



REN 

SUSTAINABILITY 2014



AN INCREASINGLY NATURAL VISION

Improving the quality of life by respecting the environment. This is the contribution REN wishes to leave for the younger generations.

Energy that is the result of a strong commitment to sustainable growth and that values the importance of natural resources for the well-being and growth of the community, always looking positively to the future.



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REN IN 2014

SHARING NUMBERS THAT TRANSLATE SUCCESS

The results achieved in 2014 show it is possible to continue to grow supported by environmentally-friendly strategies.





49.2 MWh

ELECTRICITY SUPPLIED

0.02 min

ELECTRICITY:
EQUIVALENT INTERRUPTION
TIME

8,630 KM

ELECTRICITY GRID

44.0 MWh

NATURAL GAS SUPPLIED

178

STORK NEST
PLATFORMS INSTALLED

11.6 min

NATURAL GAS:
EQUIVALENT INTERRUPTION
TIME

250

STORK NEST
PLATFORMS RELOCATED

1,375 KM

GAS PIPELINE

420,000

TREES PLANTED, SINCE 2009,
AS PART OF FOREST
CONVERSION ACTIVITIES

170.3 MM³

UNDERGROUND
STORAGE CAPACITY

3.9 M€

INVESTMENT IN ENVIRONMENTAL
PRESERVATION

0.4 M€

DONATIONS AND SPONSORSHIP

0.9 M€

INVESTMENT IN R&D

516.5

VOLUNTEER HOURS





AWARDS

SHARING A VISION
THAT MAKES US STAND OUT

REN's positioning in the energy sector has earned the recognition of its stakeholders.



A decorative graphic on the left side of the page consisting of a green arrow pointing right and several green circles of varying sizes, some with smaller circles inside them.

Silver in the “Interactive Annual Report: Energy”

2014 ARC Awards

Silver in the “Online Annual Report” category

2014 Galaxy Awards

Bronze in the “Best Annual Report - Online/Electronic”

2014 Stevie Awards

Best Website - Best in Class Award

2014 Interactive Media Awards

“Prime Company”, with B+ rating in sustainability,
according to the OEKOM 2014 Corporate Rating

Bronze in the “Most Socially or Environmentally Responsible Company of the Year” category

Best Biz Awards 2014

Sponsorship Award

Associação Portuguesa de Museologia (APOM)

AAA Corporate Governance rating

Associação de Empresas Emitentes de Valores Cotados em Mercado (AEM)



2014 TECHNICAL DATA

SHARING A VISION
THAT LETS US GROW

REN transports the energy that touches every moment of your day and the lives of millions of portuguese.

Electricity consumption in 2014 fell by 0.7% compared to the previous year. There was some recovery in consumption during the first half of the year, with a 0.4% increase over the same period of the previous year.

However, this trend was reversed during the second half. Adjusting for the effect of temperature and the number of working days, the variation was zero for the second year running. The 48.8 TWh consumed this year was 6.5% below the all-time maximum recorded in 2010.

A total of 45.3TWh of natural gas was consumed in 2014, 5.4% less than in the previous year. Consumption this year was 22% below the all-time maximum recorded in 2010, due to the strong contraction recorded in the electricity market component in recent years.

In 2014, as in 2013, the exceptional conditions for both wind and hydro power generation heavily limited the use of the four large combined cycle power stations operating in the ordinary market. This market sector, which consumed 3.2 TWh of natural gas — the lowest amount since 1998 — accounted for only 7% of total consumption.

ELECTRICITY

TECHNICAL DATA	'10	'11	'12	'13	'14
CONSUMPTION, TWh	52.2	50.5	49.1	49.2	48.8
ANNUAL CHANGE IN ELECTRICITY CONSUMPTION, %	-4.6%	-3.3%	-2.9%	0.2%	-0%
INSTALLED CAPACITY, MW	17,798	18,793	18,481	17,758	17,841
ENERGY TRANSPORTED BY THE NATIONAL ELECTRICITY GRID, TWh	42.6	42.2	41.0	41.5	41.9
LINE LENGTH, KM	8,049	8,371	8,534	8,733	8,630
TRANSFORMATION POWER, MVA	30,205	33,777	33,915	34,984	35,754
ENERGY TRANSMISSION LOSSES, %	1.83%	1.54%	1.56%	1.75%	1.89%
EQUIVALENT INTERRUPTION TIME, MINUTES	1.15	0.27	0.00	0.09	0.02

