

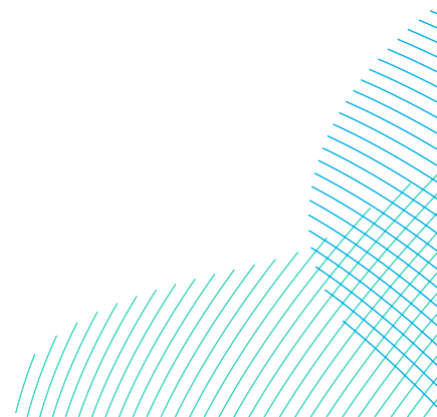
RWE

Policy Statement on RWE's Human Rights Strategy

Version 1.2
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Foreword

RWE is an important market player in the energy sector with a growing focus on renewable energy. This will ensure the future success of our company and support the sustainable transition of our company into the future.

For RWE, sustainability means creating value and following a responsible business practice, which has a positive impact on our customers, employees, investors, business partners including the society we reside in. For this reason we have anchored such values into our core business by means of our Sustainable Business Strategy – Growing Green. Respect of human rights is one aspect, showing how we take up on our responsibility both within the organisation and supply chain.

We believe human rights are a fundamental aspect of responsible corporate governance. Our ambition is that human rights are respected in all our Group Companies, by our partners and suppliers. Our goal is that our organisation and supply chain is free from human rights violations and we develop and implement measures to support this objective.

In this *Policy Statement*, we underline our strong and binding commitment to uphold and respect human rights as laid out in:

- the International Bill of Human Rights
- the International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work
- The Organisation for Economic Cooperation and Development Guidelines for Multi-national Enterprises
- the Guiding Principles on Business and Human Rights of the United Nations which has supported the introduction of:
 - The German Supply Chain Act
 - The Australian and UK Modern Slavery Act
 - The Dutch Responsible Business Conduct
 - The French Loi de Vigilance

This Policy Statement specifies and complements [Code of Conduct](#) and our [Human Rights Supplier Contract Appendix](#) (Human Rights Appendix) and serves as our guide in that regard.

Our clear commitment to respect human rights forms the foundation. However, even more important is the implementation of effective processes and measures to actively safeguard human rights. Through the introduction of the RWE Human Rights Risk Management System (HRRMS), we have successfully developed a suitable due diligence framework to comply with and respect human rights in our business activities. The HRRMS puts the Principles of this Policy Statement into practice. It is designed to identify and avoid risks and potential negative

impacts of our business activities on human rights. The HRRMS is a risk-based system, which is applied both in our businesses and supply chains.

The HRRMS and this Policy Statement have been developed by employees from various departments. We have also placed particular importance on taking into account the expertise of external stakeholders. We regularly review our approach to respecting human rights in accordance with new developments. We are certain that we can only be successful in the long term if we fulfil our corporate responsibility to respect human rights locally and globally. The Principles outlined in this Policy Statement are an important step in this direction. Each and every one of us is required to put these Principles into practice and move our company towards a future that is sustainable in every respect.

Thank you very much for your support.



Dr. Markus Krebber

CEO, RWE AG



Dr. Michael Müller



CFO, RWE AG



Katja van Doren

CHO, RWE AG

1 Our Commitment

 **RWE is committed to respect international human rights and labour rights as well as environmental conventions. We take ethical business practice very seriously and have a zero tolerance policy to human rights violations.** 

As a signatory of the United Nations Global Compact, we are committed to upholding human rights, respecting the rights of the employees and their representatives, as well as protecting the environment. At RWE, we respect internationally recognised human rights and take special consideration of the rights of potentially affected groups. In this spirit, we are committed to the following international standards, among others:

- Universal Declaration of Human Rights
- International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Minamata Convention, Stockholm Convention and Basel Convention
- UN Guiding Principles for Business and Human Rights
- OECD Guidelines for Multinational Enterprises

We commit to prevent, as far as possible end and mitigate adverse impacts on human rights within our business operations around the world. Moreover, this commitment reaches beyond our organisational boundaries and is also applicable to business partners especially direct suppliers. We aim that indirect suppliers also respect human rights. Through our human rights due diligence approach, embedded in our HRRMS, we support the fulfilment of our obligation to respect human rights with the involvement of relevant stakeholders in the process.

