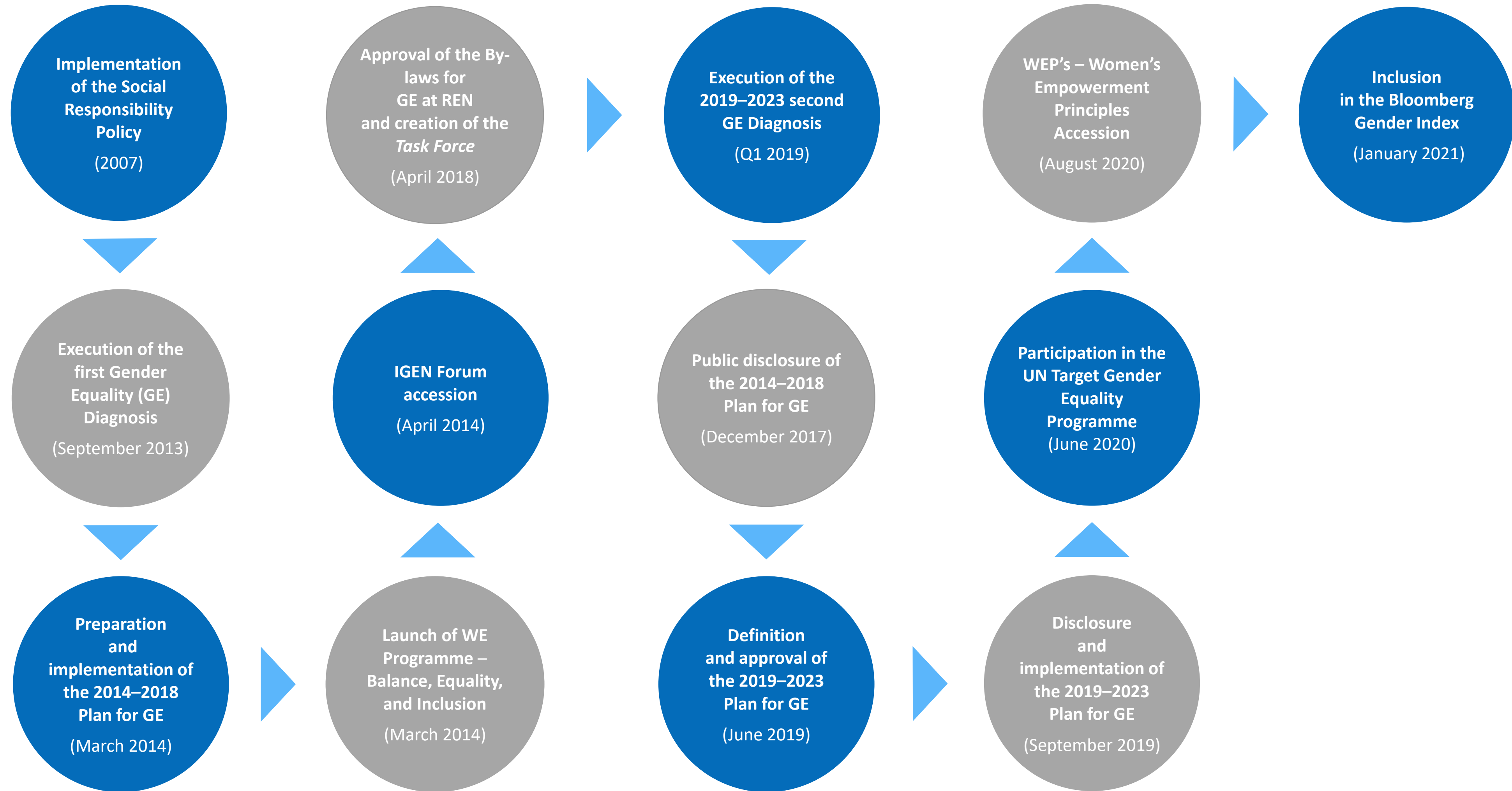
Additionally, we hold a natural gas distribution concession in the northern coastal region of Portugal and are present in the telecommunications business, through RENTELECOM.