NATURAL GAS

TECHNICAL DATA	'10	'11	'12	'13	'14
CONSUMPTION, TWh	57.8	57.5	50.2	47.9	45.3
ANNUAL CHANGE IN NATURAL GAS CONSUMPTION, %	9.1%	-0.5%	-12.7%	-4.6%	-5.4%
ENERGY TRANSPORTED BY THE NATIONAL NATURAL GAS TRANSPORT NETWORK, TWh	58.3	58.2	50.3	48.9	45.5
PIPELINE LENGTH, KM	1,296	1,298	1,298	1,375	1,375
UNDERGROUND GAS STORAGE CAPACITY, MMS	138.2	132.7	132.7	138.0	170.3
EQUIVALENT INTERRUPTION TIME, MINUTES	0.00	0.00	0.00	0.00	11.60



MAIN ACTIVITIES UNDERTAKEN

SHARING A VISION
OF EQUALITY FOR ALL

Several social causes count on REN for support. Together we want to create a fairer society.



Because of the growing importance of the role of business in society, and because of its mission, REN has special responsibilities both at the technical level through guaranteeing supply and the reliability and security of the transmission grid as well as at the social and environmental level.

Conscious of these responsibilities, REN developed several initiatives in 2014, of which we highlight:

Social initiatives:

Launch of the **REN'S PRÉMIO AGIR**, an annual award for initiatives that respond to problems and questions of concern to society. There were more than 130 candidates from all over the country for the first AGIR award, which was dedicated to job creation;

PRÉMIO REN, which is the oldest scientific award in Portugal, is awarded each year to the best masters' theses produced by students at Portuguese universities in the areas of electricity and natural gas systems, maths, information technology, communications and physics;

REN joined the **MOVIMENTO ZERO DESPERDÍCIO (MZD) ASSOCIAÇÃO DARIACORDAR** and pledged to donate the surplus from its canteens and events to institutes identified by MZD, thus ensuring the efficient use of such surplus;

Support for the first **UMAD ONCOLÓGICA** (Domestic support mobile units), a Gil Foundation and IPO (Portuguese Oncology Institute) project offering help for children in hospital with chronic illnesses and their families, ensuring clinical and social support on their return home and to school;

Environmental initiatives:

Support for the **PROJETO MEDEA**, which is an initiative of the Portuguese Physics Society aimed at secondary school pupils and university students throughout the country, and which promotes the measurement and scientific knowledge of very low frequency electrical and magnetic fields;

Reforestation of buffer strips along the routes of power lines, which has involved the planting of 42,000 trees since 2009, with a target of 925,000 trees planted by 2017;



Partnership with **JORNAL PÚBLICO, BIO3** and the **FCCN**, which has helped monitor the lives of two white stork nests in the Porto Alto area, in Ribatejo;

Support of **MOVIMENTO ECO - EMPRESAS CONTRA OS FOGOS**, a civil-society initiative engaging companies and businesses to help prevent forest fires and raise public awareness of high-risk behavior.

Other social initiatives/institutes supported by REN in 2014:

3.0 TOURNAMENT - WHEELCHAIR TENNIS

ADAPTED SPORTS PROGRAM BY ASSOCIAÇÃO SALVADOR;

APAI - ASSOCIAÇÃO PORTUGUESA DE AVALIAÇÃO DE IMPACTES;

ASSOCIAÇÃO AMIGOS SEM FRONTEIRAS, support the tuition fees of a Mozambican student attending university;

ASSOCIAÇÃO DOS AMIGOS DO HOSPITAL DE SANTA MARIA;

ASSOCIAÇÃO PORTUGUESA DE DEFICIENTES;

ASSOCIAÇÃO VALE GRANDE, donation of children clothes;

BANCO ALIMENTAR CONTRA A FOME, food bank against unger;

CASA DOS RAPAZES, REN "Father Christmas" activity;

Solidarity activities promoted by **CEDEMA - ASSOCIAÇÃO DE PAIS E A AMIGOS DOS DEFICIENTES MENTAIS ADULTOS;**



CENTRO SOCIAL PAROQUIAL DO CAMPO GRANDE,

distribution of free meals for the elderly, day centre, crèche and home support;

COMITÉ OLÍMPICO DE PORTUGAL, EQUIPA OLÍMPICA PORTUGUESA and COMITÉ PARALÍMPICO DE PORTUGAL;**FEDERAÇÃO PORTUGUESA DE BANCOS ALIMENTARES,**

portuguese federation of food banks;

