

2008 – 2010 Measures

Review

Overall CR Management

Continue development of CR organization at all levels

The CR and HSE organization is established at Group level and will be adapted to the new E.ON organizational structure from 2011 on.

Develop a set of core indicators to track CR performance and support business decision-making

A set of indicators for internal control and external reporting has been developed.

Develop training and other measures to stimulate a culture of responsibility across the Group

A set of dedicated CR training activities has been developed and implemented. Examples include the Safety Academy, the Group-wide E.ON Environmental Champions program and the Code of Conduct e-learning program.

Develop a strategic CR profile in line with the CR Strategy and test with stakeholder groups

The CR profile topics „Next Generation“, „Climate Change“ and „Access to Energy“ were developed in line with the CR Strategy 2008-2010.

Implement appropriate Environmental and Social Impact Assessments in relevant parts of the business and integrate results in business decisions

A comprehensive analysis of our business activities (Sustainable Impact Assessments - SIA), including social and environmental aspects, is applied in project management processes for the construction of new power plants.

Develop and implement an overall stakeholder management strategy

There are ongoing dialogs on CR topics lead by the relevant departments. An NGO Engagement Workbook has been developed and contacts with selected NGOs are ongoing, including a cooperation agreement with the International Union for Conservation of Nature (IUCN) for the protection of marine ecosystems.

Annual CR performance reporting

E.ON has published CR Reports since 2005. Since 2008, these CR Reports are internet-based and are audited in selected areas.

Assess business ethics risks and prepare an action plan

Corruption and bribery risks have been incorporated into procurement processes and included in CR audits. The area of ethics has been included in the E.ON Code of Conduct and incorporated into regular corporate audit activities.

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Overall CR Management

Implement Responsible Procurement Policy through risk assessments and training courses

A policy for coal, uranium and biomass procurement has been implemented. The area of ethics has been included in the E.ON Code of Conduct. Supplier audits and events are carried out in addition to the usual quality standards. There are regular training sessions for purchasers, CR managers, auditors and traders.

Assess corporate risks related to human rights and labor rights violations

The E.ON Human Rights Policy Statement has been developed. Human rights issues have been incorporated into procurement processes and included in CR audits.

Marketplace & Community

Develop a responsible products and services strategy

E.ON offers different responsible products and services Group-wide. These are developed both centrally at E.ON AG in Düsseldorf and in regional units, with the aim of meeting the needs of the respective customer as best possible.

Support for vulnerable customers in our retail markets

A Group-wide unilateral commitment to supporting vulnerable customers has been agreed and its demands implemented on a regional level.

Embed CR elements in our Group-wide sponsorship strategy

CR has been integrated into E.ON sponsorship activities. The new sponsorship handbook covers community involvement on a regional level.

Develop and roll out Group community involvement strategy

A Group-wide regional community involvement strategy has been developed. There are well-established programs and initiatives in place in this area in all countries where E.ON operates.

Develop appropriate community programs to support existing E.ON assets and new-build projects

There are visitors centers for all new build projects, as well as dialogs with the general public and increasingly so for the immediate neighborhoods of our sites.

Develop programs to address community energy safety issues in various countries

A Group-wide Public Energy Safety Standard has been agreed as part of our Safety Policy.



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Marketplace & Community

Implement the “Energy for Children” program

The „Energy for Children“ program has been introduced Group-wide. Staff from over 1,700 day care centers have been trained as part of this flagship project in Germany.

NEW: Coordinate employee volunteering activities

A guideline has been developed to promote employee commitment on a regional level. Volunteering programs have been implemented in various countries.

Climate Protection & Environment

Develop a Group-wide climate protection and environment policy, assess current implementation of management systems and determine Group-wide application of a management system

A Group-wide policy for climate and environmental protection (E.ON Global Climate Change and Environment Policy Statement) has been developed, and appropriate management systems implemented in all operational units.

Assess the impact of climate change on E.ON assets

Risks resulting from climate change or adaptation to climate change have been included in E.ON's risk mapping.

Develop a Group-wide biodiversity assessment and policy

Biodiversity has been integrated into the E.ON Global Climate Change and Environment Policy Statement. Biodiversity is also part of the comprehensive analysis of our business activities (Sustainable Impact Assessment, SIA) undertaken for new infrastructure projects.

Identify targets for advanced emission standards at newbuild coal-fired power plants

Targets for advanced emission standards have been developed. All new coal-fired power plants and those under construction in 2010 meet these targets.

Develop an E.ON guideline on Lifecycle Analysis (LCA) for products, services and technologies to analyze environmental impacts

A guideline for analyzing the environmental impact of new processes, products, services and technologies has been developed.

Develop Carbon Accounting Processes for E.ON

A new accounting process for Scope 1, 2 and 3 greenhouse gases has been implemented.

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Health & Safety

Evaluate reports on incidents in hazardous industries (e. g. Baker report) and draw conclusions for E.ON

The relevant reports have been analyzed, critical points identified, and safety trainings revised accordingly. As a follow-up project, E.ON is developing a guideline to address process/plant safety issues Group-wide.

Conduct safety assessment on all Top Executive Group members (Safe.TEG project) and facilitate action plans for individuals and for market units

As an outcome of the Safe.TEG project, training sessions have been held for executives and senior management. Senior management pays great attention to overarching health and safety issues, and also acknowledges this to employees and the public. Observation of healthy and safety issues is promoted by including executive and senior management in executive incentive schemes, among other measures.

Develop and implement a Group safety management system

Group management adheres strictly to the Occupational Health & Safety Management guidelines. Continuous improvement is the system's guiding principle. Almost 80 percent of our sites have already attained OHSAS 18001 certification or are on track to do so.

Develop and implement harmonized, Group-wide minimum safety standards

A set of eight corporate H&S Standards has been developed and approved by the E.ON HSE Governance Council.

Develop a policy regarding contractors' and subcontractors' safety performance

A corporate H&S standard on „Contractor and business partner management“ has been developed and approved. Implementation and dedicated trainings are ongoing.

Develop and implement a central incident reporting system (injuries, near misses and hazardous occurrences)

An HSE incident notification and reporting module has been developed. Group-wide implementation is ongoing.

Assess the current situation of health management in the Group

The assessment has been completed. Its results form the basis for further steps and will also influence the Group-wide health strategy.

Develop a Group-wide health strategy and policy

Health management is in development, as it will form a major part of our revised Group-wide Health & Safety policy.

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Health & Safety

Develop a health management toolkit

The health management toolkit has been developed. General health issues will be addressed annually Group-wide.

Assess the current situation regarding Group diversity management

Promoting and supporting diversity is important to E.ON as an international company. In particular, defining specific targets and establishing support programs has significantly promoted the advancement of women.

Develop an aging workforce action plan

The „aging workforce“ issue has been integrated into various parts of the HR strategy, such as health management, work-life balance, and employability.

The CR Work Program comprises the objectives and measures of the Corporate Responsibility, Climate Protection & Environment and Health & Safety departments at E.ON's Group Management.
