

# Women in Entrepreneurship and Risk Taking

## Redes Energeticas Nacionais

Sector  
Electric & Gas  
Utilities

### Highlights

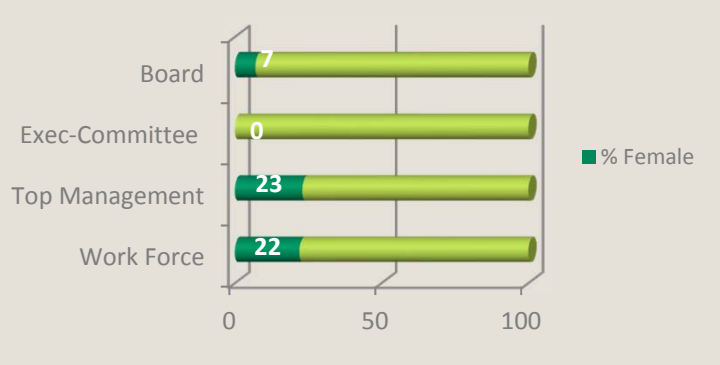
#### Equality & Diversity performance

13<sup>th</sup> in sector (61/100)

#### 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

### Best Practices

- Detailed commitment in the Code of Conduct.**
- Commitment supported by senior management.**
- REN monitors a range of diversity indicators internally. The company conducts awareness programmes to promote the Code of Conduct.**
- The share of women in top management has increased from 20% (2010) to 23% (2012).**

#### ... Creating Female Opportunity & leadership

- The **commitment to non-discrimination details the management processes** to which it applies, including hiring, promotion and redundancies.
- 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