FESTA DE NATAL DA COMUNIDADE VIDA E PAZ,

Christmas party for the homeless;

Health promotion activities by the **FUNDAÇÃO E INSTITUTO NACIONAL DE CARDIOLOGIA PREVENTIVA PROFESSOR FERNANDO DE PÁDUA;**

FUNDAÇÃO O SÉCULO;**GREEN PROJECT AWARDS;**

JUNTA DE FREGUESIA DE ALVALADE, toy donation campaign;

MUSEU NACIONAL DE ARTE ANTIGA;**NATIONAL WHEELCHAIR BASKETBALL CHAMPIONSHIP;**

PROJETO GRÃO, supporting volunteer missions in Africa (Sao Tome, Angola and Mozambique), promoted by a group of university students;

QUERCUS.



BUILDING A BETTER FUTURE

SHARING A VISION
OF TOMORROW

REN's work allows us to face challenges with confidence and to trust in an increasingly positive future.

In designing a new strategy for sustainability, in 2013 we reviewed our mapping of stakeholders by listening to the representatives of stakeholders deemed to be critical and thus identifying materially relevant themes.

In 2014, we identified those stakeholders considered important to REN and grouped them in priority relationship clusters.



CODES AND PRINCIPLES

- REN Group
Code of Conduct
- **Functional codes of conduct**
- Global Compact
Anti-corruption Charter
- Companies and HIV
Code of Conduct
- Quality, Environment and Safety
Policy Statement
- Social Responsibility
Policy Statement
- **UN Global Compact**

REN respects the commitments arising from the 2005 United Nations Global Compact (UNGC) to supply information concerning the implementation of the ten human rights, labour practices, environmental protection and anti-corruption principles.

Human Rights

- 1 Respect and protect** human rights
- 2 Prevent violations** of human rights

Labour

- 3 Uphold the freedom** of association at work
- 4 Eliminate forced labour**
- 5 Eliminate child labour**
- 6 Eliminate discrimination** at work

Environmental Protection

- 7 Support a precautionary approach** to environmental challenges
- 8 Promote greater environmental responsibility**
- 9 Encourage the development of environmentally-friendly technologies**

Anti-Corruption Principle

- 10 Combat corruption in all its forms**, including extortion and bribery

MANAGEMENT AND DEVELOPMENT OF HUMAN CAPITAL

SHARING A VISION THAT PERFECTS TALENT

REN's teams work in perfect harmony, always on the lookout for exciting projects and joint success.





REN EMPLOYEES

641

EMPLOYEES

6.5 %

TURNOVER

AGE DISTRIBUTION

65

EMPLOYEES
< 30 YEARS

354

EMPLOYEES
30-50 YEARS

222

EMPLOYEES
>50 YEARS

HUMAN RESOURCES FIGURES

9

WOMEN
MANAGERS

60 %

OF EMPLOYEES HAVE
GRADUATE-LEVEL
QUALIFICATIONS

29,939

TRAINING HOURS

627

PERMANENT
EMPLOYEES

29 %

MALE/FEMALE RATIO

CORNERSTONES OF HUMAN CAPITAL MANAGEMENT

In addition to attaining this strategic goal, the 2014 activities plan envisages the consolidation of the recent human resources strategy, through the fostering of structural programmes for the sustained development of REN:



- **Continue with organisational alignment and clarification** with a view to meeting the demands of REN's current business and to create new opportunities to encourage internal mobility
- **Strengthen the REN current and future leaders' development programme**, accelerate the learning curve for taking on new challenges and disseminate critical knowledge within the Group
- **Improve policies for identifying and recognising talent**, considering the identified opportunities and best market practices
- **Develop motivation and business environment sustainability programmes**, while getting closer to the community through the promotion of balance, equality and inclusion initiatives that have extensive internal and external impact and recognition
- **Continued and sustained recognition of organisational and individual merit.**

PERSONAL AND PROFESSIONAL DEVELOPMENT

In 2014, REN continued its Trainee Programme, which will provide the company with better and better-qualified human resources. This programme consists of professional, academic and summer internships, with interns offered the chance to develop specific projects to create value in their area and which will be beneficial to them.

Each year professional interns on job rotation have an additional challenge on their internship plan. The 2014 challenge was to further develop REN City (internal virtual platform) to facilitate the integration of new employees, provide support for internal mobility and communicate with the different areas within the company and the main projects undertaken.

