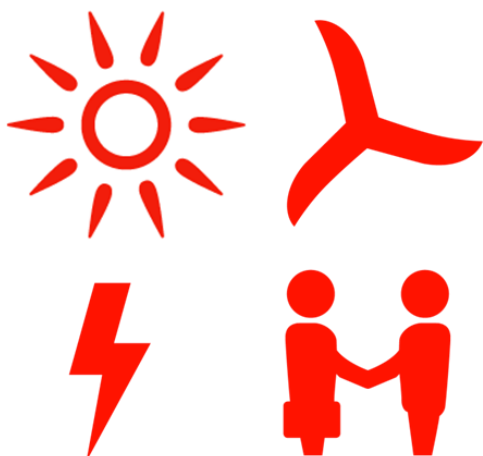


# Supplier Code of Conduct

Version 01.2016



***e.on***

## Foreword

**E.ON** expressly recognises the ten principles of the UN Global Compact and actively supports these fundamental principles in the areas of human rights, labour standards, environment standards, and the application of stringent ethical and moral business standards.

These principles also play an important role in the relationship between E.ON and its suppliers, and have been incorporated into the E.ON Supplier Code of Conduct.

Our "suppliers" (including their corporate bodies, employees, representatives, subcontractors, and sales partners) must observe all applicable domestic and foreign legal provisions, and avoid all actions that could lead E.ON or a company affiliated with E.ON to violate or be subject to penalties under applicable law. In addition, in line with the UN Global Compact, we expect our suppliers to comply with the following standards:

- **Social standards** – respect for human rights and creation of suitable working conditions for employees
- **Environmental standards** – minimisation of environmental impacts
- **Corporate governance standards** – application of stringent ethical and moral business standards so as to observe applicable law (compliance)

**E.ON** is willing to work together with its suppliers to ensure that they comply with the above-mentioned standards. E.ON reserves the right to monitor whether the Supplier Code of Conduct is respected using the following methods: **supplier self-declaration, declaration via third parties, submission of certifications, and** the right to conduct **onsite audits** to ensure the Supplier Code of Conduct is observed.

The Supplier Code of Conduct is an integral part of all contracts between E.ON, its suppliers, and their upstream suppliers. If suppliers fail to comply with any part of the Supplier Code of Conduct, they will be expected to take immediate remedial actions. E.ON reserves the right to terminate its contracts with suppliers who cannot demonstrate their adherence to this Supplier Code of Conduct.



## Social Standards

### Respect for human rights

We expect our suppliers to respect and support the UN Universal Declaration of Human Rights, and to ensure that they are not complicit in human rights abuses.

### Occupational safety and health

In compliance with applicable laws and regulations, our suppliers must ensure their employees' occupational safety and health. All hazards and the resulting health risks encountered by the employees must be properly assessed, and necessary safeguard measures must be taken. In addition, they must provide their employees with on-going training on occupational safety regulations.

### No child, forced, or compulsory labour

In accordance with the conventions of the International Labour Organization (ILO), our suppliers must not tolerate child labour, forced labour, or any other form of compulsory labour.

### No discrimination or harassment

Our suppliers must treat all their employees with respect and dignity. No employee will be physically, psychologically, sexually, or verbally harassed or abused due to their gender, race, religion, age, family background, or origin.

### Transparency of working hours and remuneration

Our suppliers' working hours must comply with applicable laws. Their employees must receive employment contracts in which their working hours and compensation are stated explicitly. All remuneration must be paid without delay, and in accordance with current applicable laws.

### Freedom of association and the right to collective bargaining

Our suppliers must respect their employees' freedom of association and right to collective bargaining as stated in current applicable laws and the ILO conventions.



## Environmental Standards

### Protection of the environment

We expect our suppliers to have developed and implemented a concrete environmental policy, and perform their business activities in compliance with all applicable laws and regulations regarding environmental protection.

### Handling of hazardous materials

When handling substances (materials, preparations, and products) that are classified as hazardous to the environment, our suppliers must ensure that such substances are handled, transported, stored, recycled, and/or disposed safely.

### Minimisation of resource deployment, waste, and emissions

Our suppliers must constantly strive to use resources more mindfully and responsibly, and integrate this approach into their business operations and management. All sources of waste as well as emissions to air, water, and soil must be minimised, characterised and monitored.

## Corporate Governance Standards

### Antitrust law and trading regulations

Our suppliers must observe all applicable national and international antitrust laws and trading regulations. Appropriate and necessary preventative measures must be taken.

### Corruption and bribery

Our suppliers must act against corruption and bribery, and ensure that personal relationships do not interfere with business activities.

### Money laundering

Our suppliers must refrain from any form of money laundering activities.

### Conflicts of interest

Our suppliers must ensure – without being requested to do so – that no conflicts of interest arise between them and E.ON or, if such conflicts are discovered, that they are eliminated and reported to E.ON.

