

2011



Methodological note

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The Terna Group's Sustainability Report for the year ended December 31, 2011 (hereinafter "2011 Sustainability Report") was prepared according to the Sustainability Reporting Guidelines & Electric Utilities Sector Supplement (EUSS)", established in 2009 by the GRI – Global Reporting Initiative and according to the G3.1 Guidelines update of March 2011. As in the previous years, the Report was approved by Terna's Board of Directors and subjected to specific auditing procedures. The assurance report, as of this year drafted by PricewaterhouseCoopers, is attached.

The process of preparing the document included the identification of the significant aspects to report and the presentation of the performance achieved by the Group with reference to these aspects and to sustainability objectives.

The period considered is 2011: all the data regards the year ended on December 31, 2011, while significant events that occurred by April 15, 2012 are also described.

Compared to last year, the 2011 Report presents various novelties regarding the reported core indicators, that respond to the updating of the GRI Guidelines included in the G3.1 Guidelines. The application is confirmed at the A+ level. On the basis of evidence presented in the GRI Content Index, **we assessed having reached the A+ level of application** of the above-mentioned guidelines.

Furthermore, to meet the need underlined various times to create an **integrated reporting**, Terna joined the "Pilot Programme" initiative promoted by the International Integrated Reporting Council. As the beginning of an integrated process, addressing various themes (for example, Terna's presentation and that of research and innovation activities) was made uniform in the Sustainability Report and in the Financial Report; moreover, principal information regarding Terna's sustainability performance, included in this Report, was also included in the 2011 annual Financial Report, following the indications of the Consiglio Nazionale dei Dottori Commercialisti e degli Esperti Contabili – CNDCEC (National Council of Tax Consultants and Accounting Experts) on the sustainability information provision in mandatory corporate communication ("Report on managing Financial Statements based on the novelties introduced by Legislative Decree 32/2007", CNDCEC, January 2009).

## Materiality

The selection of the GRI indicators to be included took place on the basis of a careful examination of the informational purpose of each of them and their relevance with Terna's activities and the interests of its stakeholders. The Report is indeed addressed ideally to all the stakeholders identified in the Company's Code of Ethics.

In particular, the information included for allowing stakeholders a balanced assessment of the Group's performance was identified referring to the materiality principle, through an internal process based on:

- analyzing the Group's activities and any controversies, by examining the contents included in the internal communication tools (team briefing documents, house organ Terna News, Intranet, top management communication), in external communication tools (press releases) and in the press review;
- analyzing internal reporting on sustainability aspects (monitoring and improvement plans for environmental and safety management systems);
- verifying stakeholder expectations through stakeholder engagement activities described in this Report;
- comparing performances of other companies through reports issued by sustainability rating agencies and developing benchmarking analyses;
- meeting Directors and department heads for examining the most significant aspects and emerging issues.

## Structure of the Report

The organization of the Report in chapters has remained the same as in the previous editions. After Terna's profile, the Report maintains the division of the topics in four main sections, corresponding to the triple bottom line – economic, environmental, and social – typical of sustainability reports, preceded by the section on responsibility for the electricity service, which is peculiar to Terna.

In each of the chapters dedicated to the four areas of responsibility, the description of the topics is organized in the same way as last year. Each chapter begins with an explanation of the management approach to the specific area. This is followed by several thematic sections, which integrate in a single text both the precise information required by the GRI Guidelines and the in-depth analysis that Terna considers important to provide. In order to make the Report easier to read, the information regarding GRI indicators is indicated by the related marker in the margin of the text next to the relevant paragraphs (the indicator marker is next to the title if the entire section is considered relevant).

The Report is completed by several tables with additional numerical indicators and a glossary explaining the meaning of technical terms specifically regarding the electricity industry. At the beginning of the “Indicator tables” section, a table is included showing all the changes with respect to the additional indicators provided in the 2010 Sustainability Report with the related explanation.

## Boundary and indicators

Except as stated otherwise, the data and information in the 2011 Sustainability Report regard the boundary including Terna S.p.A. and the companies that were consolidated in the Consolidated Financial Statements as of December 31, 2011. In compliance with the GRI Boundary Protocol, the data in the Sustainability Report refers to all the companies that have a significant impact on sustainability (for example, according to their size or number of employees; their potential impact on the environment or the community, or number of activities/actions carried out during the year) on which Terna S.p.A. exercises, directly or indirectly, control, i.e. the companies in which Terna can determine financial and operating policies. There are no relations with joint ventures, subsidiaries, or leased businesses that could significantly influence the boundary or comparability of the data.

