

Third-party Verification Statement

CSR Ukraine Community (www.svb.org.ua) is a social enterprise working towards advancement of the corporate social responsibility in Ukraine. CSR Ukraine Community is actively involved in national CSR scene, incl. running CSR portal, providing feedback on non-financial reports to companies, implementing programmes and projects. Since 2011, CSR Ukraine Community has been working with DTEK on a number of local development projects in Western Ukraine within the DTEK Social Partnership programme. CSR Ukraine Community is not controlled by DTEK and has a diversified revenue sources. Thus, CSR Ukraine Community has necessary understanding of the national context and that of the DTEK's CSR performance as well as level of independence to provide a third-party verification statement below.

Based on our knowledge and the information available in public sources, CSR Ukraine Community states that the information provided in the Communication on Progress does provide a true and fair description of the DTEK's progress in implementing principles of the Global Compact. Organizational changes mentioned in the Communication did indeed happen, including setting up of the Sustainable Development Committee, Compliance Office and Industrial Safety Committee.

DTEK Academy is a recognized leader in corporate education. Trade unions do operate at the DTEK's enterprises and are included in the bargaining process. The Communication mentions Hay Group personnel ranking system implementation. Implementation of the Hay Group personnel ranking system led to disputes with the trade unions at the DTEK plants during the period covered by the Communication. Thus, the Communication does not include information whether the right for the collective bargaining was upheld during this system development and later implementation phase. We recommend DTEK to include this information in the subsequent Sustainability Report for 2010-2011.

DTEK is a recognized national leader in the industrial safety, which was acknowledged by independent trade unions' leaders in Ukraine as well as by international certification bodies. The Communication does provide open information on incidents and deaths at the company's sites.

The company is actively implementing the environmental policies, which are publicly available. DTEK is a visible player in the energy policy definition process in Ukraine. The company champions the energy efficiency cause both in the communities of its presence and wider in the country. The company does recognize, including in this Communication, the need for modernization of its coal-powered energy plants and has been implementing a number of projects in this respect. DTEK has become an active player in the renewable energy in Ukraine and is involved in several Kyoto protocol-related projects.

Overall, the Communication provides a fair and open representation of the DTEK's progress towards achieving principles of the UN Global Compact.

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Volodymyr Vorobey
CSR Ukraine Community
Partner