

## Global Compact Progress Report 2012

RWE supports the United Nations Global Compact and wants to help with the worldwide implementation of its ten principles, which have been adopted word for word in the RWE Code of Conduct. The following chart identifies the guidelines, programmes and management systems which we have also introduced within our sphere of influence. The table also highlights the measures that have been taken during the period under review and the specific results obtained.

Principle	Systems	Measures	Results
<b>Principle 1:</b> Support of human rights	Social Charter and minimum standards for restructuring operations carried out for the European companies in the RWE Group, covering 99.7 % of the workforce  Principles of personnel policy for employees in Egypt and Libya  ILO core standards are defined in the Social Charter  Supplier management (p. 79)	Restructuring with social compensation scheme in cooperation with employee representatives (p. 103)  Institutionalised dialogue with employees outside Europe (p. 111 f.)  Assessment and review of suppliers (p. 44, 79 ff.)  Co-founder of "Bettercoal" initiative, development of a Code of Practice for coal mining. Participation in "Dutch Coal Dialogue" (p. 80 f.)	Compliance with principles 1 – 5 assured through national legislation in Europe, cooperation with the unions and RWE's own principles which apply to employees of the companies
<b>Principle 2:</b> Elimination of human rights violations			Above-average pay and social benefits
<b>Principle 3:</b> Ensuring freedom of association			
<b>Principle 4:</b> Abolition of all forms of forced labour			
<b>Principle 5:</b> Abolition of child labour			
<b>Principle 6:</b> Elimination of discrimination	Diversity management (p. 33)	Commitment 2011 to the German Government to increase the proportion of women in management positions (p. 108)  Mentor programmes for women in management positions, Senior Women's Network and Seminar "Communication for Female Leaders"	Percentage of women in management positions increased to 12.3 % (p. 108)
			Percentage of people with severe disabilities constant at 6.0 % in Germany
<b>Principle 7:</b> Precautionary environmental protection	Environmental management (p. 35, 118)  Strategy to reduce the CO <sub>2</sub> emission factors, also as key element of risk management (p. 46)	Climate protection, energy efficiency and environmental protection as part of the CR Programme (p. 43, 45)  Materiality analyses for environment protection (p. 118)	Survey of areas located in or near conservation regions (p. 124), high recycling rates for gypsum (p. 126)
<b>Principle 8:</b> Initiatives to promote greater environmental responsibility			Smart Meters replace old meters (p. 60)  Award of around 400 climate prizes (p. 55)

Principle	Systems	Measures	Results
<b>Principle 9:</b> Development and diffusion of environmentally friendly technologies	Strategy to reduce the CO <sub>2</sub> emission factors, also as key element of risk management (p. 46) Innovation management (p. 38)	Research in renewables-based electricity generation (p. 66 f) Research in the Coal Innovation Centre (p. 70)	Modernisation of the power plant portfolio (p. 50 f.) Expansion of renewable energies (p. 51 f.) CO <sub>2</sub> use (p. 70) Promotion of innovative technologies for carbon-neutral, central and decentral renewables-based generation and storage technologies in Europe (p. 71)
<b>Principle 10:</b> Anti-corruption measures	RWE Code of Conduct and Group guidelines for prevention of corruption and organisational regulations (p. 36)	External contact partner also receives information from external third parties (suppliers, other business partners) (p. 36) Training of the workforce with an Intranet-based training programme and on-site training (p.37) Review of the Compliance Management System (CMS) for anti-corruption commissioned in accordance with the German Institute of Auditors (IDW Audit) Standard 980 for 2012/2013	No court proceedings against members of RWE's workforce are pending in relation to alleged bribery offences