

RWE has set itself sustainability targets and an [ambition/mission](#): “We are investing massively in the expansion of renewable energies. We are consistently reducing our CO2 emissions until we are climate-neutral by 2040”.

1. Compliance, Health and Safety, Environmental Protection, Energy Efficiency, Quality, Information Security and Corporate Security as well as Data Protection are of high importance for us. We have established relevant management systems which are in line with recognised standards.
2. Each manager and employee is responsible for the compliance with these Guidelines in accordance with the [RWE Code of Conduct](#).
3. We comply with legal obligations and self-commitments, consider political developments and align our actions accordingly.
4. We continuously develop our approaches and processes to ensure a resource-conserving and future-oriented energy supply under the condition of economic efficiency. For this we set binding targets.
5. We consider relevant opportunities in our activities to increase value and identify risks to minimize them.
6. We provide the appropriate staff and financial resources to achieve our defined targets and evaluate our achievements on a regular basis.
7. We seek to improve ourselves continuously, e.g. using New Way of Working (NWoW). We assess the effectiveness and appropriateness of our intended integrated management system.
8. All injuries are avoidable. Occupational Health & Safety comes first.

(1) We all act as role models!

(3) We care for our colleagues and keep our eyes open!

(2) We strive for NO accidents

(4) We empower our colleagues and contractors to take personal responsibility!

9. We understand and comply with the expectations of our internal and external customers. We require the same from our contractors and partner companies
10. We value the performance of our employees. We promote open communication and support company-wide and secure information exchange.
11. We develop and train our employees and strive for the sustainable increase of their awareness of our integrated management system.
12. We communicate openly about our business and ensure transparency with employees and codetermination, in the RWE Group and the public. We maintain the dialogue with neighbours, public authorities and stakeholders



Dr. Markus Krebber



Dr. Michael Müller



Zvezdana Seeger