INDICATORS

PROFESSIONAL INTERNSHIPS	15	'14
ACADEMIC INTERNSHIPS	14	
SUMMER INTERNSHIPS	16	
TOTAL	45	



In 2014 REN continued the implementation of development programmes aligned with the company's values and organisational strategy, particularly: "Energy Academy", "General Management Programme", "Coaching Leaders" and "Mentoring Talent". The REN Conference Series also took place, with leading speakers from the academic and business worlds, sharing their knowledge on important issues, as a means of encouraging continuous learning and permanent change.

The commitment to e-learning continues to be a focus, particularly on transversal subjects. In terms of specific training, the company reaffirmed its commitment to training on technical subjects that are specific to the business, supplemented by behavioural training. The highlight of the technical programmes is the training course for operational electricians (beginner and advanced), that helped both new employees to acquire knowledge but also those who already work in this area to refresh their know-how.



TRAINING	'12	'13	'14
NO. TRAINING HOURS	46,882	41,225	29,939
NO. TRAINEES	3,324	3,576	2,883
NO. TRAINING HOURS PER EMPLOYEE	63	59	45
AVERAGE NUMBER OF EMPLOYEES	743	702	659

TRAINING AREA (NO. HOURS)	'12	'13	'14
BEHAVIOURAL	4,909	8,635	1,542
TECHNICAL	37,350	28,161	23,768
QUALITY, ENVIRONMENTAL, SAFETY	4,623	4,430	4,430
MANAGEMENT	0	0	3,217
TOTAL	46,882	41,225	29,940

TRAINING AREA (NO. TRAINEES)	'12	'13	'14
BEHAVIOURAL	425	1,409	340
TECHNICAL	2,552	1,357	1,762
QUALITY, ENVIRONMENTAL, SAFETY	347	810	242
MANAGEMENT	0	0	539
TOTAL	3,324	3,576	2,883

FUNCTIONAL GROUP (NO. HOURS)	'12	'13	'14
DIRECTOR/ADMINISTRATOR	1,751	1,508	1,639
MANAGEMENT	3,504	2,686	3,106
TECHNICAL/OPERATIONAL COORDINATION	2,340	1,405	1,398
TECHNICAL STAFF	22,968	25,371	16,493
OPERATIONAL STAFF	13,179	7,126	6,602
ADMINISTRATIVE STAFF	3,141	3,130	701
TOTAL	46,883	41,226	29,939



HEALTH AND SAFETY

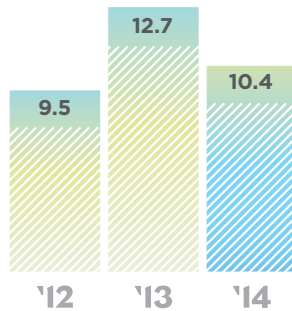
REN's commitment to the effective management of health and safety in the workplace is driven by its awareness that a safe and healthy environment is key to satisfying the various stakeholders.

The health and safety at work management system is certified by an accredited body and includes the vast majority of Group companies. Its main purpose is to prevent accidents and professional illnesses involving employees of the company, its contractors or suppliers.

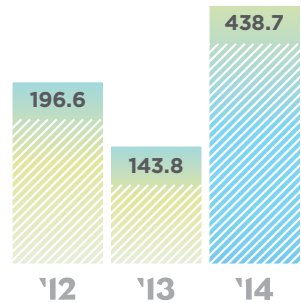
In 2014 approximately 29% of REN's contractors and suppliers had implemented and certified OHSAS 18001/NP 4397 safety management systems in place.

During 2014, REN held a number of safety training and awareness activities involving a total of 166 contractors and suppliers.

INCIDENCE INDEX - REN



SEVERITY INDEX - REN



NOTE: THE DIFFERENCES BETWEEN THE REN INDICATORS PRESENTED HERE FOR 2013 AND THOSE STATED IN PREVIOUS REPORTS ARE DUE TO THE FACT THAT THESE NOW INCLUDE R&D NESTER DATA.

Because ensuring safe and healthy working conditions is one of REN's major concerns, the company offers free medical examinations and tests as part of its occupational health service, as a way of providing its employees with preventive health care.