Social responsibility is an integral part of our DNA as well as an essential factor for the long-term success of our company; this also applies to our shareholders, suppliers, business partners and customers as well as our employees and social partners. It is part of our corporate culture to take joint responsibility for sustainability along the value chain. This also applies with regard to a responsible transformation of the energy sector that is characterised by decarbonisation of the energy mix while ensuring security of supply as well as supporting other industries on their decarbonisation journeys.

To achieve our common goals, the board have agreed on this commitment and the Principles below that supplement the human rights compliance requirements.

2 Our Principles

 **At RWE we commit to the respect of internationally recognised human rights and oppose all exploitative working conditions.** 

The below listed Principles incorporate, specify and complement our [Code of Conduct](#) and our [Human Rights Appendix](#). They serve as our guiding document and apply to our suppliers, business partners and customers as well as our employees and social partners. These Principles were developed in cooperation with the responsible internal departments.

2.1 Social and Human Rights

Human Rights and Good Working Conditions

We place particular importance on human rights and good working conditions, in our organisation as well as among our suppliers and other business partners. We foster a work environment where each of us can perform best, innovate and develop. We encourage our employees to fully utilise their potential by offering ample development opportunities and supporting a feedback culture throughout the enterprise.

Freedom of Association, the Right to Collective Bargaining and the Right to Strike

We acknowledge the right of employees to form employees' representative bodies, to collectively bargain for the regulation of working conditions and their right to strike.¹ Founding, joining or being a member of a workers' union recognised under applicable law shall not be used as a reason for a lack of equal treatment or retaliation.² In the event of organisation campaigns, the company and its executives shall remain neutral, while trade unions and the company will secure that employees can make independent decisions. Employees who act as representatives are neither disadvantaged nor favoured in any way.

Our employees can openly and regularly exchange views on working conditions with corporate management in unions and workers' representative bodies in accordance with applicable law. At RWE, we will find local solutions that take into account the relevant national legislation and our own guidelines.

We will cooperate with employees and trade unions on a constructive basis. It is our objective to involve and inform each individual employee as much as reasonably possible. In doing so,

¹ ILO Convention on Freedom of Association and Protection of the Right to Organise (87) and ILO Right to Organise and Collective Bargaining Convention (98)

² ILO Worker's Representatives Convention (135)

RWE will adopt a balanced approach whilst considering the economic interests of the company and the interests of our employees. Our conduct and tone towards employees are characterised by respect and fairness. Even in the event of contentious disputes, the aim remains to maintain sustainable constructive cooperation in the long term.

Prohibition of any Forms of Child Labour

We strictly oppose any form of child labour as defined in the relevant ILO conventions³ and are committed to its effective abolition. All employer practices must at least comply with the ILO conventions. Children must not be inhibited in their development. Their dignity must be respected and their safety and health must not be impaired, but protected by appropriate measures.

Prohibition of any Forms of Forced Labour or Slavery

We strictly oppose forced or compulsory labour and all forms of slavery, including modern forms of slavery and human trafficking. All employer practices must at a minimum be in line with the ILO's Core Labour Standards.⁴ Employment relationships are always based on voluntariness. All employment relationships may be terminated with reasonable notice.

The Right for Occupational Health and Safety as well as Safe Working Conditions

As an employer, RWE ensures that all health and safety requirements are met as per the law to secure the health and safety of our employees. We support the continuous improvement of our working conditions and the awareness of our employees for a healthy and safety behaviour to avoid occupational accidents and illnesses.

We have group-wide applicable policies and guidelines on occupational health and safety (H&S) in place. They describe the H&S organisation and standards within RWE Group, containing specifications for the H&S policy, structures and processes, targets, RWE Group initiatives / programmes and standards, identical terms and Groupwide H&S rules and the continuous improvement of our H&S management system⁵. Company representatives, employees, H&S experts and employee representatives work together regularly, closely and concisely at all company locations. We foster a preventive and risk-oriented approach according to which occupational accidents and illnesses generally have preventable causes. By creating an effective culture of prevention, such causes can be reduced and occupational accidents, injuries and illness can be avoided. High technical and operational safety standards are our top priority. The purpose is to prevent occupational accidents and work-related illnesses. At RWE, we comply with industrial safety regulations and use the required protective

³ ILO Minimum Age Convention (138) and ILO Worst Form of Child Labor Convention (182)

⁴ ILO Forced Labor Convention (29), ILO Abolition of Forced Labor Convention (105) and Protocol of 2014 to the Forced Labour Convention.

