

Global Healthy Workplace Awards

We put well-being first



09.10.2022

Topics

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About Us

Our Global Strategy

The 5 dimensions of well-being

Global Impact

well-being

physical
emotional
social
professional
financial

Our energy and heart drive a better tomorrow

Our energy

We generate and supply green energy for all and work to inspire trust, being efficient.

Our heart

We care for our people, the heart of our strategy, and for our clients, partners and communities

Our drive

We are committed to making a difference and work every day to lead the energy transition

We are committed to:

Renewables

We are leading the energy transition to create superior value to our planet

Transformation

We have anticipated the transformation of the sector and will continue doing so.

Transparency

Our principles and policies define our transparent and responsible performance

A woman with long, flowing red hair is shown from the chest up, her head tilted back and eyes closed. Her hair is blowing in the wind, creating a dynamic, swirling effect. The background is a soft, out-of-focus blue sky with some clouds. The overall mood is serene and powerful.

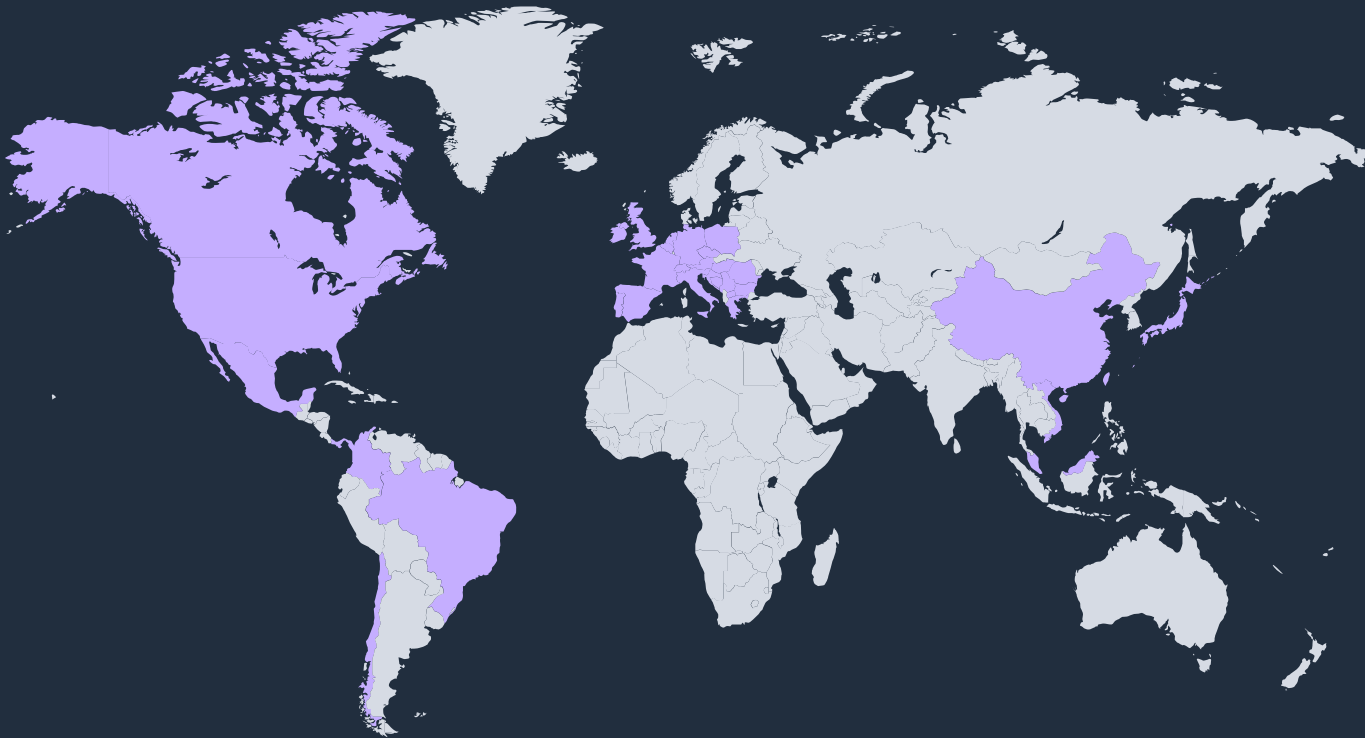
Changing Tomorrow Now

Our Well-being Strategy



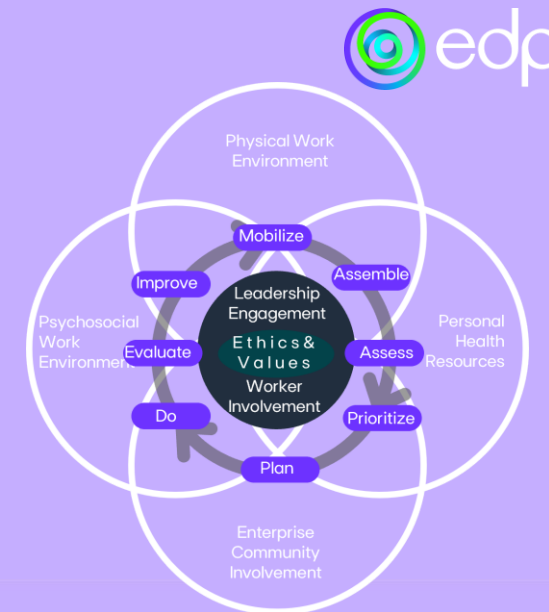
“Our ambition as a future-proof organization is only achievable if we prioritize individual well-being within the company and ensure human and meaningful experiences for everyone.”

[Miguel Stilwell Andrade](#), CEO



Our Well-being Strategy

Our People are the heart of our purpose,
being their well-being a priority for us



well-being emotional

Support our employees to better navigate the ups and downs of life, understand one's emotions and regulate them.

Belonging

Gratitude

Resilience

well-being physical

Support our employees on building a healthy lifestyle in order to complete daily tasks without undue fatigue or physical stress

Nutrition

Sleep

Movement

well-being social

Enable meaningful connections and providing opportunities to create a positive impact on the environment and the community around us.

Community

Family

Colleagues

well-being professional

Provide our employees, a positive work experience that results in fulfillment, pride and value. Developing or refining new skills and abilities

Flex Work

Development

Recognition

well-being financial

Support our employees managing their financial life in the present, while preparing for the future and responding to unexpected events

Planning

Protection

Sustainability

Our Well-being Strategy

