

Energias De Portugal

Sector
Electric & Gas
Utilities

Indices

Highlights

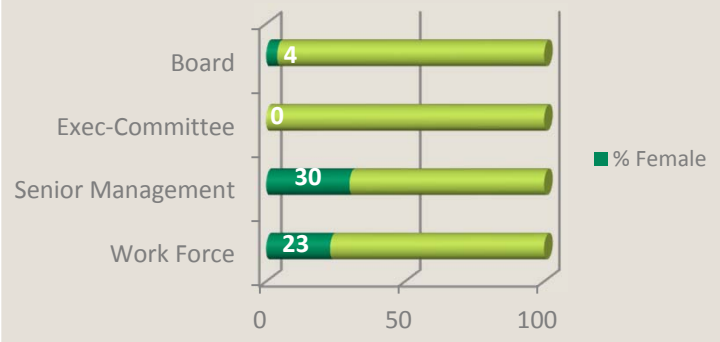
Equality & Diversity Performance

19th in sector (55/100)

Key Related Sector Challenges

Women are significantly underrepresented in the industry, at all levels; in the workforce, through the middle-management, to the top-management (Executive and Board Level). Women are largely concentrated in clerical and administrative positions.

Gender Balance



Gender Equality



EDP has issued a Diversity Policy. In 2013, signed the Portuguese Commission for Equality in Labour and Employment's Membership Agreement. Targets annual growth of 0,5% of women employees.



A specific committee has been appointed, responsible for promoting the Diversity Policy.



EDP monitors a range of diversity indicators internally. The company has awareness programmes related to diversity and has established an action plan for implementing the Diversity Policy.



The share of women in management has increased from 27% (2009) to 30% (2012).

Best Practices

... Creating Female Opportunity & Leadership

- **Monitoring of salaries:** EDP monitors the average monthly salary by gender and country, enabling the company to detect gender gaps.
- **Training:** Diversity is part of Directors' management training
- The share of women in management positions is in line with the share of women in the work force.

The Company did not appear to face any visible allegations linked to gender discrimination