

# Supplemental Social Information

Engie Energía Perú

Report 2023

# 3.1.4. Gender Pay Indicators

Indicator	Difference between men and women employees (%)
Mean gender gap	1.5
Median gender pay gap	0.26
Mean bonus gap	1.49
Median bonus gap	1.33

## 3.2.1 Human Rights Commitment

Within the framework of the Group's human rights approach ([The Group's human rights approach | ENGIE](#)), the Group's Human Rights Policy ([Human-Rights-Policy-EV-ENGIE-1.pdf](#)), the Group's Code of Conduct ([ENGIE Ethics-Code-of-Conduct\\_EN.pdf](#)), the SEPT2021\_0.pdf relations Eng Code of Conduct in Supplier Relations ([Engie Code-of-Conduct-Supplier-](#)), the Diversity, Equity and Inclusion Policy and the Occupational Health and Safety Policy; compliance with the Universal Declaration of Rights The United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization and French Law 2017-399(\*)).

These guidelines apply to all operations, as well as all relationships with third parties (suppliers, subcontractors, etc.) and partners. ENGIE Perú aligns itself with Engie Group's commitments, policies and ethical principles to comply with Human Rights commitments.

(\*): This law requires that parent companies in that country and all their operations, inside and outside French territory, develop, implement and publish a human rights monitoring plan.

### The Group's human rights commitments

- The Group ensures that the fundamental rights of its employees are respected, in accordance with the fundamental conventions of the International Labour Organization: it rejects all forms of forced or compulsory labour, child labour, human trafficking, discrimination and recognizes freedom of association and the right to collective bargaining. The Group pays particular attention to ensuring the highest standards of health and safety in the workplace, working hours and holidays in accordance with international standards and equal pay.
- ENGIE rejects all forms of harassment and violence in the workplace and ensures that its employees have a working environment that respects their individual freedoms and privacy.
- The Group ensures that its activities do not infringe on the rights of the local communities surrounding its sites, and that tasks related to the safety of its employees and assets are carried out in a respect for human rights.

# 3.2.2 Human Rights Due Diligence Process

Within the framework of the Monitoring Plan of the Group on Human Rights, Occupational Safety and Health, Environment; in accordance with French Law 2017-3998(\*). ENGIE Peru is aligned with the Group's Surveillance Plan, which covers all operations, third parties (contractors, suppliers, etc.) and partners.

## Risk map

EMPLOYEES' FUNDAMENTAL RIGHTS	RIGHTS OF LOCAL COMMUNITIES	SUBCONTRACTORS / SUPPLIERS / PARTNERS
<ul style="list-style-type: none"><li>• Health and safety conditions</li><li>• Freedom of association</li><li>• Non-discrimination</li><li>• Fight against forced labor</li><li>• Working hours</li><li>• Housing conditions of workers</li><li>• Private life</li></ul>	<ul style="list-style-type: none"><li>• Health of surrounding populations</li><li>• Living conditions of surrounding populations (food, water, housing, culture, access to resources, etc.) and the right to a healthy environment</li><li>• Rehousing of populations</li><li>• Fight against the suppression of the projects' opponents</li></ul>	<ul style="list-style-type: none"><li>• Work and health and safety conditions of subcontractors</li><li>• Energy supply</li><li>• Traceability and supply of materials used for the Group's products and services</li><li>• Best practices of commercial partners in projects</li></ul>

(\*): This law requires that parent companies in that country and all their operations, inside and outside French territory, develop, implement and publish a human rights monitoring plan.

