

## **Human Rights Policy Statement of the E.ON Group**

E.ON is an international power and gas company which seeks to provide safe, environmental-friendly and affordable energy in the different markets for the benefit of people and society.

### **Our commitment to human rights**

Respect for human rights is an integral part of our corporate culture. We respect and support the protection of human rights within our sphere of influence.

Our commitment to human rights includes the acknowledgement of the following international documents:

1. The Universal Declaration of Human Rights of the United Nations
2. Fundamental Conventions of the International Labor Organization (ILO)
3. Principles of the United Nations Global Compact

In our view, the protection of human rights is only possible when we understand human rights, are aware of abuse and know how to manage risks and opportunities to improve the conditions of the people we impact with our operations, management and supply chain. We have a responsibility to raise our employees' awareness about human rights related issues and encourage them to safeguard their protection.

### **Respect for our stakeholders**

We know that our business operations have an impact on the people around us. Part of our corporate responsibility as an international energy company is to recognize the role we play in society. This means we have to minimize negative effects through our business and to increase the positive influence we can have. This refers to our employees as well as job applicants, but also to the multitude of business partners in our business and along the supply chain. Furthermore, our commitment on human rights shows respect for the customers we supply with our products and services, for the communities in which we live together and last, but not least, for local and national governments with which we seek an open and transparent relationship. Understanding that we are not able to secure the protection of human rights only on our own, we also promote the protection of human rights in relationships with our suppliers, contractors and other business associates. We are doing business in diverse parts of the world, and depending on local conditions we may have different focus and priorities in our work to support human rights protection.

### **Key areas**

Our approach to human rights embraces on the one hand those fields of action which are relevant for all corporations operating on an international scale, and on the other hand those specific for the energy sector. Our commitment comprises especially the following areas:

### **1. Diversity and equality**

Integrity, openness and mutual respect are important values for us. We are convinced that a work environment that is characterized by equal opportunities and inclusion is vital for sustaining the satisfaction of our employees as well as our acceptance as a responsible product and service provider. We do not tolerate discrimination or harassment of any person. This rule shall also apply to authorized partners which act on behalf of E.ON.

### **2. Provision of a good and safe working place**

E.ON as an employer cares for the health and well-being of its employees. Operational safety and health protection are significant in our business. It is our goal to achieve a positive safety culture for our employees, suppliers and contractors. Every manager and employee has the duty to help in identifying, evaluating and eliminating any kind of risk to a safe working place.

We have a responsibility towards our employees, as well as everyone else working on E.ON's premises, to have appropriate access to needed resources, fair remuneration, training, education but also satisfaction of basic needs like access to potable water.

We enable our employees to maintain a good work-life-balance. We see this as a prerequisite for employees to engage themselves with their families and in the communities in which we live and work.

### **3. Freedom of association and collective bargaining**

We support the ILO core conventions C87 and C98. E.ON, and its business partners and suppliers, respect the rights of our workers and employees to join or set up trade unions and workers' councils of their choice to facilitate close co-operation between employee representatives and management. We respect the principles of collective bargaining and ensure that workers and employees active in trade unions or workers' organizations are not discriminated against.

### **4. No acceptance of child and forced labour**

We do not accept any form of child labour according to the ILO conventions C 138 and C 182. Also we do not tolerate forced or involuntary labour of any kind corresponding to the ILO principles C 29 and C 105. No employee is required to lodge deposits or will be deprived of identity papers when starting to work.

### **5. Protection of local communities and indigenous people**

As an international utility company, E.ON is active and present in many places world-wide. Thus we do have the duty to minimize any negative physical, social and environmental impacts and risks on local communities and indigenous people. We recognize the special circumstances of indigenous peoples and we must understand the concerns and expectations of the communities in which we live and work to safeguard the long term prosperity of our business.

## **Implementation and review**

We work continuously with our employees and managers to ensure that they are well informed and trained with regard to the impacts our business can have in order to increase their ability to protect human rights and related issues. Where appropriate, we undertake risk assessments. Furthermore, this policy statement as well as other policies which include particular issues on human rights in more detail will be reviewed and continuously improved in order to assure a suitable implementation within our management processes and procedures. To address problems and concerns about the effective implementation and the corresponding enforcement, we encourage employees to contact either their line manager or directly our Chief Responsibility Officer (CRO) at Group head quarter.

## **Our further references**

Corporate policies and guidelines addressing human rights and related issues:

- "E.ON Guiding Principles"
- "Equal Opportunity and Diversity Framework of the E.ON Group"
- "Responsible Procurement Policy"
- "Safety and Occupational Health Management (Minimum Standards)"
- "Environmental Management (Minimum Standards)"
- "Code of Conduct"

A handwritten signature in black ink, appearing to read "Dr. Wulf H. Bernotat". The signature is written in a cursive style with a large initial "W" and "B".

Dr. Wulf H. Bernotat

Chief Executive Officer, E.ON AG

November, 2008