PRESS RELEASE

ENEL PERÚ: 47% OF ITS VACANCIES IN 2018 WERE COVERED BY WOMEN

- *In honor of the International Women's Day, celebrated on March 8th, Enel remarked the importance of implementing a gender equality policy within organizations.*
- *In the same way, Enel presented the campaign ""**#LaEquidadEmpiezaPorCasa**" in order to reflect on the equal distribution of housework between men and women:* **https://bit.ly/2TAYQii**

Lima, March 7th, 2019. – In honor of the International Women's Day, Enel Peru reported that 47% of its job positions were covered by women in 2018, as part of the company's gender equality policy. Likewise, Enel highlighted the 7% increase in female personnel occupying leadership positions within the company, as well as the unprecedented presence of women in high-ranking jobs, such as Electrical Network Control Center Management and Management of Power Stations.

The company pointed out how its policy of diversity and gender equality revolves around four axes: prevent any type of discrimination, promote inclusion, create equal opportunities, and achieve an adequate personal and work-life balance. All of this is materialized in various initiatives such as the Leadership Program, Equality in Selection Processes, Training Activities for Women, Motherhood programs aimed towards women being reincorporated in postnatal periods, among others.

Furthermore, Enel Perú launched the campaign ""***#LaEquidadEmpiezaPorCasa***", aimed mainly towards its employees, and which goal is to encourage reflection on the equal distribution of housework between men and women. The campaign consisted of a social experiment in which participants prevented access to the elevator, therefore motivating the use of the stairwell. Numerous messages were placed in the stairs, stating the time it takes to complete each of the common house chores. At the end of the course, it was shown how women dedicate 26 hours more than men to this type of labor (INEI). Watch the video of the campaign here: **https://bit.ly/2TAYQii**

Enel Peru is a company committed to gender equality and the elimination of violence against women. Since 2010, the company has internal policies and procedures to prevent sexual harassment, in line with existing regulations. In the same way, Enel holds the "Seal of Approval for a Safe Company Free of Violence and Discrimination Against Women", issued by the Ministry of Women and Vulnerable Populations.

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