Data was calculated in an accurate way on the basis of the findings of the general accounting and of Terna’s other information systems; in the case of estimates in determining the indicators, the modality followed was specified.

All the GRI indicators published are listed below in the GRI Content Index, which also shows any limitations compared to the requirements of the Reporting Guidelines. The list also includes core indicators, necessary for applying the Guidelines at the A level, that do not apply to Terna.

Compared to the 2010 Report, the following is pointed out:

- the changed 2009 and 2010 data in the EN 4, EN 16 and LA 7 indicators. This change depends on the following reasons:
  - for energy consumption of stations and the corresponding indirect CO<sub>2</sub> emissions, the precise figures registered for the first time in 2011 highlighted an over-estimate of consumption for the previous years that in line with the new measures, were reviewed and lowered;
  - for CO<sub>2</sub> emissions, it was decided to refer to emission factors present in the Fourth Assessment Report issued by the IPCC (Intergovernmental Panel Climate Change). Consequently, the tons of CO<sub>2</sub> relative to the SF<sub>6</sub> insulating gas and to the R22 refrigerant gas are changed compared to the previous publications;
  - for the injury rate and for the absentee rate, in 2011, processing criteria were reviewed as well as the items that determine the total of hours worked. To guarantee data consistency and comparability, the figures of hours worked used for determining rates were updated and reviewed also for the previous years;
- the changed prospect of value added, with reference to some economic comparative balances for 2010 and 2009 to take into account the change in the accounting method adopted by the Terna Group for goodwill taxation.

## Comparative analysis of sustainability performance

For the first time, the 2010 Sustainability Report included two comparisons between Terna’s results and those of other companies, regarding the per-capita number of training hours and SF<sub>6</sub> leakage. The initiative was based on the belief that comparing environmental, social and governance performances is of interest both to the company itself and to stakeholders that are thus provided with reference points for assessing the sustainability commitment by comparing the most objective data. On the basis of this belief, the comparison is extended in this Report to a larger number of indicators, seven in total: water consumption, CO<sub>2</sub> emissions, SF<sub>6</sub> leakage, waste, training, gender pay gap and turnover rate of employees leaving. The choice of indicators was based on criteria of interest within the identification of benchmarks, as well as on a verification of the amount of data actually available for the comparison. In this respect, the comparison on occupational injuries, while being of interest, did not lead to significant results owing to the uncertainty regarding the calculation method adopted by the different companies in processing injury and lost day rates.

Below the principal criteria are listed, that were adopted in the analysis as a basis for interpreting the comparison on each indicator within the Report:

- three panels of companies were identified: one for the sector, formed by European transmission companies (Transmission System Operators) and by the major non-European companies according to kilometers of lines managed, and two multi-sector panels; the first one of these formed by large Italian companies (the 40 companies in the FTSE-MIB as of January 12, 2012) and the second one formed by the international best performers (the 19 Supersector global Leaders identified by the SAM – Sustainable Asset Management sustainability rating agency, in the publication SAM Sustainability Yearbook 2011). The purpose of the three panels is to guarantee, also with respect to the type of indicator examined, a comparison among the companies having the same operational characteristics, an Italian comparison and one with the international top performers. Terna’s data does not contribute to the calculation of the average in the SAM – Supersector Leaders panel, but the figures are highlighted in the graphs;

- among the companies included in the three panels, the ones considered were those that publish in their website information that is useful for comparisons, through the Sustainability Report (also if it is not drafted following the GRI guidelines) or through other documents (HSE Reports, financial reports, etc.). This had led to reducing the sample compared to the initial panel, as illustrated in the following table;
- the number of useful cases, in the three samples, for a comparison with each indicator, is often lower than the number of companies that publish Sustainability Reports. This depends above all on the unavailability of the indicator in the Sustainability Report of various companies, but also often on the adopting – on the part of the sample companies – of different definitions or measuring units which do not allow for a comparison. Compatibly with the indications provided for by the GRI Protocols, our choice was to favor the definition to which the highest number of useful responses corresponds in all three panels. In some cases, we excluded data that was contradictory with other data published in the same Report, while in other cases it was possible to redefine, on the basis of other data published, a coherent indicator with the definition adopted, even if not published. The details regarding these aspects are explained in the comment to the data of each indicator included in the Report.
- reference to the Sustainability Reports published is based on the 2010 data since the comparisons were prepared while the 2011 Reports were being drafted, as was the case with Terna's.