REN also holds a stake in the share capital of Electrogas, a Chilean company that owns a major gas pipeline in central 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 road to equality



Methodology for the Plan's preparation

In recent years, REN has been a pioneer in the promotion of Gender Equality in the Portuguese market, 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 organisational success. REN has been a member of the iGEN Forum since 2014, pledging to strengthen its policies and strategies for Gender Equality, both internally and externally.

In compliance with Law No. 62/2017, of 1 August, REN publishes its equality plan every year, with a set of measures to be implemented in the year in question, in line with the strategic objectives and with the commitments made in this area.

For the preparation of this plan, a diagnosis was carried out following the guidelines in the “Guide for the Preparation of the (annual) Plans for Equality”, which resulted in the presented measures, which fall within the following categories: Strategy, Mission, and Values; Equality in access to employment; Initial and ongoing training; Parental protection; Reconciliation of professional life with family and personal life; and Equality in working conditions.

REN's Plan for Gender Equality is evaluated, monitored, and reviewed annually, through the assessment of compliance with the targets set for each of the measures, seeking to incorporate new ones and/or readjust existing ones.

Next, we present the [2022 Plan for Gender Equality](#).

2022 Plan for Gender Equality at REN



Category: Strategy, Mission, and Values

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> Pledge to promote equality between women and men 	<ul style="list-style-type: none"> Define measurable strategic objectives for the promotion of equality between women and men, in line with the ESG policy 	<ul style="list-style-type: none"> Ratio between the number of women in first-line management roles and the total number of first-line management roles 	<ul style="list-style-type: none"> > 1/3 women in first-line management roles by 2030 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No cost
	<ul style="list-style-type: none"> Disclose REN's Annual Report on Gender Equality internally 	<ul style="list-style-type: none"> Date of internal disclosure of REN's Annual Report on Gender Equality 	<ul style="list-style-type: none"> Internal disclosure of the Annual Report on GE, in the 2nd half of 2022 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No cost
	<ul style="list-style-type: none"> Host internal events to raise awareness on the topic of gender equality 	<ul style="list-style-type: none"> Number of webinars/Equality Talks@REN dedicated to the multiple aspects of Gender Equality 	<ul style="list-style-type: none"> Execution of two events in 2022 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No cost
	<ul style="list-style-type: none"> Host external events to raise awareness on the topic of gender equality 	<ul style="list-style-type: none"> Number of events in 2022 	<ul style="list-style-type: none"> Host one event in 2022 – REN Open Day REN – “Talent is genderless” 	<ul style="list-style-type: none"> Human Resources Department Communication and Sustainability Department 	<ul style="list-style-type: none"> In budgeting (dependent on the number of participating schools and virtual or in-person nature of the event)

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Category: Strategy, Mission, and Values

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> • Ensure respect for the principle of equality between women and men and non-discrimination in external relationships 	<ul style="list-style-type: none"> • Review documents and policies applicable to the relationship established (or to be established) with outsourced entities/companies or suppliers, ensuring respect for the principle of equality and non-discrimination between women and men 	<ul style="list-style-type: none"> • Date of completion of the review of the Supplier Code of Conduct to incorporate the commitment to Gender Equality • Date of completion of the implementation of the plan of initiatives aimed at suppliers, within the scope of gender diversity, to establish indicators for the management of the relationship with them 	<ul style="list-style-type: none"> • Review of the Supplier Code of Conduct and Implementation of the initiative plan by the end of the 1st half of 2022 	<ul style="list-style-type: none"> • Human Resources Department • Purchasing Department 	<ul style="list-style-type: none"> • No cost
<ul style="list-style-type: none"> • Promote and consolidate external relationships within the scope of the promotion of equality between women and men 	<ul style="list-style-type: none"> • Establish cooperative relationships with public entities and/or civil society organisations that pursue the goal of promoting equality between women and men 	<ul style="list-style-type: none"> • Number of memberships/protocols with external entities in the field of equality 	<ul style="list-style-type: none"> • Participation and/or membership in six initiatives according to the entities' calendar by the end of 2022: • Portuguese Charter for Diversity • "Girl Move" • Bloomberg Gender Equality Index • UN Target Gender Equality Programme • "Engineers for a day" • PWN Lisbon 	<ul style="list-style-type: none"> • Human Resources Department 	<ul style="list-style-type: none"> • In budgeting