## Identified Human Rights Issues

Main categories of human rights issues identified:

- Risk of harassment and discrimination
- Risk related to modern slavery
- Risk of violation of the rights of local communities
- Risk of disproportionate use of force
- Risk to personal health and safety
- Risk related to energy supply





## Identified human rights risk groups

- Our own employees
- Women
- Children
- Third-party employees
- Local communities
- Indigenous people

# 3.3.2 Employee Development Programs

	Program 1	Program 2
Name & description of the program	Booster programs	EWOL: Engie Ways Of Leading
Business benefits of the program	<p>Booster programs are accelerators of our employees' professional development.</p> <ul style="list-style-type: none"> <li>• They allow them to identify their next professional step, develop the necessary skills, and acquire the necessary knowledge to do so. In addition to showcasing the talent of our employees, it expands their network of contacts within ENGIE Energía Perú and provides access to relevant training and education.</li> <li>• Talent development and process optimization.</li> </ul>	<p>We addressed the behaviors of our EWOL (ENGIE Ways of Leading) leadership model with the EWOL workshops we conducted with the managers of each area and achieved the participation of more than 188 workers. Through this activity, we reflect on the meaning of each EWOL behavior, what we have done and what we have not done, and what we do well and what we can improve.</p> <ul style="list-style-type: none"> <li>• This program helps to reinforce our employees' knowledge and provide them with tools that enable them to lead their teams, thereby generating an increase in productivity and process optimization.</li> </ul>
% of FTEs participating in the program	4.6%	15%

## 3.3.5 Type of Performance Appraisal

	<p><b>Evaluation by Objectives:</b> This framework allows self-assessment and evaluation of performance against set objectives and results. It also emphasizes the importance of transversal behaviors that align with the ENGIE Ways of Working culture.</p> <p><b>Frequency:</b> Annual</p>
	<p><b>Multidimensional Performance Evaluation:</b> We promote 360° feedback through our SEZAME Platform, allowing employees to request feedback from their colleagues at different levels. This helps them set personal and professional growth goals.</p> <p><b>Frequency:</b> Biannual</p>
	<p><b>Team-based Performance Appraisal:</b> Evaluations go through a performance calibration process, and the results are shared with each employee through the SEZAME platform. This information is important when defining compensations and promotions.</p> <p><b>Frequency:</b> Annual</p>
	<p><b>Agile Conversations:</b> We have a campaign called Catch Your Feedback where we share tips on how to give and receive feedback to empower and motivate each other.</p> <p><b>Frequency:</b> biannual</p>

# 3.3.7 Employee Support Programs

Employee Benefits		Description
Workplace stress management		We provide talks and workshops that include the management of work-related stress and mental health, and we have the Integral Wellness program. In 2023, 14 talks/workshops were given, in addition to the mental health week, whose main objective was to raise awareness of the importance of mental health and learn how to take care of it to improve quality of life.
Sport & health initiatives		We have gyms in our camps, as well as encourage sports activities in our offices. In 2023, we had Sport Day WOW which involves integration, sports and good health. Our employees have healthcare and insurance which covers a 100% of them as well as their direct family members.

Work Conditions		Description
Flexible working hours		Our administrative headquarters continues to promote a hybrid work system, combining flexible remote workdays with face-to-face working days. This flexibility reflects our adaptability to changing work dynamics. The hybrid model is based on mutual trust, as well as the effort to maintain good communication and collaboration between teams. This modality fosters greater autonomy and flexibility in time management, while promoting a collaborative environment that optimizes productivity.
Working-from-home arrangements		

# 3.3.7 Employee Support Programs

Family Benefits	Description
Breast-feeding/lactation facilities or benefits	Our main offices have comfortable and private environments for breastfeeding
Paid parental leave for the primary caregiver-	This period is granted according to the legal requirement of the country in which we operate (90 days). In case of adoption, we are governed according to the provisions of the law (30 days).
Paid parental leave for the non-primary caregiver (*)	Paternity leave is extended to 18 days (2.57 weeks) more than required by law. Resulting in a total of 28 days (7 weeks) of paternity leave.
Paid family or care leave beyond parental leave	We provide special leave on occasions like marriage, birth, illness and death of family members. We provide financial assistance in the event of the death of an employee or an immediate family member.