⁵ ISO Standard 45001 on Occupational Health and Safety.

equipment. We also depend on the cooperation of our employees to report suspected H&S risks. Our requirements for preventive and safe working conditions as well as industrial safety regulations also apply to workers from external employers (e.g. contractors).

Working Time

We follow the principle that working hours comply with local law and respective industry standards. We respect the right to rest and leisure, including work breaks, appropriate limitations of working hours and regular, paid vacation, in compliance with the applicable international standards on working hours, which include at a minimum the relevant ILO convention at the place of employment.

Compensation and Benefits

We adhere to international standards including the principle of equal remuneration for work of equal value regardless of gender⁶ and fair, favourable working conditions.⁷ We are committed, in particular, to paying an appropriate wage that is at least equal to the minimum wage established under applicable local law and, in addition, enables our employees to at least secure their livelihood. Otherwise, it is based on the law applicable at the place of employment. The cost of living and social benefits in the country concerned shall be taken into account. In the absence of applicable law or collective bargaining regulations, compensation and benefits are based on our local remuneration policies including our local regulations concerning compensation scheme.

Equal Opportunity and Non-Discrimination

We are committed to maintaining equal opportunities among employees and create and maintain an open and inclusive work environment free from all forms of discrimination or harassment.⁸ We stand for fair treatment of all employees and do not tolerate any form of discrimination or unjustified unequal treatment, for example on the basis of characteristics such as gender, ethnicity, origin, nationality, religion or ideology, political, social or union affiliation, sexual identity and orientation, physical and/or mental disabilities or age. We have committed to this in our Anti-discrimination Policy. At RWE, diversity and inclusion are essential parts of our corporate strategy, shaping a conscious approach of differences and individuality. For this reason, we are an initial signatory to the Diversity Charta⁹, and continue to develop our diversity management.

⁶ ILO Equal Remuneration Convention (100)

⁷ ILO Equal Remuneration Convention (100), ILO Discrimination (Employment and Occupation) Convention (111)

⁸ ILO Equal Remuneration Convention (100), ILO Discrimination (Employment and Occupation) Convention (111) and ILO Violence and Harassment Convention (190)

⁹ The "[Charta der Vielfalt](#)" is a German corporate initiative to promote diversity in companies and institutions.

Protection of Local Communities, Indigenous People and Human Rights Defenders

We respect the rights of local communities and indigenous people that might be affected by our business operations and take into account the local impact of our business. We do not participate in unlawful taking of land, forests and waters in acquisition, development or use.

We are mindful of the important role of human rights defenders in respecting and promoting human rights and reject any threats, intimidation, defamation and criminalisation against people defending human rights. In addition, we seek constructive dialogue and cooperation with human rights defenders.

Security Personnel and Human Rights Protection

Where we use our own security personnel to protect our facilities, they are obliged to respect human rights as defined in this document and our [Code of Conduct](#). If we contract a private or public security provider to protect our facilities, we ensure, that proper requirements and measures are in place through corresponding specifications and that security personnel respect internationally recognised human rights during their engagement. This protection of our facilities must not involve torture, cruel, inhumane treatment, damage of life and limb or impairs the freedom of association.

Protection of Privacy and Personal Data

At RWE, we respect privacy as a universal human right and are committed to data protection as the foundation for freedom of expression and information, freedom of association and the preservation of human dignity. We commit to the fair processing of personal data by RWE Group Companies and our suppliers. For this purpose, we have created relevant processes and policies. In doing so, we follow the Universal Declaration of Human Rights (Article 12) and the European Convention on Human Rights (Article 8), as well as on the European Charter of Fundamental Rights, where both the right to privacy (Article 7) and the right to the protection of personal data (Article 8) are expressly recognised.

2.2 Environment

We acknowledge our responsibility to protect the environment and are aware of the potential impact of our business activities on the environment and humans. In addition to human rights due diligence, we also observe our environmental duties of care in our own Group Companies and along the value chain with suppliers and business partners. With our [Group Directive Environmental Protection](#) we are committed to acting in an environmentally responsible manner in all our activities.