- 1 Promote a **global well-being experience** through a holistic approach, with clear responsibilities and a well-being ecosystem.
- 2 **Leading by example**, generating business results through empathetic, authentic, and people-aware leadership.
- 3 Focus on and **promote physical and emotional well-being** as the key to a healthy and productive work environment.
- 4 **To promote a useful, balanced and easily accessible well-being offer**, adapted to our people's needs, based on the five well-being pillars defined.
- 5 **Communicate a vivid and engaging story**, aligned with the business narrative and our people.

Emotional well-being

Attitudes and reactions to daily events, the ability to navigate the ups and downs of life by understanding one's own emotions and regulating them.



mindyour
mind

MIND YOUR MIND

A program with a set of initiatives worldwide raising awareness to mental health, emphasizing the importance of adopting preventive behaviors and ensuring support responses



HELP AND SUPPORT LINES

EDP provides psychological support | Global "Speak Up" channel to report violations to the Code of Ethics, law regulations, internal policies or others.



[Miguel Stilwell de Andrade](#), CEO



EMOTIONAL UPSKILL

Leadship Upskill – MindYourTeam / Psychological Safety Accelerators / Wellbeing and Resilience

Individual Upskill – Well-being Retreat / Clinic | The Future is Mental / Ethical culture in business | The importance of Psychological Safety

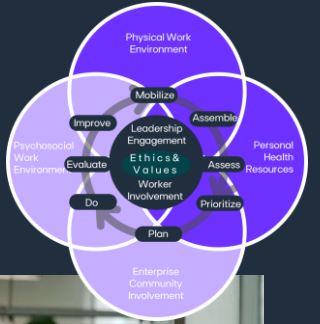
Golden Rule

Set standards for the non-negotiable parts of your life, they will guide you through hard times when decision-making is difficult.

well-
emotional being

Physical well-being

Ability to maintain a healthy lifestyle that allows you to complete daily tasks without excessive fatigue or physical stress.



HEALTH INSURANCE

We provide [health insurance](#) or [medical assistance](#) for EDP employees and their families.



NUTRITION CONSULTATIONS & PHYSICAL ACTIVITIES

We have [nutrition consultations](#) | [Labor gymnastics](#) classes (online and in-person) | [Gym](#) and [Quick-Massages](#) – in some of our facilities



[Miguel Setas](#), Board Member



PHYSICAL UPSKILL

We deliver several talks and training sessions to enhance our employee's physical health and well-being.
[Play it Safe Programme](#) – mobilizing the EDP Group to achieve the goal of 'zero accidents and no personal injury'.

Golden Rule

Take regular breaks, stay active, and make conscious and healthy meal choices.



Social well-being

Importance of building healthy, nurturing, and supportive relationships, as well as fostering quality connections with those around us: communities, family, friends, and co-workers.



