



RWE

RWE Diversity, Equity and Inclusion Statement

Version 1
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 **RWE is committed to creating an equitable and inclusive working environment which promotes diversity.** 

Introduction

Across RWE¹, we take our responsibility for Diversity, Equity and Inclusion² seriously and it's embedded in our ways of working.

At RWE we know that having a diverse workforce where different backgrounds, viewpoints and experiences are valued and feel included creates an innovative and respectful workplace. It is an important component to being the best energy company we can be and creating a sustainable future.

This document acts as a guiding framework across RWE to further our commitment to a diverse, equitable and inclusive Company. Together with the RWE Code of Conduct, RWE's Human Rights Strategy, our Social Charter, Anti-discrimination Policy and other commitments it forms the responsible framework within which we operate.

Scope & Responsibilities

This guiding framework applies to everyone working at RWE as we recognise an Inclusive Culture is the responsibility of everyone. This includes permanent and temporary employees, contractors and consultants. It also applies to all applicants seeking employment with RWE.

Each RWE Operating Company is responsible for ensuring that, where appropriate or necessary, local measures are taken to welcome, integrate and value people from all backgrounds.

In addition, each individual in RWE is obliged to ensure their own behaviour within RWE is in line with the commitments in this document and every person is empowered to speak up through local mechanisms (informally or formally) if behaviour which is not in line with our principles is seen.

¹ RWE" refers to RWE AG as well as all directly or indirectly affiliated domestic and foreign companies.

² In the context of this document, the terms 'equity, diversity and inclusion' used in this policy are not necessarily synonymous with any existing terms used in national legislation.



Our Commitment

RWE commits to furthering our inclusive culture, ensuring equal employment opportunities and non-discrimination for all candidates, employees and suppliers.

For RWE an Inclusive Culture means “everyone feels valued and has the opportunity to add value”.

Our commitment to non-discrimination includes but is not limited to sex, gender, gender identity or expression, sexual orientation, ethnicity, national origin, citizenship, age, disability, religion or belief, family status, social background, military obligation or any other status protected by law.

We achieve this by:

- Promoting diversity, equity and inclusion across the RWE Group, creating a culture where everyone feels included. Continuing to develop our offers relating to Diversity and Inclusion, including embedding Diversity, Equity and Inclusion considerations into relevant programmes.
- Ensuring that employment-related decisions are free from discrimination.
- Mitigating potential unconscious or systemic bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Providing reasonable adjustment for qualified individuals with a disability if necessary.
- Providing reasonable adjustment for those with needs related to their religious observance or practices in recognition of personal religious expression if necessary.
- Ensuring a work environment that is free from discrimination and harassment, including through our anti-discrimination policy.

Obligations

It is our duty that all employees familiarize themselves with the requirements of this document and adhere to them.

The members of our managing bodies at RWE bring this guiding framework into practice, local implementation is devolved to the relevant RWE Companies and locations.

This document constitutes a supplement to any national requirements. Controlled Group companies and their employees and members of managing bodies are not permitted to adopt regulations that deviate from the content and specifications of this document, except as otherwise provided by local law.

RWE Aktiengesellschaft

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