Environmental Management Systems

We continuously monitor environmental pollution and risks as well as the consumption of resources with the ambition to minimise them. For this purpose we maintain environmental management systems, established across the Group subsidiaries.

Handling of Hazardous Substances

We acknowledge our responsibility to prevent any avoidable harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption that impairs preservation and production of food, that denies access to clean drinking water, to sanitary facilities or harms the health of people.

To protect employees and the environment, we safely procure, store, use and dispose hazardous substances and chemicals. Employees are instructed regularly accordingly. Where possible, hazardous substances are replaced by less hazardous substances. We check this continuously.

We adhere to international standards, such as the Minamata Convention, the Stockholm Convention and the Basel Convention. We are committed, to e.g. prohibit the manufacture of mercury added products, the use of mercury in manufacturing processes and prohibition of the treatment of mercury waste. This commitment also applies to the production and use of chemicals according to the Stockholm Convention, the exports of hazardous waste and the handling, collection, storage and disposal of waste in a manner that is not environmentally sound.

Reduction of Resource Use

We are using resources sparingly also fostering reuse and refurbishment, extracting and demanding raw materials efficiently and to the extent possible to avoid and/or continuously minimise negative effects on the environment.

3 Implementation of our Principles

 **At RWE, all employees should familiarise themselves with the requirements of these Principles and adhere to them.** 

In this chapter we describe responsibilities and obligations regarding these Principles as well as how we handle violations within RWE and our controlled Group Companies.

Obligation and Compliance

The members of our managing bodies at RWE put our Commitment and Principles into practice. Local implementation is tasked to those responsible at the respective site.

These Principles were adopted as binding requirements within RWE for the implementation of the core elements of human rights due diligence. These Principles are binding around the world for all managers and employees of RWE as well as all controlled RWE Group Companies and designated contact persons to assist business partners, their employees and other stakeholders.

Internal Audit also monitors the implementation of risk mitigation measures across all relevant procurement activities in the Group and review the effectiveness of the internal control and risk management systems in scope of regular and ad-hoc audits.

These Principles constitute a supplement to the EU requirements and any national law. Controlled Group Companies and their employees as well as members of managing bodies are not permitted to adopt regulations that deviate from the content and specifications of those Principles, except as otherwise provided by local law. In the event of conflicting local legislation, the central Compliance organisation will work with the relevant Group Company to find a provision that comes closest to the intent of these principles.

Communication and Notification

The Principles are available to all our employees in an appropriate form and can be accessed on RWE's corporate website.

Governance

The Chief Human Rights Officer (CHRO) is responsible for the overarching activities related to human rights. The CHRO works in collaboration with Group Sustainability, Group Legal, Human Resources, Health and Safety, Compliance and Procurement on the further development of appropriate compliance measures on human rights based on agreed objectives. Our Procurement units also provide information on the developed and integrated human rights measures to their respective Human Rights Officer. The relevant specialist units are in charge of ensuring that these measures are implemented and monitored.

On at least an annual basis, salient human rights issues and the status of implementation of these Principles are reported and discussed in the RWE AG board. For this purpose, the CHRO receives regular information and reports on human rights activities from corresponding specialist departments including the Human Rights Officers of the business units.

The Supervisory Board is regularly updated by the Executive Board of RWE about human rights topics.

Handling Violations of these Principles

RWE handles imminent and concrete violations of human rights following a structured approach embedded in its [Human Rights Rules of Procedure](#). The Complaints Procedure encompasses the operationalisation for handling flagged incidents (i.e., notifications by means of alerts or complaints) related to the entire company, including its own activities as well as upstream and downstream stages of the value chain.

RWE has made available specific channels for employees and external third parties to report suspected human rights violations and request assistance—as defined in the third pillar of the UN Guiding Principles on Business and Human Rights, “Access to Remedy”. The channels are open to everyone who wishes to report violations of rules or regulations that pose a serious risk to the company, with a focus on human rights violations and environmental risks. The channels encompass an internal platform denominated BKMS (i.e., Business Keeper Management System), where all employees from RWE can have access to report or raise a complaint. For external stakeholders, the dedicated channels can be accessed directly from RWE’s website: [Whistleblower System \(rwe.com\)](#).

