

RWE AG	Group Directive Health & Safety	Number: 049 V: 1.0
		Valid from: 01.06.2018
		OU in charge: PHS-M

The Group Directive was issued in German and translated into English.
Gender-neutral terms always refer to both male and female individuals.

Activation / Communication				
Activity	Organisational Unit	Name	Date	Approval
Drawn Up	PHS-M		05.03.2018	via Email
Functional release	PHS-M		15.05.2018	via Email
Conformity check	PED-O		17.05.2018	via Email
Instruction	Board of RWE AG	Dr. Rolf Martin Schmitz Dr. Markus Krebber	12.06.2018 12.06.2018	via circular decision
Distribution / upload in intranet	PED-O		13.06.2018	

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1 Modifications

Date	Modification (latest 10 modifications)	Author (First name, surname, OU)

2 Objective

The group directive serves to organize and ensure uniform, harmonized standards in Health and Safety in the RWE Group. It contains basic requirements for the:

- Definition of health and safety policy
- Organisational structure and processes
- Creation of RWE occupational health and safety standards
- Development of proposals for occupational Health and Safety targets
- Establishment of the Group programs for health and safety culture development
- Establishment of uniform group-wide terminology and overarching regulations on occupational health and safety
- Control and coordination of occupational health and safety

Should you have any questions, comments etc. which refer to the implementation of this Group Directive, please address your feedback to RWE Power AG, H&S Management und Expertise (PHS-M). You can also send feedback via e-mail to the email-address

Konzernrichtlinien@rwe.com.

3 Area of application

The corporate guideline is valid for the Group Companies, which comply with the following criteria:

1. The Company is 100% owned by RWE.

OR

The Company is a majority-stake with a Management Contract (or similar) in place.

2. The Company / Operator duties are with RWE Generation S.E. / RWE Power AG (in general: liability with parent company).
3. The Company performs business activities with staff and/or assets (e.g. wrt operations of plants, real estate / properties etc.).

The defined Group companies ensure that the requirements of the regulation in the company in question and in subordinate or managed companies - within the scope of the impact possibilities - are fulfilled.

The defined Group companies are responsible for implementing the statutory requirements and the minimum standards set by the RWE Group. Compliance with additional regional or country-specific requirements, eg. B. BG requirements, is to be ensured. The same applies to other conditions, eg. B. Requirements from Approvals.

4 Definition of terms

Health & Safety	Measures, means and methods aimed at protecting the life and health of employees in the course of their work against harmful influences, preventing them from being impaired and promoting their health in the workplace. Occupational health and safety measures in the sense of the Occupational Health and Safety Act are those for the prevention of accidents at work and work-related health hazards, including measures for the humane design of work.
Work Safety	Condition of working conditions in which no or only justifiable work-related health hazards and burdens occur.
health and safety policy	In OSH policy, the overall objectives of OSH and the pursuit of OSH performance are clearly defined. It must be appropriate in terms of occupational safety risks. Occupational health and safety policy implies a commitment to the continuous improvement of occupational health and safety and expresses the desire to respect at least the applicable occupational health and safety legislation and other requirements to which the organization has committed. It sets the framework for the health and safety goals.
Occupational Safety Management Officer	OSH management system coordinators coordinate the introduction and maintenance of the OSH management system and are appointed by the entrepreneur.
occupational health and safety specialist	Occupational safety specialists are usually engineers (safety engineer), technician (safety technician) or master (safety master) with special training in safety engineering. The specialist for occupational safety is appointed / appointed in accordance with ASiG / BVOASi; supports and advises the responsible persons on the introduction, implementation and control of occupational safety measures.
Health	Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity (WHO-definition).

5 Rules, processes and responsibilities

5.1 Health and safety policy and targets

Health and safety is a central element of RWE Generation & RWE Power AG Policy. The motto "All injuries are avoidable - Occupational Health & Safety comes first" is implemented by five principles:

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!

These principals of health and safety are part of the Integrated Sustainability Policy and form the basis for the implementation of Health and Safety in the defined Group companies.

Any update takes place in response to new insights and strategies. As part of the overall strategy, the Executive Board sets concrete targets for Occupational Health and Safety Protection. These targets must be broken down in the defined Group companies through the hierarchy levels within the regular personal target setting process. This approach serves to advance the continuous improvement process in Health & Safety.

5.2 Responsibility, tasks and organisation

The Management Board members and Managing Directors of the defined Group Companies ensure the implementation of legal regulations in Occupational Health and Safety. The basis for the implementation and compliance with legal obligations is defined by a suitable Occupational Health and Safety Managementsystem (AMS), which meets the requirements of AMS standards (eg OHSAS 18001, Safe with System, SESAM). External certification is recommended.

The further delegation within the defined group companies is to be described by organisational regulations.

5.3 Coordination of Health and Safety

The CEO of RWE AG is responsible for the group-wide management, coordination and evaluation of Occupational Health and Safety Protection. He is advised by the head of RWE Power Health & Safety.

The coordination of the implementation of Group guidelines in occupational Health and Safety protection, in particular the Group policy and strategy, is carried out by the Steering Committee Health & Safety (SCOS). The management of the SCOS is the responsibility of the Head of Occupational Health and Safety. Their team consists of occupational health and safety experts as well as representatives of the Health sector (see Annex 1).

5.4 Process Organisation

All relevant processes for complying with the statutory requirements and the defined standards of the RWE Group are to be described in the defined Group companies. The Safety Manager Business Units / Occupational Health and Safety specialist of the Group Company and other Occupational Health and Safety actors must be included.

These are processes for:

- Occupational Health and Safety Policy
- Assessment of the effectiveness of the (integrated) Managementsystem
- Organisation of responsibilities and responsibilities
- Appointment of the commissioner and integration into the organisation
- identification of commitments and communication
- Qualification and training of employees and supervisors
- Identification and assessment of hazards
- Cooperation with external / partner companies
- Planning and conducting audits and inspections
- Investigation and analysis of accidents and incidents
- Crisis and emergency management

The Occupational Safety Management Representatives (AMB) appointed for the Group Company advises on the introduction, implementation, maintenance and adaptation of the processes required for the Occupational Health and Safety Managementsystem.

The responsibility for implementing these standards, maintaining and continuously improving existing processes, rests with the Management Board and the management of the defined Group Companies.

6 Group regulations out of force / concurrently in force

6.1 Group regulations out of force

-/-

6.2 Group regulations concurrently in force

- RWE Code of Conduct (incl. additional conventions of Code of Conduct)
- RWE Strategy

7 Annexes

Annex 1: Composition and tasks of the Health and Safety Management Committee