Atrevo-me a fazer
a diferença
EDP Volunteering

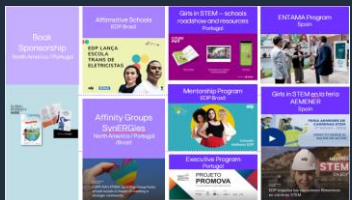
EDP VOLUNTEERING PROGRAM

We can all activate at least **6 working days, per year**, on projects of our choice or promoted by the volunteering program, **plus 5 paid days** on projects related to skills-based volunteering



OUR PEOPLE'S FAMILIES

- Extra time for maternity leaves (15 pay days off)
- New-born gift
- Breastfeeding rooms
- Birthday off



DIVERSITY, EQUITY, INCLUSION & BELONGING

- Affirmative Schools & Groups e.g. Eletricians School for trans people (Brazil)
- Rebels4Change, Girls in STEM (Spain, USA, Portugal, Brasil)
- Mentorship Programs
- Unconscious bias e-learning



[Vera Pinto Pereira](#), Board Member

Golden Rule

Enjoy your free time, spend time with your family and friends, and invest in social activities (e.g., volunteering).

well-being
social

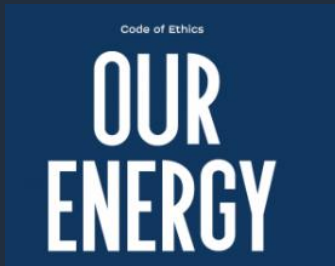
Professional well-being

Importance of a positive work experience that produces feelings of satisfaction, pride, and value and that allows skills and competencies to be developed or strengthened.



FLEXIBILITY INITIATIVES

- Hybrid work model
- Flex-Fridays



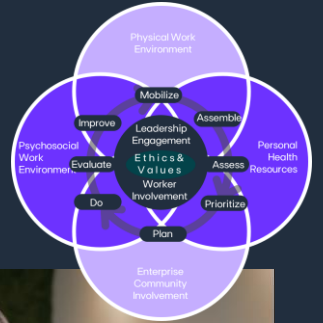
ETHICS OMBUDSMAN

Ethics and Integrity are essential and mandatory conditions to promote a healthy workplace at EDP.



GLOBAL DEVELOPMENT MINDSET

Translated into a common skillset, evaluated through an holistic assessment and empowered through a flexible and on-demand learning experience.



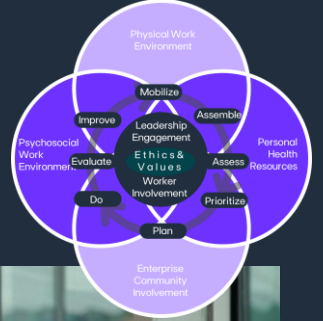
[Ana Paula Moreira](#), Board Member

Golden Rule

Plan your week ahead, limit the number and length of meetings, and set aside time to focus on a given task or activity.

Financial well-being

Importance of managing one's financial life in the present, while at the same time planning for the future and taking care to respond to unforeseen situations.



EMPLOYEES' PENSION PLAN

EDP makes a contribution to the employees' pension plan.



DISCOUNTS

We have various agreements established between EDP and other companies to offer **discounts and special benefits to employees** when purchasing products or services.



FINANCIAL UPSKILL

Our corporate university has available several trainings and online contents to help our people manage their finances and promote their financial literacy, considering their journey (e.g. retirement planning) and professional or individual needs.



[Rui Teixeira](#), Board Member

Golden Rule

Improve your financial literacy and plan according to your personal goals.

Global Impact

Well-being Experience

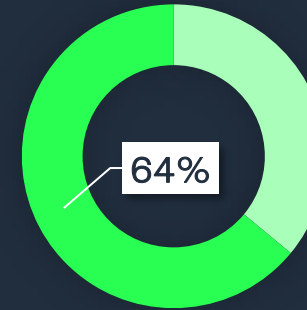
59% ▲ 3

My employee benefits are adequate when compared with the benefits of people in other organizations

73%

Work-life balance measures promoted by EDP help achieve a balance between work and personal life

EDP Overall



Financial Well-being

73% ▲ 8

EDP provides employee benefits that meet my needs

Professional Well-being

74% ▲ 10

I have good opportunities for learning and development at EDP

Social Well-being

76% ▲ 1

My immediate manager supports me in achieving a reasonable balance between my work life and my personal life

Physical Well-being

85% ▲ 13

The physical working conditions of my workplace are good

Emotional Well-being

90% ▲ 11

I am treated with respect as an individual

47% ▼ 3

I believe I am paid fairly for the work I do

65% ▲ 1

I receive recognition when I do a good job

76%

EDP's commitment to social responsibility strengthens employee's commitment to the company

91% ▲ 11

EDP provides a safe working environment

48% ▼ 1

The level of stress in my job does not negatively impact my well-being

versus General Industry

The background of the slide features a series of concentric circles in shades of purple, blue, and green, creating a tunnel-like effect. In the center, the letters 'edp' are written in a white, lowercase, sans-serif font.

edp



<https://www.edp.com/en/people/well-being-and-benefits>