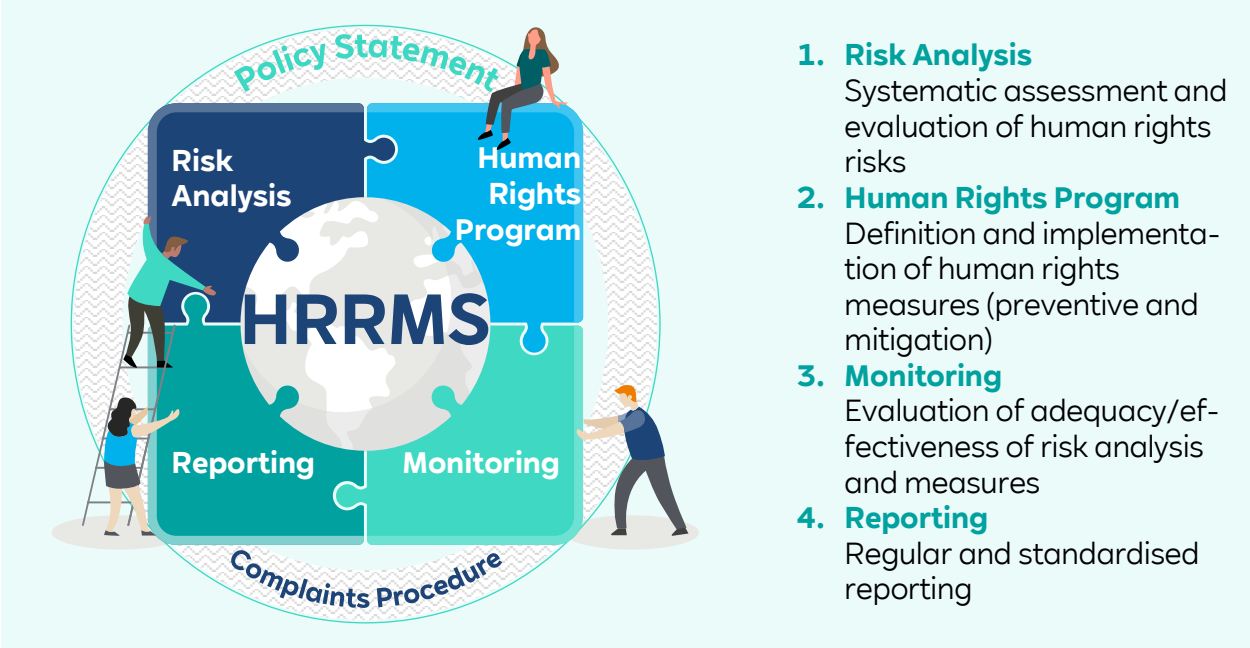
We aim for a fair and transparent process taking into account the principle of proportionality for the affected parties, while also giving protection to complainant and offering the possibility of submitting an anonymous complaint if not explicitly prohibited under national law. We have developed processes for the assessment of rule violations. In addition, information and complaints can be sent directly via email to humanrights@rwe.com.

After receiving the complaint and providing the complainant with a confirmation of receipt, responsible employees conduct a thorough assessment of the complaint. Facts are discussed with the complainant if possible and required. If the initial complaint seems plausible, the case is further analysed, according to applicable local regulations, and investigated by specialist departments where necessary. Appropriate measures may also be initiated to improve the situation. If a violation of these principles is found to be caused by individual employees, action will be taken, which may lead to disciplinary action under labour law.

4 Our Human Rights Due Diligence Approach and Strategy

At RWE, human rights and environmental protection are a fundamental element of our sustainable business strategy. To comply with our due diligence obligations, we established an effective Human Rights Risk Management.

With our Human Rights Risk Management System (HRRMS) we developed an effective risk approach enshrined in all relevant business areas through various measures and processes. The Chief Human Rights Officer (CHRO) is responsible for monitoring the human rights risk management.



- 1. Risk Analysis**
Systematic assessment and evaluation of human rights risks
- 2. Human Rights Program**
Definition and implementation of human rights measures (preventive and mitigation)
- 3. Monitoring**
Evaluation of adequacy/effectiveness of risk analysis and measures
- 4. Reporting**
Regular and standardised reporting

Through our HRRMS, we fulfil our human rights due diligence obligation based on internationally recognised standards, applicable law and regulations including our shared understanding of values at RWE. We also consider the interests and rights of our employees and stakeholders who may be directly impacted by our business operations. Our aim is to enter into an exchange with potentially affected rights holders or their representatives and to take their interests into account for the further development of our HRRMS.