- Completion of mandatory medical examinations plan
- 548 auxiliary diagnostic and nursing interventions
- 573 doctor interventions
- Doctors visited several workplaces

	'12	'13	'14
ABSENTEEISM	2.9%	2.7%	2.9%





COMMUNITY RELATIONS

SHARING A VISION THAT
REACHES MORE PEOPLE

REN is proud of its good social responsibility practices and policies, and its focus on the communities well-being.



COMMUNITY SUPPORT

As part of the Share programme, 75 REN employees and their families took part in volunteer activities, giving 435 hours of corporate time to activities such as cleaning the Tapada Nacional de Mafra, working with Comunidade Vida e Paz or with Junior Achievement Portugal. If we include non-working hours the total number rises to 516.5.



RELATIONSHIP WITH PROPERTY OWNERS

In 2014, we contacted 19,700 land owners crossed by our electricity and gas grid. We also acquired 19 properties for the installation of electricity and natural gas infrastructures. By the end of 2014, REN's property owner database contained around 70,000 records, as a result of the inclusion of new landowners following the construction of new infrastructures.

REN always seeks to reconcile the installation and operation of its infrastructures with the legitimate interests of other stakeholders.



INNOVATION, RESEARCH AND TECHNOLOGY

SHARING A VISION THAT
ENCOURAGES NEW IDEAS

Always at the forefront of technology,
REN is one of the companies most committed
to innovation in the Portuguese market.



INTERNATIONAL WORKING GROUP INITIATIVES

REN - Rede Eléctrica Nacional, S.A., occupies second place in the ranking of energy R&D projects participating in five projects: PEGASE and MERGE, which have been completed and E-Highway2050, EUPORIAS and iTESLA, which are still ongoing.

REN's participation in European projects through these EU programmes has brought the company excellent opportunities to network directly with other stakeholders and is an asset in technical terms, particularly regarding the state of the art in activities such as TSO.

Start of the project on “Performance of RNT national grid service lines *vis-à-vis* atmospheric electrical discharges.”

REN chairs the Global Transmission Benchmarking Initiative for the 2014-2016 period.



REN has continued to increase its presence in a number of international electricity and natural gas forums, helping define policy frameworks, participating in technical studies, and lobbying the various entities that promote their activities in such fora. This presence is one of the components for advancing the company's internationalisation strategy.

INTERNATIONAL BODIES IN WHICH REN HAS BEEN INVOLVED:

CIGRÉ - *Conseil International des Grands Réseaux Électriques (International Council on Large Electric Systems)*

EUROELECTRIC - *Union of Electricity Industry*

ENTSO-G - *European Network of Transmission System Operators for Gas*

ENTSO-E - *European Network of Transmission System Operators for Electricity*

CEC - *Council of Economic Cooperation*

GIE - *Gas Infrastructure Europe*

FSR - *Florence School of Regulation*

FRIENDS OF THE SUPERGRID

METSO - *Mediterranean Transmission System Operators*

MEDGRID - *A consortium that promotes the electrical interconnections between north, south, east and west Mediterranean*

ENVIRONMENTAL MANAGEMENT

SHARING A VISION THAT
PROTECTS THE ENVIRONMENT

Respect for our natural resources and biodiversity are at the core of many of REN's sustainable growth policies.



ENVIRONMENTAL IMPACT

	'12	'13	'14
ENVIRONMENTAL IMPACT ASSESSMENT PROCESSES	7	12	4
ENVIRONMENTAL IMPACT POST-ASSESSMENT PROCESSES	0	1	2
ENVIRONMENTAL IMPACT STATEMENTS ISSUED	2	8	3
ENVIRONMENTAL STUDIES OF PROJECT	5	3	0
ENVIRONMENTAL IMPACT STUDIES (EIS)	5	7	0
ENVIRONMENTAL COMPLIANCE REPORT OF EXECUTION PROJECT (RECAPE)	1	1	2

STRATEGIC ENVIRONMENTAL ASSESSMENT

The Strategic Environmental Assessment is an environmental policy instrument (Decree-law 232/2007, 15 June, amended by Decree-law 58/2011, 4 May) that seeks to ensure the evaluation of the environmental consequences of certain plans and programmes and their early implementation. During grid operation and maintenance a number of monitoring and supervisory activities are undertaken to ensure compliance with set targets and goals, both by REN and under the Environmental Impact Statement.

REN carried out a differential environmental analysis compared with the previous Strategic Environmental Assessment (SEA) on the PDIRT Electricity proposal for 2014-2023. The proposed methodology was received positively by the various stakeholders.