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Category: Strategy, Mission, and Values

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none">• Acknowledge and integrate the equal visibility of women and men in all forms of language, both internally and externally• Counteract the perpetuation of gender stereotypes and strengthen a culture of equality between women and men	<ul style="list-style-type: none">• Adopt a neutral language that promotes equality in all documents and management and institutional communication instruments• Adopt communication that is neutral and free from gender stereotypes in advertising and/or promotion of activities	<ul style="list-style-type: none">• Number of reviewed documents and management tools	<ul style="list-style-type: none">• Review of all documents and management and institutional communication instruments by the end of the 1st half of 2022	<ul style="list-style-type: none">• Human Resources Department• Communication and Sustainability Department	<ul style="list-style-type: none">• No cost

2022 Plan for Gender Equality at REN

Category: Equal access to employment

Subcategory: Advertising, Selection, and Recruitment

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> Contribute to a selection and recruitment process that is fair and unbiased for women and men 	<ul style="list-style-type: none"> Carry out training for the Human Resources team on selection and recruitment procedures that are free from gender bias 	<ul style="list-style-type: none"> Ratio between the number of trained team members and the total number of team members assigned to the processes 	<ul style="list-style-type: none"> 1/3 of the team assigned to the processes trained by the end of 2022 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> In budgeting
<ul style="list-style-type: none"> Counter 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, where possible, the representativeness of the under-represented gender in the recruitment and selection processes Guide external entities specialising in selection and recruitment towards ensuring, where possible, a minimum representation of the under-represented gender 	<ul style="list-style-type: none"> Ratio between the number of candidates of the under-represented gender and the total number of candidates in the recruitment process 	<ul style="list-style-type: none"> 1/3 of the candidates in the recruitment and selection process belong to the under-represented gender by the end of 2022 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> No cost

2022 Plan for Gender Equality at REN

Category: Initial and ongoing training

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none">Promote a culture of equality between women and men in the workplace, encouraging management and working practices that are consistent with it	<ul style="list-style-type: none">Carry out training on the Code of Conduct – mandatory for all employeesCarry out training on Unconscious Bias – mandatory for all employees	<ul style="list-style-type: none">Ratio between the number of employees trained and the total number of employees	<ul style="list-style-type: none">100% of the employees trained by the end of 2022	<ul style="list-style-type: none">Human Resources Department	<ul style="list-style-type: none">In budgeting

2022 Plan for Gender Equality at REN



Category: Equality in working conditions

Subcategory: Promotion/Career development

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> Encourage balanced participation of women and men in decision-making roles 	<ul style="list-style-type: none"> Identify the female talent pool in the operational business units 	<ul style="list-style-type: none"> Ratio between the number of women identified in the talent pool and the total number of employees in the talent pool Preparation of a development plan aimed at the female talent pool, enabling the identification of talent to take up first-line management roles 	<ul style="list-style-type: none"> Identification of the female talent pool by the end of 2022 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> In budgeting

Category: Equality in working conditions

Subcategory: Performance Evaluation

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> Ensure a fair and objective evaluation process for women and men 	<ul style="list-style-type: none"> Carry out training for the Human Resources team on equality and non-discrimination on the basis of gender in Performance Assessment processes 	<ul style="list-style-type: none"> Ratio between the number of trained team members and the total number of team members assigned to the processes 	<ul style="list-style-type: none"> 1/3 of the team assigned to the processes trained by the end of 2022 	<ul style="list-style-type: none"> Human Resources Department 	<ul style="list-style-type: none"> In budgeting