We develop our HRRMS continuously, for example, when a risk analysis is performed following a new activity or business relationship to support strategic decisions or changes in business operations. We are also considering the use of consultations with external stakeholders

and experts to support the further development and monitoring of the HRRMS. Our human rights experts team reviews the effectiveness of the preventive or mitigation measures introduced on an annual or ad hoc basis where there is a significant change or expansion of the risk situation in our own business and / or our direct supply chain.

To support our human rights due diligence approach, we have implemented a number of measurable targets and KPIs to comply with our due diligence obligations.

Risk Analysis

As part of RWE's Human Rights Risk Management System, we conduct groupwide risk-based and systematic analysis to verify that we as a company and our direct suppliers comply with human rights by implementing appropriate measures to prevent, as far as possible end and mitigate negative impacts on human rights within our business operations worldwide.

Through structured risk analysis¹⁰ we identify human rights and environmental-related risks in our own business area and supply chains. Identified risks are categorised as low, medium or high. This is followed by a prioritization of the identified risks.

The results of each risk analysis are communicated to the CHRO of RWE AG and key persons from the main subsidiaries as well as the purchasing departments and other relevant internal employees.

RWE's Priority Risks

We work with an external research provider. Their inputs allow us to identify risks for human rights and the related environment which are based on salient incidents and on related country and sector risks exposure, for our own business area and at our supply chain.

- For RWE's own business area the identified priority risks are: a) Environmental pollution and b) Impacts on landscapes, ecosystem and biodiversity.
- For RWE's supply chain the identified priority risks are: a) Forced labor, compulsory labor, child labor and all forms of forced labor, b) Poor employment conditions, c) Disregard of occupational health and safety, d) Freedom of association, and, e) Unlawful expropriation of land, forest and water.

¹⁰ As well as on an ad hoc basis in case a significant change of the risk situation must be expected, for example due to the introduction of new products, projects or a new business field.

Complaints Procedure

At RWE we established an internal complaints procedure for our employees and our external stakeholders.

- Findings from the complaints process are included in the risk analysis (indications of new risk areas or possible high-risk suppliers)
- The risk analysis results provide information about target groups of the complaints procedure

Each employee and business partner is requested to notify RWE as soon as it becomes aware of:

- Any breach, or potential breach, of this Human Rights Policy Statement
- Identified risks, which could result in a potential breach of this Human Rights Policy Statement
- Any actual or suspected Human Rights violations in a supply chain that had or has a connection with any agreement with RWE

Any member of our own workforce, worker in the value chain and /or stakeholder (including business partners) may share notices and information with us through our [Human Rights Rules of Procedure](#), immediately after the point of awareness, either in our own business activities or in our supply chains.

RWE and Controlled Group Companies

As part of the HRRMS, we conduct frequent and systematic risk analysis concerning human rights. We also implemented a specific guideline concerning the human rights risk analysis that is applicable to all companies within the RWE Group. Risk-based analysis helps us to identify the individual risk for each company within the group whilst considering country-specific factors.

Based on the results of the risk analysis, we implement tailored measures for the controlled Group Companies to address the individual results of the risk analysis. The respective entity is responsible for the implementation of these measures. The RWE's Group Sustainability department is responsible for the design and execution of the annual and ad hoc risk analysis. The respective RWE entity is responsible for the implementation of those measures. This is steered, monitored and reported by the Human Rights Officer (HRO) in charge for the relevant entity.

This process is also supported by regular internal communication on human rights topics and the introduction of specific training initiatives targeting relevant employees to raise awareness within our workforce. To support the effectiveness, continuous improvement and further development of our HRRMS, corresponding monitoring and reporting processes are performed annually.

Business Partners

Our requirements and expectations towards our business partners can be found on the [RWE Supplier Portal](#). Business partners are all who do business with us, including suppliers. We and our business partners respect and support the protection of internationally recognised human rights and place special importance on the rights stated in the International Bill of Human Rights and the Core Labour Standards of the International Labour Organization. We are committed to prevent human rights violations within our supply chain and carried out by anyone or any legal entity or institution with which we and our partners do business.