It is necessary to point out that despite the exclusion of data that is explicitly not uniform, in many cases doubts remain regarding the actual comparability among companies, particularly when considering the distance among the average performances and the best ones: it is likely that significant discrepancies depend from different application criteria – not clarified – of the GRI protocols rather than from particularly virtuous corporate conduct.

Some of the indicators considered (water consumption, waste produced, CO<sub>2</sub> emissions) are expressed as physical quantities in absolute value and therefore record levels that are very different with respect to the type of production activities and to the size of the business. In these cases, the comparison provides information regarding the different relevance of the environmental aspects considered for the individual companies, but does not accomplish the task of rendering performances comparable. Even the presentation of data per employee (water consumption, waste) is unsatisfactory: the development of relative indicators that are appropriate for each recorded situation – starting from Terna's data – represents an objective for continuing and further analyzing comparisons and more generally, for improving the Sustainability Report's information capability.

The issue of comparability is central to sustainability reporting and represents the object of a research project conducted upon the initiative of the CSR Manager Network, by Altis – Università Cattolica di Milano, in collaboration with the National Statistics Office (ISTAT) and supported by Terna also directly participating in data analysis, with the additional contribution of the comparisons published in this Report.

Further details on companies examined and on other methodological aspects are available in the Sustainability section of Terna's website: (<http://www.terna.it/default/Home/AZIENDA/sostenibilita2.aspx>)

	TSO Panel	FTSE-MIB Panel	SAM - Supersector Leaders Panel
No. of Companies considered	55	40	19
No. of companies with GRI reporting	18	26	18
No. of Companies with useful data	24	27	19

For comments, requests, and remarks on Terna's performance and how it is accounted for in this Report, write to [csr@terna.it](mailto:csr@terna.it), phone Terna (Italy - 06/8313.111) and ask for the appropriate department, or send a letter to:

**DIREZIONE RELAZIONI ESTERNE E COMUNICAZIONE  
RESPONSABILITÀ SOCIALE D'IMPRESA**

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Application Level	C	C+	B	B+	A	A+
Standard Disclosures	 <p>Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15</p>	<p>Report Externally Assured</p>	<p>Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17</p>	<p>Report Externally Assured</p>	<p>Same as requirement for Level B.</p>	<p>Report Externally Assured</p>
	 <p>Not required.</p>		<p>Management Approach Disclosure for each Indicator Category.</p>		<p>Management Approach Disclosure for each Indicator Category.</p>	
	 <p>Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.</p>		<p>Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.</p>		<p>Report on each core G3.1 and Sector Supplement (*) Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicators or b) explaining the reasons for its omission.</p>	

Based on the information presented in the GRI Content Index, the application of the “Sustainability Reporting Guidelines & Electric Utility Sector Supplement” established in 2009 by the GRI - Global Reporting Initiative is considered to have achieved the A+ level.

(\*) Sector supplement in the final version.

# GRI Content Index

The GRI Content Index is a table of the contents of this Sustainability Report, which enables readers to find indicators quickly and use them to check the Company's performance and compare it with those of other companies that use the same reporting standard.

Each performance indicator has a code regarding the area concerned and the pages of the document where it is found.

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<b>2. Organizational Profile</b>	
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(1) Page numbers refer to the Corporate Governance Report which is part of Terna's 2011 Annual Report, available at [www.terna.it](http://www.terna.it).