2022 Plan for Gender Equality at REN

Category: Equality in working conditions

Subcategory: Salaries

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none">• Ensure the principle of equal pay for equal work or work of equal value	<ul style="list-style-type: none">• Carry out a diagnosis on the remuneration of women and men seeking to identify unjustified differences	<ul style="list-style-type: none">• Date of completion of the report with the findings from the diagnosis.	<ul style="list-style-type: none">• Report completed by the end of 2022	<ul style="list-style-type: none">• Human Resources Department	<ul style="list-style-type: none">• In budgeting
	<ul style="list-style-type: none">• Carry out training for the Human Resources team on job analysis and/or job evaluation, as well as in salary determination, to prevent gender bias	<ul style="list-style-type: none">• Ratio between the number of trained team members and the total number of team members assigned to the processes	<ul style="list-style-type: none">• 1/3 of the team assigned to the processes trained by the end of 2022	<ul style="list-style-type: none">• Human Resources Department	<ul style="list-style-type: none">• In budgeting

2022 Plan for Gender Equality at REN



Category: Reconciliation of professional life with family and personal life

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> Promote the reconciliation of each employee's professional life with their family and personal life 	<ul style="list-style-type: none"> Define and implement a Flexibility Policy at REN regarding schedules and forms of work organisation 	<ul style="list-style-type: none"> Approval and disclosure of the REN Flexibility Policy 	<ul style="list-style-type: none"> Approval and disclosure of the measures in the Policy by the end of the 4th quarter of 2022 	<ul style="list-style-type: none"> Human Resources Department Communication and Sustainability Department 	<ul style="list-style-type: none"> No cost

Category: Parental Protection

Subcategory: Leaves/Shared Leaves

Goals	Measures	Indicators	Targets	Owners	Budget
<ul style="list-style-type: none"> Ensure the employees' right to take parental leave 	<ul style="list-style-type: none"> Share information on parental protection and reconciliation between professional and family and personal lives 	<ul style="list-style-type: none"> Implementation date of the awareness and information campaign regarding parental rights for employees (under the "Parents @ Work" project) 	<ul style="list-style-type: none"> Implementation of a campaign, using internal communication channels, by the end of the 1st half of 2022 	<ul style="list-style-type: none"> Human Resources Department Communication and Sustainability Department 	<ul style="list-style-type: none"> No cost

Evolution of the Gender Indicators



GENDER DIVERSITY	2020	2019	2018
TOTAL	697	684	691
MEN	528	518	515
WOMEN	169	166	176
% OF WOMEN	24.25	24.27	25.47
GENDER DIVERSITY (MANAGEMENT POSITIONS)	2020	2019	2018
TOP MANAGEMENT	27	27	28
MEN	18	18	20
WOMEN	9	9	8
MANAGEMENT	50	50	53
MEN	38	38	40
WOMEN	12	12	13
% OF WOMEN (BORD/MANAGEMENT)	27.27	27.27	25.93
HOURS OF TRAINING (PER EMPLOYEE)	2020	2019	2018
TOTAL	36.44	43.46	43.25
MEN	36.87	41.60	43.46
WOMEN	35.08	49.04	42.64

AVERAGE AGE AND LENGTH OF SERVICE	2020	2019	2018
AVERAGE AGE	45.40	45.39	44.71
MEN	45.98	46.16	45.47
WOMEN	43.60	42.98	42.51
AVERAGE LENGTH OF SERVICE	16.93	17.09	16.49
MEN	17.57	17.96	17.37
WOMEN	14.94	14.36	13.94
ROTATION RATE	2020	2019	2018
OVERALL	4.82	3.57	3.90
MEN	4.74	2.82	3.38
WOMEN	5.06	5.81	5.46
ACADEMIC QUALIFICATIONS (HIGHER EDUCATION)	2020	2019	2018
OVERALL	67.43	66.52	65.70
MEN	62.50	61.39	60.39
WOMEN	82.84	82.53	81.25



REN