



Foreword by the Executive Board to the Communication on Progress (COP) for the UN Global Compact

The idea of the Global Compact was first floated by the then United Nations Secretary General Kofi Annan in a speech made to the World Economic Forum in Davos on 31 January 1999. Annan invited business leaders from all over the world to sign up to a pact aimed at strengthening ties between the UN and private enterprise and supporting the UN's key objectives.

The RWE Group has been a member of the Global Compact since January 2004. By signing the compact, the Group undertook to uphold its ten principles in the areas of human rights, labour, the environment and anti-corruption on a worldwide scale. We have since enshrined these principles in the RWE Code of Conduct and have integrated them in our business processes as part of our Corporate Responsibility management. We report regularly on the progress we are making here in our Corporate Responsibility reports.

As a utility company, our key task is to provide our customers with a reliable, environmentally responsible and fairly priced energy supply. To be able to do this, we not only need power plants that work with cutting-edge technologies, research and development and the ambitious expansion of renewable energy sources, but

also efficient energy consumption on the part of our customers. In an age of global climate change and rising energy prices worldwide, we have a responsibility to set an example that others can follow and to find new ways of facilitating global economic growth without overburdening either our social security systems or the environment.

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President and CEO

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Progress Report according to Global Compact 2009

RWE supports the United Nations Global Compact and wants to help with the worldwide implementation of its ten principles. The following chart identifies RWE's guidelines, programmes and management systems supporting the implementation of

the ten principles within our sphere of influence. We also highlight the measures that have been taken during the period under review and the specific results obtained.

Principle	System	Measures	Results
Principle 1: Support of human rights	RWE Code of Conduct (p. 26)	Assessment and review of suppliers (pp. 23, 72, 92)	
Principle 2: Elimination of human rights violations	Supply chain management (p. 72)	Reference to Global Compact included in the procurement manual (p. 23)	
Principle 3: Upholding workers' and employees' right to freedom of association	RWE Code of Conduct (p. 26)	Formation of a Europe-wide works council that will represent 99.7% of all RWE employees (p. 63)	
Principle 4: Abolition of all forms of forced labour	RWE Code of Conduct (p. 26)	Assessment and review of suppliers (pp. 23, 72)	
Principle 5: Abolition of child labour	Supply chain management (p. 72)	Reference to Global Compact included in the procurement manual (p. 23)	
Principle 6: Elimination of discrimination	RWE Code of Conduct (pp. 26, 62)	Diversity management initiatives with diversity officer (pp. 61/62)	Percentage of women in management has risen (p. 90)
	Diversity Management (p. 62)		Disabled people account for 5.4% of the workforce (p. 91)
Principle 7: Precautionary environmental protection	Environmental management (p. 25)	Action on climate protection (pp. 33/34)	Environmental costs and capital investments (p. 87)
	Climate protection strategy (pp. 32 ff.)	Action on environmental protection and nature conservation (pp. 43 ff.)	
Principle 8: Initiatives to promote greater environmental responsibility	Institutionalisation of stakeholder dialogue (pp. 27, 70/71)	Founding of RWE Effizienz GmbH (pp. 10, 52)	2,100 Energy Performance Certificates issued (p. 52)
	CR programme (p. 22)	Energy efficiency initiatives (p. 52)	45,000 streetlamps refitted (p. 52)
		Customer advice/service (p. 52)	Energy savings of more than 2 million kWh as a result of 250 projects in schools (p. 52)
		Creation of e-mobility infrastructure (p. 52)	
Principle 9: Development and diffusion of environmentally friendly technologies	Climate protection strategy (pp. 32/33)	Coal Innovation Centre (p. 33)	New plants and further improvements in plant engineering (pp. 33-35)
	Innovation management (p. 26)	Improvements in efficiency (pp. 33-35)	IGCC plant and pilot projects for CO ₂ flue-gas scrubbing (pp. 35/36)
		Development of clean coal technologies (pp. 35/36)	Increase in annual output from renewables (p. 84)
		Expansion of renewables (pp. 37/38)	
		Green electricity tariffs (p. 50)	
Principle 10: Measures to fight corruption	RWE Code of Conduct (p. 26)	Compliance now a unit in its own right, Ombudsman, Database on RWE intranet (p. 26)	Reported cases of non-compliance with the RWE Code of Conduct in the lower double-digit range. None was serious.