

## UN Global Compact Progress Report 2014

RWE supports the United Nations Global Compact and wants to make a contribution with the worldwide implementation of its ten principles. These have been adopted word for word in the RWE Code of Conduct. The following chart identifies the guide-

lines, programmes and management systems which we have also introduced with 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 99.8% of the workforce  ILO core standards are defined for the Social Charter Suppliermanagement (p. 63 ff.)	Restructuring with social compensation by working together with employee representatives and unions (p. 60 f.)  Assessment and audit of suppliers (p. 65 f.)  Co-founder of Bettercoal, auditing of coal mines, application of information for "Counterparty Risk Assessment" (p. 65 f.)	Compliance with principles 1 – 5 assured through national legislation in Europe, cooperation with the unions, and RWE's own principles which apply to all employees of the company      Pay and social benefits above the national average
<b>Principle 2:</b> Elimination of human rights violations			
<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. 62) Group-wide women's network	Promotion programme in cooperation with the "Association for Women on Supervisory Boards" (FIDAR – Frauen in die Aufsichtsräte)  Establishment of the "Inclusive Culture Focus Group" (p. 62)	Percentage of women in management positions increased to 14.3% (p. 62)
			Percentage of people with severe disabilities increased to 6.4% in Germany
<b>Principle 7:</b> Precautionary environmental protection	Environmental management (p. 46 ff.) Strategy for reducing the CO <sub>2</sub> emission factor (p. 38 ff.) Financial risks of CO <sub>2</sub> emissions are presented in risk management	Climate protection, energy efficiency and biodiversity/environmental protection as part of the CR Programme (p. 35 ff.) Cooperation with IUCN (p. 48) Development of a group-wide Biodiversity Guideline (p. 48) Revision of legally sound, operational organisation for environmental protection responsibilities (p. 47)	Reduction in water consumption by 10% Reduction in specific emissions of the air pollutants NO <sub>x</sub> and SO <sub>2</sub> by more than 10% (p. 47 f.)

Principle	Systems	Measures	Results
<b>Principle 8:</b> Initiatives to promote greater environmental responsibility		<p>Consultancy and services for intelligent use of energy with residential and business customers (p. 55 ff.)</p> <p>Initiative for energy education "3malE – Bildung mit Energie" or "3malE – Education with Energy" (p. 51 f.)</p>	<p>Comprehensive energy consultation for more than 800,000 customers (p. 55)</p> <p>Offerings for controlling energy (p. 56)</p> <p>Energy education packages for children and teenagers (p. 51 f.)</p>
<b>Principle 9:</b> Development and diffusion of environmental friendly technologies	<p>Strategy to reduce the CO<sub>2</sub> emission factor (p. 38 ff.), financial risks of CO<sub>2</sub> emissions are presented in risk management</p> <p>Innovation management (p. 53 ff., 76 ff.)</p>	<p>Research in intelligent energy management (p. 77 f.)</p> <p>Expansion of renewables-based energies (p. 40 ff.)</p> <p>Pilot project on networking existing technologies for electromobility (p. 77 f.)</p>	<p>Modernisation of the power plant portfolio (p. 40)</p> <p>Start-up of plants in the area of renewable energies, around 300 MW of wind power (p. 40 ff.)</p> <p>Range of intelligent energy products, such as RWE Smart-Home or RWE easyOptimize (p. 56.)</p> <p>Provision of charging infrastructure for electromobility with more than 3,800 charging stations in Europe (p. 57)</p>
<b>Principle 10:</b> Anti-corruption measures	<p>RWE Code of Conduct and Group guidelines for prevention of corruption and organisational regulations (p. 25 ff.)</p>	<p>Drawing up detailed corruption risk scenarios (p. 25 ff.)</p> <p>Training of the workforce with an Intranet-based training programme and on-site training (p. 25)</p> <p>Review of the Compliance Management System (CMS) for anti-corruption commissioned in accordance with the German Institute of Auditors (IDW) Audit Standard 980 successfully completed (p. 26)</p>	<p>Compliance training sessions for around 4,200 employees in Germany and around 1,000 employees in other regions where RWE operates, in on-site events (p. 25)</p>