

Integrated Sustainability Guidelines of RWE

RWE consequently implements its group-wide sustainability strategy:

1. Compliance, Health and Safety, Environmental Protection, Energy Efficiency, Quality, Information Security and Corporate Security as well as Data Protection¹ are of high importance for us. We have established relevant management systems which are in line with recognised standards.
2. Each manager and employee is responsible for the compliance with these Guidelines in accordance with the [Code of Conduct](#).
3. We comply with legal obligations and self-commitments, consider political developments and align our actions accordingly.
4. We continuously develop our approaches and processes to ensure a resource-conserving and future-oriented energy supply under the condition of economic efficiency. For this we set binding targets.
5. We consider relevant opportunities in our activities to increase value and identify risks to minimize them.
6. We provide the appropriate staff and financial resources to achieve our defined targets and evaluate our achievements on a regular basis.
7. We seek to improve ourselves continuously, e.g. using New Way of Working (NWoW). We assess the effectiveness and appropriateness of our intended integrated management system.
8. All injuries are avoidable. Occupational Health & Safety comes first.
 1. We want NO accidents!
 2. We will not work if the activity or work area is not safe!
 3. We all act as role models!
 4. We keep our eyes open and do not look the other way!
 5. We treat contractors and RWE employees equally!
9. We understand and comply with the expectations of our internal and external customers. We require the same from our contractors and partner companies.
10. We value the performance of our employees. We promote open communication and support company-wide and secure information exchange.
11. We develop and train our employees and strive for the sustainable increase of their awareness of our integrated management system.
12. We communicate openly about our business and ensure transparency with employees and codetermination, in the RWE Group and the public. We maintain the dialogue with neighbours, public authorities and stakeholders.

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¹ See also [GD Data Protection](#), Appendix 7.1 “Guiding Principles on Data Protection in the RWE Group”