REN also completed the first SEA for the Development and Investment Plan for the national transmission grid and liquefied natural gas storage infrastructure and terminals 2014-2023 (PDIRGN 2014-2023).

PROJECTS' ASSESSMENT



FLORA AND LAND USE

REN's construction and maintenance activities have a direct impact on flora and land use.

These impacts can be seen in the creation and maintenance of the protective strips associated with its infrastructure routes (electrical lines and gas pipelines). In order to compensate for this, since 2007 REN has undertaken several reforestation initiatives in its new infrastructure sites. This project was extended in 2013 to include all operating lines.

Over the last few years, and as part of its easement lanes reforestation programme, REN has planted around 420,000 trees on more than 630 hectares. In 2014, a total of 63,500 trees were planted on roughly 230 hectares.



CENTRAL/INLAND REGION (FALAGUEIRA-CASTELO BRANCO AXIS)	53.3 ha	53,646 plants
MINHO REGION (PEDRALVA-OLEIROS AXIS)	21.5 ha	5,924 plants
ALGARVE REGION (SINES-PORTIMÃO AXIS)	14.6 ha	4,062 plants

BIRDLIFE

REN has developed a programme to monitor the population of storks nesting on its equipment for over ten years, creating the conditions to enable this bird to nest in favourable habitats and installing devices to minimize the risk of electrocution.

The installation of fans and platforms helps prevent nests being built in more dangerous locations, that is, those where there is a greater chance of an incident, and ensures the rise in the number of nests does not translate into more incidents.

In 2014, there was an appreciable reduction in the number of incidents involving storks compared to 2013.

	'12	'13	'14
NUMBER OF PLATFORMS INSTALLED	155	97	178
NUMBER OF ANTI-PERCHING DEVICES INSTALLED	975	649	600
NUMBER OF NESTS MOVED	51	51	250



CLIMATE CHANGE EMISSIONS MANAGEMENT

According to the Carbon Disclosure Project Iberia 125 Climate Change Report 2014, REN is one of the best companies in disclosing information on its climate change-related policies and activities.

For the sixth consecutive year, REN was invited to take part in the Carbon Disclosure Project annual questionnaire. The company received a score of 87 points in the assessment of the level of information published and adherence to the rules of the report guide. The company also obtained a level B classification in the assessment of its performance in combatting climate change.

In 2014 there was a reduction in the number of video conferences, although all employees use a corporate collaboration app that enables instant messaging and video calls. This represents an important tool to help reduce the company's carbon footprint.

In the prevention and control of greenhouse gas emissions, over recent years REN has implemented an action plan for reducing its direct emissions, particularly in respect of the emissions of sulphur hexafluoride (SF₆), a gas used as an electrical insulator (dielectric) in a lot of high and very-high voltage equipment. Despite the increase in the number of such installations, the leakage rate remained stable in 2014.

The company's efforts at reducing SF₆ leakage can be seen in the gas leakage rate development, with technically very positive results on an international level.

GREENHOUSE GAS EMISSIONS (T CO₂eq)	'12	'13	'14
DIRECT EMISSIONS	32,491	20,890	26,665
PURGES OF NATURAL GAS (CH ₄)	11,590	1,275	4,296
FLARE BURNING	4,685	4,243	6,393
SELF-CONSUMPTION OF BOILERS	12,353	12,305	12,269
COGENERATION	1,229	641	816
SULPHUR HEXAFLUORIDE (SF ₆)	1,133	468	460
NATURAL GAS (BUILDINGS)	55	483	530
PROPANE GAS (BUILDINGS)	12	11	11
DIESEL EQUIPMENT	1	77	15
FLEET FUEL	1,432	1,387	1,875
INDIRECT EMISSIONS	164,972	132,832	118,742
ELECTRICITY	17,070	11,162	9,149
ELECTRICITY LOSSES IN THE NETWORK	147,541	121,165	108,906
AIR TRAVEL	361	505	687

ABOUT THIS BROCHURE

This is an abridged version of REN's 2014 Sustainability Report, and has been drafted in accordance with the requirements of the Global Reporting Initiative (GRI) G3 and its supplement for the electricity sector for GRI level A+ and the AA1000 APS (2008) standard (Accountability Principles Standard of Accountability) verified by the independent entity, PricewaterhouseCoopers Associados SROC, Lda.



REN IS A MEMBER OF:



BCSD Portugal
Conselho Empresarial para o
Desenvolvimento Sustentável



Global Compact Network
Portugal