## List of G3 performance indicators published

Code	Indicator	Limitation and notes	Page
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and to governments.		98-99; 179-182
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		94-95
EC3	Coverage of the organization's defined benefit plan obligations.		95-96
EC4	Significant financing received from the government.		31; 99
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		100
EC7	Procedures for local hiring at significant locations of operation and proportion of senior management hired from the local community.		32; 164
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.		113-115; 180-181
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.		99-100
EN1	Materials used by weight or volume.		141-143; 146
EN2	Percentage of materials used that are recycled input materials.		142
EN3	Direct energy consumption by primary energy source.		128-129
EN4	Indirect energy consumption by primary energy source.		128-129
EN5	Energy saved due to conservation and efficiency improvements.		137
EN8	Total water withdrawal by source.		142
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		120-122
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		82; 120-127
EN13	Habitats protected or restored.		122-125
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		125; 126-127
EN16	Total direct and indirect greenhouse gas emissions by weight.		129
EN17	Other relevant indirect greenhouse gas emissions by weight.		131-134
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		106; 134-138; 167
EN19	Emissions of ozone-depleting substances by weight.		134
EN20	NOx, SOx, and other significant air emissions by type and weight. <i>Terna's activities do not include combustion processes, and thus do not generate significant NOx, and SOx emissions.</i>	Not applicable.	
EN21	Total water discharge by quality and destination. <i>Water is not part of the production cycle of Terna's service</i>	Not applicable.	
EN22	Total weight of waste by type and disposal method		143-144
EN23	Total number and volume of significant spills.		113
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		116-118; 120-127
EN27	Percentage of products sold and their packaging materials that are recycled or reclaimed by category. <i>The service provided by Terna does not include the activities mentioned in this indicator.</i>	Not applicable.	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.		48; 113
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.		128; 129, 137-138
EN30	Total environmental protection expenditures and investments by type.		146-147
LA1	Total workforce by employment type, employment contract, region and gender.		150-153

Code	Indicator	Limitation and notes	Page
LA2	Total number and rate of employee and newly-hired personnel turnover by age group, gender, and region.		150-153
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		162-163
LA4	Percentage of employees covered by collective bargaining agreements.		107; 173
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		174
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		173
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and gender.		172-173
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		163
LA9	Health and safety topics covered in formal agreements with trade unions.		173
LA10	Average hours of training per year per employee by employee category and gender.		157
LA12	Percentage of employees receiving regular performance and career development reviews by gender.		162
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		150-153; 164-165
LA14	Ratio of basic salary of men to women by employee category.		164-165
LA15	Return to work and retention rates after parental leave, by gender. <i>Data collection started in 2011.</i>	Available as of 2011.	163
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		176
HR2	Percentage of significant suppliers and contractors and other business partners that have undergone screening on human rights and actions taken.		104;107
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		176;177
HR4	Total number of incidents of discrimination and actions taken.		176
HR5	Operations and main suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.		40; 173; 176
HR6	Operations and main suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.		40; 176
HR7	Operations and main suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor.		40; 176
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		176
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		176
HR11	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.		176
SO1	Percentage of operations with implemented local community engagement, impact assessment and development programs.		56-59; 113-116; 176
SO2	Percentage and total number of business units analyzed for risks related to corruption.		177
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		177
SO4	Actions taken in response to incidents of corruption.		48; 177
SO5	Public policy positions and participation in public policy development and lobbying.		178
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		179
SO7	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.		48

Code	Indicator	Limitation and notes	Page
SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.		48
SO9	Operations with significant potential or actual negative impacts on local communities.		113-119; 176
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		56-57; 113
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. <i>Given the nature of the service, Terna is not affected by problems of product safety and security with regard to business partners (customers). Safety and security impacts of the service are considered with regard to society (as reported in the "Electric and magnetic fields: the limits provided for by the law" box).</i>	Not applicable.	
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements. <i>The service provided by Terna does not include the activities mentioned in this indicator.</i>	Not applicable.	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. <i>The service provided by Terna does not include the activities mentioned in this indicator.</i>	Not applicable.	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		70
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		48

### List of G3 performance indicators published in the supplement for the electric utility sector (EUSS)

Code	Indicator	Limitation and notes	Page
EU1	Installed capacity, broken down by primary energy source and by regulatory regime.		36
EU2	Net energy output broken down by primary energy source and by regulatory regime.		36
EU3	Number of residential, industrial and commercial customer accounts.		108
EU4	Length of above and underground transmission and distribution lines by regulatory regime.		29
EU5	Allocation of CO <sub>2</sub> emissions allowances broken down by carbon trading framework. <i>Terna is not subject to emissions reduction obligations or emissions trading schemes.</i>	Not applicable.	
EU6	Management approach to ensure short and long-term electricity availability and reliability.		36-39; 67; 81-82
EU7	Demand-side management programs including residential, commercial, institutional and industrial programs. <i>Demand-side management programs are not part of Terna's regulatory framework.</i>	Not applicable.	
EU8	Research and development activity aimed at providing reliable and convenient electricity and promoting sustainable development.		68; 69; 84-86; 139-140
EU9	Provisions for decommissioning of nuclear power sites. <i>Terna neither possesses nor manages nuclear power plants and does not operate in the decommissioning field.</i>	Not applicable.	
EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime. <i>Terna's responsibility in terms of electricity demand is limited to the management of the electricity system, with no implications for energy generation. See "Terna's Profile", in particular the "Processes and organization" paragraph, and the "Responsibility for the Electricity Service" section, in particular "Our approach" and "The security of the electricity system" paragraphs.</i>	Not applicable.	
EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime. <i>Terna neither possesses nor manages thermoelectric power plants.</i>	Not applicable.	
EU12	Transmission and distribution efficiency (grid losses) as a percentage of total energy.		131
EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas.		118;124,125
EU14	Programs and processes to ensure the availability of a skilled workforce.		154-159
EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region.		153-154