Adherence to these standards is necessary for a successful collaboration between RWE and its business partners. Business partners are generally obliged to perform an integrity check before we enter into any official arrangements with them which includes sustainability criteria. Our business partners are also generally obliged to continue to comply with statutory requirements after contract execution. If needed, we offer help to enable our business partners to familiarise themselves with our expectations. Concerns about integrity or potential violations of law and/or the [Human Rights Appendix](#) will be examined together with our business partner. If these cannot be resolved within a reasonable timescale, we will implement appropriate measures and may take appropriate action including legal action up to termination of the business relationship. We expect business partners to communicate the applicable law and its relevance to their employees, in addition to the contents of RWE's Human Rights Appendix and the associated requirements. We generally expect our business partners to share the contents of the Human Rights Appendix with their suppliers so that any compliance relevant requirements are met. We reserve the right to request information and to check compliance with the contractual terms and conditions. Where a business partner has breached any terms and conditions, we may exercise our rights under the contract including legal action against the supplier and – as an ultima ratiō – even terminate our contract if deemed necessary.

At RWE, we understand our duty concerning the responsible and sustainable purchasing of materials and services through our dedicated procurement departments. Therefore we attach particular importance to our contractual terms and conditions to stipulate clear requirements and expectations that apply to our business partners and their suppliers, which must be verified by our Procurement employees.

Our procurement departments conduct systematic reviews of compliance with our human rights principles as laid out in this document. If we obtain indications suggesting, in a substantiated manner, that a violation of a human rights related or an environmental related obligation has arisen or is likely to occur at an indirect supplier, we request our business partner together with us to apply and implement preventive measures vis a vis the responsible party, including measures to prevent from, minimise or end such risk or violation and we will update our risk assessment accordingly.

New business partners are evaluated with regard to compliance with human rights and, if necessary, audited on site. In addition, we continuously monitor our business partner for

human rights violations through a media screen and through the use of an external supplier risk monitoring tool. All business partner classified as potential high risk based on the risk analysis result will be further processed and analysed by our human rights experts through a high-risk supplier process. Based on this in-depth case-by-case analysis, measures will be developed and implemented if deemed necessary.

5 Responsibilities

The Executive Board of RWE AG is responsible for the implementation of this Policy Statement and its compliance. The Chief Human Rights Officer (Director Strategy and Sustainability) is responsible for monitoring human rights risk management at RWE and reports to the Executive Board of RWE AG, at minimum, on an annual basis. He is supported by the human rights expert team located within Group Sustainability as well as our Human Rights Officers (HRO) established in each main business unit.

Contact, Questions and Information

Questions and comments with regard to these Principles or any human rights related topics can be directed to Group Sustainability at RWE [via e-mail](#). Complaints or reports of non-compliance with these Principles can be submitted via several channels: [Whistleblower System \(rwe.com\)](#).

Assessments and Regular Reporting

We at RWE will continue to make annual disclosures on our due diligence activities for our own business as well as the supply chain. This will include a disclosure of the risk analysis results and a detailed description of our measures to mitigate the risks identified and evaluate their effectiveness.

Miscellaneous

Upon signature, these Principles enter into force. No individual or third-party rights can be derived from these Principles. These Principles have no retroactive effects. The content-based design and orientation of the existing management systems are described in greater detail in dedicated internal guidelines for implementing these Principles. These Principles are regularly reviewed and revised in accordance with the results of the risk analysis within the framework of the RWE Human Rights Risk Management, for example if a risk analysis is carried out due to a new activity or relationship, before strategic decisions or changes in business activities are taken.

6 Outlook

For RWE, respect for human rights is an important contribution to achieving the United Nations' Sustainable Development Goals (SDGs). We are aware that the implementation of human rights due diligence in our own business activities as well as in supply and value chains is an ongoing process. We are willing to take on this challenge and regularly review our strategic approaches and measures with the aim of continuous improvement. We provide regular and transparent information on implementation and strategic developments as part of our sustainability reporting. This Policy Statement was initially signed by the RWE AG board on 20.12.2022 and is regularly updated as and when required.

Sustainability Reporting

Read more about human rights in our latest **Sustainability Reporting** and on our website: [Sustainability Report | RWE](#)



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