

UN Global Compact Progress Report 2015

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 guidelines, 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
Principle 1: 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 Supplier management (p. 69 ff.)	Restructuring with social compensation by working together with employee representatives and unions (p. 66) Assessment and audit of suppliers (p. 70 ff.) Co-founder of Bettercoal, auditing of coal mines, application of information for "Counterparty Risk Assessment" (p. 71)	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 12 self and site assessments available through Bettercoal (S. 69 ff.)
Principle 2: Elimination of human rights violations			
Principle 3: Ensuring freedom of association			
Principle 4: Abolition of all forms of forced labour			
Principle 5: Abolition of child labour			
Principle 6: Elimination of discrimination	Diversity management (S. 67 f.) Group-wide women's network	Establishment of the "Inclusive Culture Focus Group" (p. 68)	Percentage of women in management positions increased to 15.2% (p. 68)
			Percentage of people with severe disabilities with 6.2% in Germany virtually constant
Principle 7: Precautionary environmental protection	Environmental management (p. 50 ff.) Strategy for reducing the CO ₂ emission factor (p. 41 ff.) Financial risks of CO ₂ emissions are presented in risk management (p. 43)	Climate protection, energy efficiency and environmental protection and biodiversity as part of the CR Programme (p. 39) Cooperation with IUCN concluded (p. 53) Adoption of a group-wide Biodiversity Guideline (p. 53) Annual audit for setting up environmental management systems in conformity with ISO 14001 (p. 51)	Reduction in specific emissions of the air pollutants NO _x by more than 8% and SO ₂ by more than 20% (p. 52)

Principle	Systems	Measures	Results
Principle 8: Initiatives to promote greater environmental responsibility		<p>Consultancy and services for intelligent use of energy with residential and commercial customers (p. 62 f.)</p> <p>Initiative for energy education 3maE (p. 57)</p> <p>RWE Foundation for Energy and Society (p. 58)</p>	<p>More than 60,000 energy consultancy sessions in Germany (p. 59)</p> <p>Offerings for controlling energy for commercial customers (p. 63)</p> <p>Energy education packages for children and teenagers (p. 57)</p>
Principle 9: Development and diffusion of environmental friendly technologies	<p>Strategy to reduce the CO₂ emission factor (p. 41 ff.)</p> <p>Financial risks of CO₂ emissions are presented in risk management (p. 43)</p> <p>Innovation management (p. 83 ff.)</p> <p>Innovation Hub (p. 84 f.)</p>	<p>Expansion of renewables-based energies (p. 44 f.)</p> <p>New business ideas in four focus themes of the Innovation Hub (p. 84 f.)</p> <p>Participation in sponsored projects for networking existing technologies for electromobility (p. 86)</p> <p>Research on using lignite as a material (p. 86)</p>	<p>Modernisation of the power plant portfolio (p. 44)</p> <p>Expansion of installed output of renewable energies by 469 MW (p. 44)</p> <p>Range of intelligent energy products such as RWE SmartHome or Energy Control (p. 61)</p> <p>Provider and operator of 4,900 charging points in Europe</p>
Principle 10: Anti-corruption measures	<p>RWE Code of Conduct and Group guidelines for prevention of corruption and organisation regulations (p. 26)</p> <p>Audited Compliance Management System for anti-corruption in accordance with the IDW Audit Standard promulgated by the Institute of German Public Auditors (p. 27)</p>	<p>Drawing up detailed corruption risk scenarios with other consolidated companies (p. 27)</p> <p>Training of the workforce with an Intranet-based training programme and on-site training (p. 26 f.)</p>	<p>Holding risk workshops in individual Group companies (p. 27)</p> <p>Compliance training sessions for around 2,800 employees in Germany and around 500 employees in other regions where RWE operates, in on-site events (p. 27)</p>