Code	Indicator	Limitation and notes	Page
<b>EU16</b>	Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors.		107; 169-173
<b>EU17</b>	Days worked by contractor and subcontractor employees involved in construction, operation & maintenance activities.		153
<b>EU18</b>	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training.		107
<b>EU19</b>	Stakeholder participation in the decision making process related to energy planning and infrastructure development.		56-57; 113-115
<b>EU20</b>	Approach to managing the impacts of displacement.		176
<b>EU21</b>	Contingency planning measures, disaster/ emergency management plan and training programs, and recovery/restoration plans.		70; 153-154
<b>EU22</b>	Number of people physically or economically displaced, broken down by type of project, generation plants or transmission lines.		176
<b>EU23</b>	Programs, including those in partnership with government, to improve or maintain access to electricity service.		34-38; 79-80
<b>EU24</b>	Practices to address language, cultural, low literacy and disability related barriers to accessing and safely using electricity and customer support services. <i>The service provided by Terna does not include the activities mentioned in this indicator.</i>	Not applicable.	
<b>EU25</b>	Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases.		48
<b>EU26</b>	Percentage of population not served in licensed distribution or service areas, broken down by rural and urban population. <i>Terna does not have relations with final customers of the electrical service.</i>	Not applicable.	
<b>EU27</b>	Number of residential disconnections for non-payment, broken down by duration of disconnection. <i>Terna does not have relations with final customers of the electrical service.</i>	Not applicable.	
<b>EU28</b>	Power outage frequency (SAIFI).		72-73
<b>EU29</b>	Average power outage duration (SAIDI).		72-73
<b>EU30</b>	Average generation plant availability by energy source and by regulatory regime. <i>Terna neither possesses nor manages power plants with significant installed power (see Profile – “Terna’s second photovoltaic project” box, page 36).</i>	Not applicable.	

## Connection with the Global Compact's 10 Principles

The following table shows the G3.1 version of GRI indicators that apply to Terna and their relation to each of the 10 Principles of the Global Compact. It aims at facilitating finding information relevant to stakeholders who wish to assess Terna's implementation of the Principles. To find the pages on which the GRI indicators are discussed, see the tables of the Index of the GRI contents.

Area	Global Compact Principle	GRI Indicator
<b>Human rights</b>	<b>Principle 1</b> Businesses should support and respect the protection of internationally proclaimed human rights.	LA4, LA6, LA7, LA8, LA9, LA13 LA14, HR1, HR2, HR4, HR5, HR6, HR7, HR9, SO5, PR8.
	<b>Principle 2</b> Businesses should make sure that they are not complicit in human right abuses.	HR1, HR2, HR4, HR5, HR6 HR7, HR9, SO5.
<b>Labor</b>	<b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	LA4, LA 5, HR1, HR2, HR3, HR5, SO5.
	<b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labor.	HR1, HR2, HR7, SO5.
	<b>Principle 5</b> Businesses should uphold the effective abolition of child labor.	HR1, HR2, HR6, SO5.
	<b>Principle 6</b> Businesses should uphold the elimination of discrimination with respect to employment and occupation.	EC7, LA2, LA13, LA14, HR1, HR2, HR4, SO5.
<b>Environment</b>	<b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges.	EC2, EN18, EN26, EN30, SO5.
	<b>Principle 8</b> Businesses should undertake initiatives to promote greater environmental responsibility.	EN1, EN2, EN3, EN4, EN5, EN8, EN11, EN12, EN13, EN14, EN16, EN17, EN18, EN19, EN22, EN23, EN26, EN28, EN29, EN30, SO5.
	<b>Principle 9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	EN2, EN5, EN18, EN26, EN30, SO5
<b>Corruption</b>	<b>Principle 10</b> Businesses should work against corruption in all its forms, including extortion and bribery.	SO2, SO3, SO4, SO5, SO6.

References: GRI-Global Compact, "Making the connection", May 2007.