(\*) : total number of paid leave in weeks offered to the majority of employees above of what is required by law



### 3.3.8 Breakdown of employee turnover rate

Breakdown		Employee turnover rate
Age group	Baby boomers (1946-1964)	0.91%
	Generation X (1965-1980)	1.47%
	Generation Y (1981-2000)	4.41%
	Generation Z (2001-2016)	0.00%
Nationality	Argentinean	0.00%
	Belgium	0.17%
	Brazilian	0.00%
	Chilean	0.00%
	French	0.00%
	Peruvian	6.62%

Breakdown		Employee turnover rate
Gender	Men	4.22%
	Woman	2.57%
Position	CEO	0%
	Vice-Presidents	0.18%
	Managers	0.36%
	Chiefs	0.55%
	Supervisor/coordinator/responsible	1.65%
	Specialists/analysts	2.39%
	Technical	0.37%
	Assistants	1.29%

# 3.7.1 Stakeholder Engagement Policy

ENGIE Peru through its Sustainability Policy ([Sostenibilidad.docx Policy](#)), the Social Affairs Policy, the Management Systems Commitment ([ENGIE SG COMMITMENTS IN ENGIE A3\(exp\)](#)) and the Social Affairs System ([Social Affairs System](#)), the Concerns, Complaints or Grievances Procedure ([PowerPoint Presentation](#)), the virtual Parties Table ([Contact - ENGIE](#)) and the Responsible and Inclusive Procurement Policy ([Politica-de-Compras-Responsables-e-Inclusivas-Ingles.pdf](#)); It reaffirms its commitment to developing harmonious relationships and the creation of long-term value with different stakeholders (communities, local stakeholders and vulnerable groups). This commitment covers its own operations and supply chain.

**Aspects:**

- **Identification of affected communities, local stakeholders and vulnerable groups:** ENGIE Energía Peru's stakeholders have been identified and prioritized, taking into account the impact of the activities they generate on them and vice versa.
- **Participation strategy:** ENGIE Energía Perú promotes the progress of communities in the areas where it operates, promoting continuous dialogue in accordance with the reality and needs of local communities. The dialogue methodology consists of six stages.
- **Complaints/claims mechanism:** In accordance with the Social Affairs System and the virtual Roundtable, ENGIE Energía Perú guarantees timely and efficient attention through its specific process for managing requests, complaints and claims.

**Stakeholders**

- **Internal** (collaborators, unions, directors).
- **Society** (communities, grassroots organizations, educational institutions, ONG/OI, associations, mass media, and opinion leaders).
- **Business** (customers, contractors and suppliers, industrial partners)
- **Authority** (local, national)
- **Financial** (shareholders, analysts, bond holders, financial institutions)





## 3.7.2 Stakeholder Engagement Programs


ENGIE Energía Perú has social investment programs in place to generate a positive impact on local stakeholders and nearby communities. Through these programs it contributes to improving the quality of life and contributes to economic and social progress.


- **Impact assessments**

There are four lines of impact:

 **Productive and Economic Development:** It seeks to strengthen the technical and infrastructure capacities of small local entrepreneurs, in order to strengthen the proper management of local businesses for their insertion in marketing chains or to start their own enterprises and thus improve the standard of living and increase the income of families.

 **Health and Well-being:** These projects reinforce knowledge for the prevention of diseases, through comprehensive health campaigns and promote sports as a means to lead a healthy life.

 **Local infrastructure:** Investment in local infrastructure makes it possible to reduce basic needs in terms of education, production, community, recreation and connectivity.

 **Education and Culture:** Actions and projects focused on the education of children and young people, through the improvement of facilities, provision of school supplies and specialized training.

ENGIE Energía Perú, committed to Peruvian society and its diversity, encourages the participation of women in its four lines of impact.

- **Communication mechanisms**

ENGIE Energía Peru establishes clear communication channels, such as: working groups, dialogue, negotiation, participatory workshops, public hearings, direct contact (coordinators of social affairs, calls, suggestion box, etc).

The spaces for interaction, awareness, dialogue mechanisms and its initiatives to strengthen communication capacities ensure that a favorable social climate is maintained. Community relations officers conduct regular consultations, surveys and meetings with local communities and stakeholders to jointly identify and develop alternatives to build mutual trust.

- **Follow-up of complaints**

Under the Social Affairs System, the Concerns, Complaints or Grievances (PQR) procedure and virtual Parties Table; timely and efficient attention to local stakeholders and communities is guaranteed. Its process is intended to follow up and attend to requests, complaints and claims in accordance with internal rules and policies.